

**ACS Diversity Mini-Grants for Student Led Collaboration with Faculty/Staff  
Proposal Cover Sheet**

Please print or type all information

Project Title: Birmingham-Southern Multicultural Resources Library

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Faculty/Staff Name:

Erica K. Brown

Department/Office: Multicultural Affairs, Dir.

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Department/Office: Library Director/Assoc. Professor of Library Science

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Amount requested: \$1,800.00

Proposed grant period: 4/1/06 – 12/31/06

Signature of student submitting proposal \_\_\_\_\_

Signature of faculty/staff collaborator \_\_\_\_\_

Dudley Long, V.P. for Student Affairs  
Name of Senior Student Affairs Officer

Dr. Kathleen Murray, Provost  
Name of Chief Academic Officer:

\_\_\_\_\_  
Signature of Sr. Student Affairs Office

\_\_\_\_\_  
Signature of Chief Academic Officer

Date \_\_\_\_\_

Date \_\_\_\_\_

**Evidence of institutional support is required for each mini-grant proposal in the form of a joint letter of support from the proposal author's senior Student Affairs Officer and senior Academic Dean. The faculty/staff collaborator also needs to include a letter outlining his/her involvement and support.**

For ACS Office use only

Date received \_\_\_\_\_

By \_\_\_\_\_

Date sent to Review Committee \_\_\_\_\_

Action \_\_\_\_\_

Notification sent \_\_\_\_\_

Award Accepted \_\_\_\_\_

## Summary

Birmingham-Southern College seeks to obtain funding for the continuation and expansion of a campus multicultural resources library. This library provides tools for students, faculty and staff that assist in the understanding, discussion, and presentation of topics dealing with a range of racial, cultural, gender, and social issues.

## Goals and Objectives of the Activity

- To increase awareness of a variety of social, political, ethnic, and religious issues, practices, and perspectives in order to learn about the world in which we live.
- To provide resources that students, faculty, staff, and student organizations can use in the areas of instruction, personal development, scholarship, and leadership studies.
- To use resources in the training and development of Resident Hall Assistants (RA's), counseling service staff, and the Students Offering Support (SOS) organization.

## Description of how goals and objectives will be accomplished and evaluated

1. The College will order and purchase materials and make them available through the BSC Library. Using its online catalog system, the Library will organize, catalog, provide access to and manage the circulation and maintenance of the resources.
2. The Office of Multicultural Affairs has designed a series of training sessions and discussion groups to train leadership and student organizations to provide students with an avenue for discourse regarding a variety of social issues.

## Anticipated outcomes and benefits to the campus

1. The multicultural resources library will be used by students for personal and class reference and as a resource for research and term papers.
2. Professors will use materials in the classroom for instruction and teaching tools.
3. The multicultural resources library will be used as a tool to help facilitate a variety of regularly organized discussion groups among students, faculty and staff.

4. Materials will also be available for use by community patrons who are 18 years and older for educational purposes.

#### Description of collaborative relationships

In 2005, the Southern Diversity Delegate (a student) organized a collaborative relationship among the Office of Multicultural Affairs, the Multicultural Awareness Committee, and the BSC Library to establish the Multicultural Resources Library. Each entity participated in the process of establishing the multicultural library in one or more areas by identifying resources, financing, purchasing materials, and organizing the library. The involvement of these groups has been key in the creation and success of the multicultural resources library.

#### Project Description

Birmingham-Southern College seeks to obtain funding to continue and expand the multicultural resources library for students, faculty, and staff to obtain information to facilitate understanding, discussion, and presentation of topics on a variety of multicultural issues (racial, cultural, gender, and social). Initiated in 2005 by Ms. Chryston Jones, a student, during her term as Southern Diversity Delegate, the multicultural resources library is housed in the BSC Library, which is responsible for ordering, cataloging, and maintaining the materials in the multicultural resources library. Through the BSC Office of Multicultural Affairs and the 2006 Southern Diversity Delegate Kandace Hamilton, the project is continuing this year.

#### Goals and Objectives

- To increase awareness of a variety of social, political, ethnic, and religious issues, practices and perspectives in order to learn about the world in which we live.

Birmingham-Southern College will maintain a record of the number of times a book, video, or DVD is checked out through the Library to determine the success of the multicultural resources library. The program will be evaluated once a year.

- To provide a collection of resources that students, faculty, staff, and student organizations can use in the area of instruction, personal development, scholarship, and leadership studies.

The evaluation process for assessing the success of the library will be determined by a questionnaire given to students after the library has been fully established. The evaluations will be assessed and the success of the program will be determined based on the feedback provided.

