

## **Student Affairs - Diversity Initiative & Resource Center (DIRC)**

### **Step 1: Student Learning Outcome**

Students will engage in a community which fosters a sense of belonging.

### **Step 2: Methods and Measures**

The Diversity Initiatives & Resource Centers (DIRC) is home to six identity-based and cultural resource centers. Each center offers students an inclusive space to find their authentic selves, co-curricular engagement opportunities for students to develop a deeper understanding of their identities and those of others, as well as resources to support their academic and personal success. Students of all identities are welcome in all our spaces. DIRC tracks the number of engagement opportunities, a mix of both virtual and in-person strategies and programs, across all centers and departmental initiatives with attendance data gathered in a variety of ways including TitanLink check-ins and social media viewership and “likes.” Students are invited to complete a survey toward the end of each program to collect qualitative and quantitative data aligned with the outcome.

### **Step 3: Criteria for Success**

- 80% of student participants will feel welcomed.
- 80% of student participants will feel they are a part of a community.
- 80% of student participants will agree that DIRC experiences contribute to their sense of belonging.

### **Step 4: Results**

A total of 282 surveys were received from over 62 engagement opportunities. Overall results reveal that the criteria for success were well exceeded as follows:

- 99% of participants felt they were welcomed.
- 96% of participants felt they were part of a community.
- 98% of participants agreed that DIRC experiences contributed to their sense of belonging.

Open-ended questions included asking students how attending the program impacted them. The following examples illustrate the experience of students and their sense of belonging through DIRC programming:

- “In my first week I was extremely concerned with the absence of Black students at CSUF due to the fact I am the only Black girl in 3/5 of my courses. Coming from a diverse school, which had no dominating or overpowering ethnic presence, it was a drastic change to see. This program made me feel less alone and allowed me to see myself staying here until I graduate.”

- “It was nice to see my community come together and be my sense of home away from my home. Coming to a big campus can be overwhelming and lots of imposter syndrome is present. Attending this event and being welcomed by staff allowed me to feel more connected to campus.”

Overall, the criteria for success were met. DIRC provided transformative educational opportunities and environments for students and designed opportunities to ensure that students felt engaged, felt welcomed, that they were part of a community, and that the experiences contributed to their sense of belonging.

### **Step 5: Improvement Actions**

The programming for this outcome differs in scale and scope across the various centers. Some centers have large-scale programs while others have series that spread engagement over the course of a semester or academic year. Our plan is to work with the coordinators to develop more direct measures of the outcome and identify how students are experiencing a sense of belonging in the various centers and various programming opportunities offered. Mid-year and end-of-year assessments throughout the department will also be implemented. Additionally, focus groups with frequenters will enable us to capture different types of data related to sense of belonging that we cannot ask on program surveys.