

*At our college, we weren't sure how many of us were "ready" for an assessment for locating how we were doing with cross-cultural awareness and related issues. We didn't know what to expect; when we contacted CulturePrep, it felt a lot like holding our hands out in the dark and searching for the light switch. But as soon as we made a date for the Town Hall and focus groups, we found ourselves in good hands. Peter Vogel guided us up to the date and offered us support, before and after the event. And to our amazement, he, as our facilitator, got everybody talking--he enabled us to see that so many of us were very ready for this assessment and open to the information it offered us."*

Dr. Heather Ostman  
Co-Chair, Presidents  
Diversity Committee,  
Westchester Community  
College, NY

## BUILDING DIVERSITY-FRIENDLY PEOPLE AND PLACES: CASE STUDIES

### Assessing Institutional Cross-Cultural Climate

**Target Community:** University Campus  
Members of the President's Diversity Committee at this university wanted to take a responsible and meaningful look at the university's strengths and weaknesses pertaining to cross-cultural relations on campus

#### Critical Issues:

- To be aware of and understand the reasons for cross-cultural perceptions, attitudes, and behaviors on campus

**Solution:** In partnership with CulturePrep, The President's Diversity Committee provided background data and anecdotal information concerning cross-cultural issues in order to prepare for an effective onsite consultation. CulturePrep also administered an online Cross-Cultural Climate Survey to segments of the campus community prior to arrival on campus. Once on-campus, CulturePrep conducted a day of focus group meetings with faculty, staff, and students; and a Town Hall Meeting on Building a Diversity-Friendly Campus with the greater community. On the second morning on Campus, CulturePrep led a discussion with The President's Diversity Committee that included:

- Review of data gathered from Survey, Focus Groups, and Town Hall Meeting
- Some possible preliminary recommendations for action that will have the greatest impact for building a diversity-friendly campus community

**Results:** Critical information gathered by CulturePrep's Campus Cross-Cultural Climate Assessment provided a way for President's Diversity Committee to:

- Determine level of campus cross-cultural competence and capital
- Prioritize campus multicultural programming needs
- Develop a Plan of Action for campus multicultural programming
- Assist in prioritizing allocation of multicultural programming funds