- To use resources in the training and development of Residence Hall Assistants (RA's), counseling services, and Students Offering Support (SOS). Many of the resources purchased will be used during training and discussion activities.

### Significance and campus context

Over the past 5 years, Birmingham-Southern College has made significant progress in the area of diversity and multicultural education. The College believes that incorporating diversity initiatives strengthens the fabric of the College by exposing students to a variety of ideas, thoughts, and ways of living and existing within a larger, ever-changing, global community.

In 2000, BSC created the Office of Multicultural Affairs in an effort to meet the needs of minority students and to assist in providing educational opportunities and experiences for the campus at large. Today, the office advises several student organizations including the Black Student Union, the Multicultural Awareness Organization, the Muslim Student Association, the BSC Gospel Choir, Allies (GLBT) and the Multicultural Awareness Committee (MAC). In addition, the office is developing a series of discussion nights which give students the opportunity to talk about the social issues affecting our community and nation. Many of the topics are selected by students and are facilitated by the Director of Multicultural Affairs or a faculty member.

Detailed projected plan for the activity, demonstrated adequate planning and evaluation

Each year, the Office of Multicultural Affairs selects a Southern Diversity Delegate who serves as the student spokesperson for the Office of Multicultural Affairs. As part of his or her service, each delegate selects a topic or area on which he/she would like to focus throughout the year. In the spring of 2005, Southern Diversity Delegate, Miss Chryston Jones, sought to increase the number of cultural programs on campus. During her year of service, she proposed the idea of creating a multicultural library for students and faculty. A meeting was held between the Office of Multicultural Affairs, Southern Diversity Delegate, and the Director of the BSC Library to discuss the possibility of building a multicultural library and working out the details.

The Southern Diversity Delegate secured funding from the SGA and Office of Multicultural Affairs to obtain start up funding for the library. Chryston Jones and the staff of the Office of Multicultural Affairs were responsible for selecting the titles by soliciting the help of the Multicultural Awareness Committee. The BSC Library ordered, cataloged, and processed the resources and added them to its catalog with a special tag to identify them as part of the multicultural resources library. A link to the multicultural resources library was created on campus websites and the Library assumed responsibility for circulating, maintaining and keeping records. Once the titles were ordered, the library was advertised to the campus community. This grant will enable the College and the Multicultural Affairs Office to acquire additional resources to further expand this project.

The projected timetable

Once approval of the grant has been received, the process of selecting titles will begin. Resources to be acquired will be identified and selected by the Southern Diversity Delegates Chryston Jones and Kandace Hamilton (2005 and 2006), with input from the Office of Multicultural Affairs, the Library Director, and from faculty, students, and staff. All resources ordered will be cataloged and available to

students within 180 days after the approval of the grant. The Office of Multicultural Affairs will publicize the availability of the resources to students, faculty, and staff. The project will be considered completed when all materials have been received and processed and potential users have been notified of their availability.

Requested budget with justification for each line item

A total of \$1800 is requested for the purchase of books and audio and video resources for the multicultural resource library. The selection and purchase of specific materials will be based upon their availability. The start-up costs were provided by the BSC SGA and BSC Multicultural Affairs Office, and so funds awarded by the grant will allow for the growth of the library. The costs associated with processing the resources will be absorbed by the BSC library so that the total cost of the grant will be used for the purchase of resources.

Impact on the institution, including number of students per year

The availability of a multicultural resource center will have a significant impact on the institution in the following ways:

1. The availability of information increases awareness and promotes tolerance and understanding of issues pertaining to multiculturalism and differences. It is important to expose students to a variety of lifestyles, beliefs, and perspectives to support the ideal of producing students who can take their place in the world as global citizens. Informed students gain a better understanding of the world in which they live, and are equipped to assume their positions as future leaders within the community. In the past, BSC has faced challenges in representing a wider arena of lifestyle choices and cultural differences in its student activities. Many changes have taken place on campus in order to foster a more focused effort on incorporating programs and resources used to help educate and expose students to differences in ways of living and being.

2. The resources in the multicultural library will be made available to all students of the College (1351 FTE) as well as faculty and staff for teaching aids, reference, and discussion. Student organizations will also have the benefit of using the resources for training and in a variety of workshops. During the year, several annual events will be able to incorporate these resources into their programs, including International Education Week, Black History Month, Islamic Awareness Week and Women's History Month. Birmingham-Southern also has a GLBT student organization that is active in educating the campus about gender and sexual orientation issues.
3. The College is discussing the possibility of establishing a center for human and global dignity on campus. The multicultural resources library can play an important role in that process as it moves forward.

