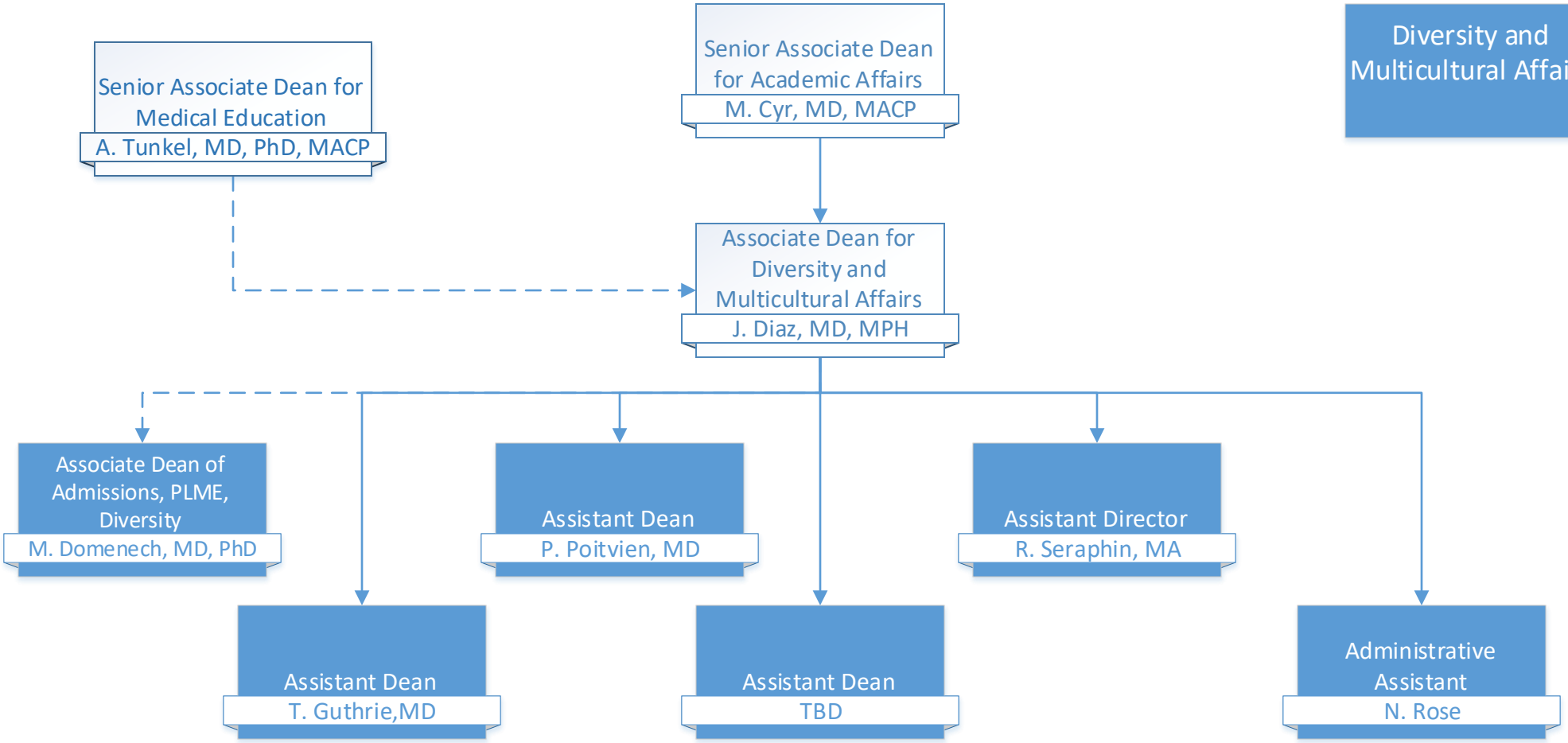Diversity and Multicultural Affairs