



Request for 2020-21 Funding Services and Activities Fee Committee

BUDGET PROPOSAL CONTACT INFORMATION

Department Name: Center for Equity and Inclusion

Create Date: 01/20/2021

Due Date: 02/05/2021

Submitter Name: Nedralani Mailo

UW Email Address: mailon@uw.edu

Phone Number:

Department Head Approval:

Department Head: Jimmy McCarty

Requested Amount: **\$312,408**

Departmental Information

STUDENT UTILIZATION

Mission: The Center for Equity and Inclusion enhances the holistic education of all students and the campus community by supporting the success of historically marginalized students, empowering staff and faculty to engage difference towards justice, and building a more equitable campus.

The CEI is scheduled to move into a larger and more centralized location for Fall 2021. This move enables us to expand our current programs and develop new programs to support students. These programs will include community building events, trainings and workshops related to students' social identities and the work of social justice, and opportunities for gaining leadership skills in a diverse society. Funds will support all services, student employment, professional and classified staff salaries, general supplies, and food for events. Funds will also be available for RSOs to request support in their efforts to host multicultural events and create a more equitable campus.

Funds also support a series of student retention initiatives, including the RISE Scholars learning community. RISE seeks to retain 90% of all scholars engaging in the program from year one to year two by building community and a sense of belonging, deepening students' understanding of their racial identities, and providing opportunities for social engagement and community building both externally and internally. In the first year of the program we had an 80% retention rate, which aligns with the overall rates at UWT, but is greater than the retention rate for several historically underrepresented communities. We are working to improve to meet our 90% retention goal.

CORE VALUES/MISSION ALIGNMENT

The work of the CEI aligns with all five values and four of the six strategic priorities named in Charting Our Course. The five values are Access, Diversity, Innovation, Community, Excellence. The CEI's work increases access by supporting offices, like New Student Transitions and Success and Admissions, as they work to increase access to the university through participation in search committees and community outreach. We also provide space and collaborative programming with the newly hired Tribal Liaison who has increasing access to UWT from Native communities within their portfolio. We support campus diversity efforts through all our work to support marginalized students, staff, and faculty, and by building campus capacity to engage in conversations about identity, difference, and power. We support innovation by serving on campus committees related to sustainability, student retention and success, and community engagement. We also are creating innovative programs to meet the evolving needs of our student population. We build community through hosting welcome receptions, RISE student cohort. We also provide space for students, especially students from minoritized communities, to gather together and build community across difference. We pursue excellence, especially inclusive excellence, in all we do and support the development of inclusive excellence across campus. One aspect of our work that works across all of these areas is our work with The Pantry, in which we increase access, diversity, innovation, community, and excellence through our support for food insecure students.

We support the achievement of the strategic priorities related to students, communities, equity, and culture. In particular, we support these priorities with a lens of building and developing equity across campus: in student life and in staff and faculty life. We provide professional development opportunities related to equity and inclusion, and we consult on the development of policies and structures that will promote inclusive excellence across campus.

Success indicators: We are working on indicators A, C, and F. Communities indicators A, C, E, and F. Equity indicators A, C, D, F. Culture-indicators B and F.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

*All events and programs are hosted virtually

Real Talk events for Fall Quarter 2020. Topics included

- power of voting - collab with ASUWT

- Native American curriculum - collab with Tribal Liaison, Gabe Minthorn
- disability rights and justice - collab with Disability Resource Services
- importance of mental health - collab with Counseling & Psychology Services

Husky Lounge: Our students created an innovative way to hold office hours using Zoom. Husky Lounge is a way to provide students space to socialize, study and to answer questions about the CEI or UWT in general. We will be inviting representatives from key departments to hold "office hours" with us to meet students where they are at.

Real Lit[erature] Remote: Reading for Social Justice is a book club co-sponsored and co-facilitated by the Library and the CEI. Since the pandemic started, we moved Real Lit to a virtual setting and have been very successful with retaining student interest. We have been able to discuss social justice topics that impact different marginalized communities through a literary lens focusing on own-voice authors. This has helped bridge the communication between the CEI and the Library and reach students we wouldn't normally be able to throughout student programming in the CEI. We have 9-10 sessions per quarter and have been averaging about 12-15 participants per session.