#### Evidence of Institutional Support

In 2005, the College provided support for the multicultural resource library in the amount of \$2,000. The funds were used to purchase books, DVD's and periodicals. All materials are listed in the BSC online library catalog (<http://www.bsc.edu/library/>) and on the Office of Multicultural Affairs website (<http://www.bsc.edu/campus/studentaffairs/multicultural/>).

#### **Evaluation, Dissemination and Continued Support**

The current multicultural resource library is regularly put to use by students, staff, and faculty, and so we are convinced that an expanded library will be of even greater value to the campus community. The College library will track usage of the materials, and the departments responsible for the creation and maintenance of the resource library will evaluate that usage in order to determine the library's success, as well as to choose future purchases.

The method and process of establishing a multicultural resources library will be promoted and published in the *BSC Hilltop News*, ACS (Associated Colleges of the South venues, the BACHE (Birmingham

Area Consortium for Higher Education) group, and in BSC's *Southern* magazine. Other opportunities for promoting the multicultural resources library will also be explored.

### **Literature Cited**

Bibliographies were checked in the process of identifying resources to be acquired and will be for all future acquisitions as well. Publishers' catalogs were also consulted.

Nosakhere, Akilah Shukara. *African-American Studies Core List of Resources: An Annotated List of Selected Resources* .... Caldwell (NJ): Blackburn Press, 2004.

## RESUME

Billy Pennington  
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### Employment History

1986-to date	Library Director C.A. Rush Learning Center/N.E. Miles Library Birmingham, AL
1979-1986	Head of Access Services Mervyn H. Sterne Library University of Alabama at Birmingham Birmingham, AL
1968-1979	Director, Library Media Center Developmental Research School Florida State University Tallahassee, FL
1979 (June-December)	Visiting Librarian Florida State University Study Center in Florence Florence, Italy

### Education

North Florida Junior College Madison, FL	1960-62	Associate of Arts
Florida State University Tallahassee, FL	1962-65	Bachelor of Arts Major: English Minor: Education, Library Science
Florida State University Tallahassee, FL	1967-68	Master of Science Major: Library Science
Florida State University Tallahassee, FL	1977-78	Post-Graduate Study in Library Science & Education
University of Alabama at Birmingham, AL	1980-86	General courses: Computer Science, Accounting & Education

## **ERICA K. BROWN**

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**EDUCATION** M.A., Educational Leadership, University of Alabama at Birmingham (2002)  
B.A., Marketing and Management, Jacksonville State University (1992)

### **RELEVANT EXPERIENCE AND ACCOMPLISHMENTS**

#### **CONFERENCE AND WORKSHOP EXPERIENCE**

- LEADERSHAPE Workshop, Birmingham Southern College, 2005  
*Managing Conflict: Intercultural Conflict Style*

#### **STUDENT PROGRAMS EXPERIENCE**

- Advised the International Mentoring Program.
- Advised the Interculture Program.
- Advised the Miss University of Alabama at Birmingham Pageant.
- Advised the UAB Entertainment Committee-Film series, concerts, special programs, novelty acts, and comedy
- Planned and facilitated student training through retreats, team and development activities
- Prepared and managed an annual budget for approximately \$100,000 dollars
- Advised UAB Ambassador Program.
- Counseled students on defining career and work related goals and objectives.
- Assisted in the organization and coordination of the International orientation program.
- Coordinate national and international spring break programs.
- Coordinated the annual joint leadership retreat

#### **MARKETING AND PROMOTIONS**

- Expertise in the promotion and marketing of large events and dealing directly with community leaders, corporate sponsors, and local media
- Create and develop newsletters, brochures, advertisements and other forms of communication in order to promote civic and community programs and events
- Responsible for all aspects of promoting university activities and events to the student body to increase participation in co-curricular activities

### **EMPLOYMENT HISTORY**

2004-present **Director of Multicultural Affairs** • Birmingham-Southern College, Birmingham, AL

1997-2004 **Coordinator of Student Programs** • University of Alabama at Birmingham, AL  
Advise and coordinate projects including Miss UAB Scholarship Pageant, UAB Entertainment Committee, Ambassador Program, International Mentoring Program, and Interculture.

**Disclosure Statement**

The Office of Multicultural Affairs has a limited amount of funding to purchase materials for the multicultural resources library. The office has established a fundraiser to obtain additional funding for the coming year. Last year the BSC SGA contributed funds for the library, and it is anticipated that funds will again be requested from that source. It is anticipated that sources for funding can be identified in the coming years to continue to develop the multicultural resources library. In kind services by the BSC Library will cover the costs of ordering, cataloging, and maintaining resources that are acquired.