In collaboration with the Department of Student Transitions and Success, we transitioned our approach to student welcome programs. For the Fall 2020, we held identity based social hours for African American and Black, Native American, Pacific Islander, Asian and Asian American, Latina/o/x, and LGBTQIA+ students. We also invited a nationally-recognized keynote speaker, Washington resident Hoan Do. Hoan focused his presentation on how to be successful in college and in life. We invited Hoan back for our Winter Welcome Event as well and focused his presentation on mental, physical, and spiritual wellness. With this partnership we also launched the inaugural cohort of Social Justice Summer interns. We were able to place six students in paid internships in nonprofit organizations in the Hilltop community. Internships included weekly reflections on identity, leadership, and professional skills development. All six interns were retained into the next school year, and three of them were able to continue their internships in the fall with other funding sources.

The Pantry has continued to serve students through the pandemic. We transitioned our services to better serve our students by implementing an online food order process that allows students to submit an order for pick-up or delivery. We give students 5 different food options to select from: vegetarian, vegan, omnivore, kosher, and gluten-free. From April 2020-December 2020, we distributed over 4500 pounds of food and hygiene items and had over 400 Pantry orders with over half of the orders being deliveries. Our Pantry orders are delivered by UW Tacoma staff and faculty each week to students living within a 30 mile radius of campus.

STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)

The Center for Equity and Inclusion is open to all students, staff and faculty. Our services and resources primarily serve students but we also provide frequent opportunities for faculty and staff to engage.

CEI Programming/Events/Sign-in - We conduct sign-in sheets for each of our events as well as Pantry usage.

2020-2021: We've hosted more than 30 events in the Fall 2020 that includes our new student welcome receptions, collaborations with other departments, and our ongoing student programs such as Real Talk and Real Lit.

2019-2020: Since September 2019 to the beginning of Fall 2020, we have documented over 3200 instances of students, staff, and faculty and community members utilizing our services and/or attending our events. When the government's state lock-down went into effect, we switched to online platforms such as Zoom and social media to reach our students. Our attention to collecting data such as learning outcomes took a stall as we focused our efforts in continuing programming through these online platforms.

We used Instagram and Facebook very heavily to promote our events and share content and provide informal programming. Interactions on our social media platforms increased as we engage more actively through likes, commenting and sharing.

COLLECTION OF FEEDBACK & IMPROVEMENTS

We currently have digital sign-ins in place as well as post-event surveys that we encourage participants to fill out. We also utilize the analytics on Presence to see what demographics of students are showing up to our programs and events and what students are not showing up. We are seeing a lot of pre major students that make up most of our participant population. However, we had more than 15 different majors represented that participated in our CEI events. See back up documents indicating the diverse group of students that are attending CEI events. A copy of our learning outcomes post-event survey is also included in the backup documents.

SERVICE BENEFITS TO STUDENTS

We aim to serve students by producing programming that is co-curricular, multi-disciplinary, and effective by working with faculty, campus departments, the local community, and student organizations. Co-curricular programs complement what students are already learning in the classroom and provide students with the opportunity to expand on their learning or interact with peers as they learn (Whitt, et al., 2001). Research on college students experience shows that extra-curricular/co-curricular programs are an integral part to a student's success and development (Kuh, 2001).

In addition to the many benefits of co-curricular programming, research on multicultural centers on college campuses shows that spaces like the CEI help to affirm students diverse identities, build community, and cultivate leadership. Intentionally diverse spaces offer a non-threatening space for cultural expression and pride, and student empowerment (Benitez, 2011). These spaces also serve as anti-oppressive political spaces of consciousness for students from minoritized backgrounds. Some research has shown that when given the opportunity to participate in programs aimed at creating an inclusive environment, students report greater comfort and improved perceptions of the campus climate (Poynter & Lewis, 2003). When students identify their campus as an inclusive and nondiscriminatory environment, they show greater support for the university's diversity efforts and increased satisfaction with their college experiences (Poynter & Lewis, 2003).

Staff Budget Requests

Category	Details	Amount Requested
Professional Staff ¹	<p>The Program Support Supervisor supervises student positions and scheduling, oversees the Services and Activities Fee Committee budget; monitors and reconciles budget, manages and supervises the Pantry, and assists in developing annual signature programs such as the Native American Indigenous Education Symposium, Umoja Celebration, and trainings. This work has resulted in support for ongoing student-led programs like Real Talk and Real Lit and other Partnered programs.</p> <p style="text-align: right;">E001</p>	
	<p style="text-align: right;">Professional Staff Wages:</p>	\$54,456
	<p style="text-align: right;">Fringe⁴ @ 39.6%:</p>	\$21,565
Classified Staff ²	<p>50% of the Student Retention & Community Development Specialist salary. This position is responsible for developing, maintaining, and assessing a comprehensive array of student retention and success programs for historically underrepresented students that make up a large part of the UW Tacoma campus community. Charged with developing and implementing cohort-based programs/initiatives focused on academic success, career development, and identity and leadership development.</p> <p style="text-align: right;">E002</p>	
	<p style="text-align: right;">Classified Staff Wages:</p>	\$29,313
	<p style="text-align: right;">Fringe @ 30.3%:</p>	\$8,882
Student Staff ³	<p>3 CEI Student Assistants at 19 hours each week for Fall/Winter/Spring and 10 hours each week for Summer.</p> <p style="text-align: right;">E003</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$29,858
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$6,628
Student Staff ³	<p>3 Program Coordinators at 18 hours each a week for Fall/Winter/Spring and 10 hours each a week for Summer.</p> <p style="text-align: right;">E004</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$29,148
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$6,471
Student Staff ³	<p>1 Pantry Lead Assistant at 19.5 hours a week for Fall/Winter/Spring and 15 hours a week for Summer.</p> <p style="text-align: right;">E005</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$10,982
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$2,438
Student Staff ³	<p>3 Pantry Assistants for 19.5 hours each a week for Fall/Winter/Spring and 15 hours a week for Summer.</p> <p style="text-align: right;">E006</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$32,589
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$7,235
Student Staff ³	<p>1 Social Media/Marketing Coordinator at 17 hours a week for Fall/Winter/Spring and 10 hours a week for Summer.</p> <p style="text-align: right;">E007</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$9,049
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$2,009
Student Staff ³	<p>1 Retention and Community Development Student Coordinators at 19 hours each a week for Fall/Winter/Spring and 10 hours each a week for Summer.</p> <p style="text-align: right;">E008</p>	
	<p style="text-align: right;">Student Staff Wages:</p>	\$10,178
	<p style="text-align: right;">Fringe @ 22.2%:</p>	\$2,260
	<p>1 Native Student Initiatives Assistant position at 19 hours each week for Fall/Winter/Spring and 10 hours each for Summer.</p> <p style="text-align: right;">E009</p>	

Student Staff ³	and 10 hours each for Summer.		
		Student Staff Wages:	\$10,178
		Fringe @ 22.2%:	\$2,260
		PERSONNEL TOTAL:	\$275,497

Other Budget Requests

Category	Details	Amount Requested
Contracted Services	Speaker honorariums - \$5000 Workshops and Trainings - \$5000 S001	\$10,000
Other Services	software/subscriptions - \$400. Pro devo for pro & classified staff - \$1956.00. Pro devo for student staff - \$1,300. Operational costs - \$1800. Campus services - \$300. Student recog/develop \$500. S002	\$8,956
Travel	Conference travel - \$500 mileage re-imbursements - \$500. UCar transportation for student programming -\$2000. S003	\$3,000
Non-Food Supplies & Materials	General office supplies - \$2000. Uniforms and nametags -\$700. Marketing and promotional material -\$3000. Event decorations and materials -\$1000. S004	\$6,700
Food	Events - \$2000. Quarterly team trainings - \$500. Sponsorships for RSOs -\$2000. S005	\$4,500
Equipment	color printer \$1920. black toner - \$600 2 workstation stand up desks for pro staff - \$1000. Paper - \$235. S006	\$3,755
	SUPPLEMENTAL TOTAL:	\$36,911

PERSONNEL TOTAL:	\$275,497
SUPPLEMENTAL TOTAL:	\$36,911
COMPLETE PROPOSAL TOTAL:	\$312,408

Supplemental Documents



PANTRY REPORT

Pantry report from April 2020-December 2020.



PANTRY REPORT

Pantry Report 2019-2020 and first half of 2020-2021 academic year.



CEI EVENT ATTENDANCE AND PANTRY USAGE

This document will break down the attendance of our student led programs, our pro-staff led programs, and Pantry usage for Fall 2020.



CEI LEARNING OUTCOMES

Example of learning outcomes for a CEI event held in Fall 2020.



EVENT ATTENDANCE 2019-2020 ACADEMIC YEAR

Event attendance of 2019-2020 Academic Year. *Spring quarter 2020 will have missing data due to transition from in-person to virtual setting.



EVENT ATTENDANCE FALL 2020

Event count and attendance for Fall 2020 programs and events.