

BUDGET PROPOSAL CONTACT INFORMATION

Department Name: Center for Equity & Inclusion

Create Date: 02/15/2022

Due Date: 04/08/2022

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Department Head Approval:

Department Head: Jimmy McCarty

Requested Amount: **\$316,317**

Departmental Information

STUDENT UTILIZATION

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. CEI moved into SNO 150, a larger and more centralized location, at the beginning of Winter 2022. This move enables us to expand our current programs and develop new programs to support students. These programs include community building events, training opportunities 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 two years 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.

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 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 Tribal Liaison who is increasing access to UWT for 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, potlucks, and in building student cohorts such as RISE. We also provide space for students, especially students from minoritized communities, to gather together and build community across difference. We pursue 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.

Success indicators: In the area of students we are working on indicators A, C, and F. In relation to communities we are actively working on indicators A, C, E, and F. In relation to equity we are actively working on indicators A, C, D, F. In relation to culture we are actively working on indicators B and F.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

Events for Fall Quarter 2021. Topics included

- Transgender Day of Remembrance
- Islamophobia
- Disability services
- Native American Indigenous ways of gathering food
- Film screenings
- New Student Welcome Receptions

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 held 6 different affinity-based student welcome receptions (Black and African American, Pasifika, Asian and Asian American, Latinx, LGBTQIA+, Native American and Indigenous). We connected students with key faculty and staff who share these identities and connected students to campus resources such as the CEI, other RSOs and campus departments.

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 had over 750 visits since October 2021. These numbers are not unique as we are seeing several students utilize the Pantry on a regular basis.

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.

2021-2022: Autumn quarter provided opportunities for us to do in-person events as well as hybrid and virtual events. We had a total of 192 attendees over the course of the quarter. These numbers are not unique as we are seeing several students attending more than one of our programs.

For winter quarter we began doing a head count of how many people are in our spaces and at what times. We collected almost 400 counts since February 1, 2022. Since we moved into our new space, we want to see which areas of the CEI are students utilizing the most and at what peak times during the day and week.

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. We transitioned into more virtual asynchronous programming for the Winter and Spring quarters.

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.

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 September 2020- August 2021, we distributed 6315.81 pounds of food and hygiene items and had over 600 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.

COLLECTION OF FEEDBACK & IMPROVEMENTS

With all the changes this academic year has brought, we focused our attention on creating programs both virtually and in-person and maintaining our Pantry operations. We've collected feedback both in informal and formal ways from our CEI student staff to get an idea of what students are looking for in terms of programs and services. We've collected attendance of students for our events and have seen that partnership events have proven to have a larger turnout.

For the Pantry, we've partnered with student orgs to identify key items that would support their sense of belonging on campus. In addition, we send out a suggestions list for items that students would like to see more of.

Winter Quarter Hourly Counts - a new measure of usage that we've incorporated since we moved into our new space in Snoqualmie are hourly counts. These hourly counts will include the amount of individuals who are using our spaces at each hour. These numbers are not unique as we may have some individuals who stay for long periods of time. The purpose of this data is to show how frequent each of our spaces are being utilized and at what peak times during the day. We did not start collecting this data until February 2022 due to the in-person return to campus.

We are using our new vision statement, mission statement, and values to create a new, robust set of learning objectives and outcomes that will inform new instruments for assessing student learning and sense of belonging.

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).

We are also growing a portfolio of student retention initiatives and are actively measuring student retention and success rates for all participants in these programs. These measurements are already showing promising results for historically underserved students at UWT.

Staff Budget Requests

Category	Details	Amount Requested
Professional Staff ¹	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 leading the RISE cohort which focuses on academic success, career development, and identity and leadership development	
	<div style="text-align: right;">E001</div>	
	<div style="text-align: right;">Professional Staff Wages:</div>	\$30,387
Classified Staff ²	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.	
	<div style="text-align: right;">E002</div>	
	<div style="text-align: right;">Classified Staff Wages:</div>	\$59,973
Student Staff ³	3 Program Coordinators at 18 hours each a week for Fall/Winter/Spring and 10 hours each week for Summer.	
	<div style="text-align: right;">E003</div>	
	<div style="text-align: right;">Student Staff Wages:</div>	\$30,814
Student Staff ³	4 Pantry Assistants at 18 hours each a week for Fall/Winter/Spring and 15 hours a week for Summer.	
	<div style="text-align: right;">E004</div>	
	<div style="text-align: right;">Student Staff Wages:</div>	\$43,591
Student Staff ³	1 Social Media/Marketing Coordinator at 18 hours each week for Fall/Winter/Spring and 10 hours each week for Summer.	
	<div style="text-align: right;">E005</div>	
	<div style="text-align: right;">Student Staff Wages:</div>	\$10,056
Student Staff ³	1 Student Retention Assistant at 18 hours each week for Fall/Winter/Spring and 10 hours each week for Summer.	
	<div style="text-align: right;">E006</div>	
	<div style="text-align: right;">Student Staff Wages:</div>	\$10,271
Student Staff ³	4 CEI Student Assistants at 18 hours each week for Fall/Winter/Spring and 10 hours each week for Summer.	
	<div style="text-align: right;">E007</div>	
	<div style="text-align: right;">Student Staff Wages:</div>	\$38,775
	<div style="text-align: right;">Fringe @ 20.4%:</div>	\$7,910
	<div style="text-align: right;">PERSONNEL TOTAL:</div>	\$282,406

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 - \$1000 UCar Transportation for Student Programming \$500. S003	\$1,500
Non-Food Supplies & Materials	General Office supplies - \$2000, Uniforms and Nametags -\$700, Marketing & Promo Material - \$3000, Event decoration and materials - \$1500. S004	\$7,200
Food	Events (recognition, workshops, and trainings) \$2500 Quarterly Team Trainings \$500 Sponsorships for RSOs \$500 S005	\$3,500
Equipment	Color printer toner \$1920 Black toner \$600 Paper \$235 S006	\$2,755
SUPPLIMENTAL TOTAL:		\$33,911

PERSONNEL TOTAL:	\$282,406
SUPPLEMENTAL TOTAL:	\$33,911
COMPLETE PROPOSAL TOTAL:	\$316,317

Supplemental Documents



PANTRY DATA 2020-2021

Pantry data for the academic year 2020-2021.



PANTRY DATA 2021-FEBRUARY 2022

Pantry data for academic year 2021-2022.



CEI PROGRAMMING

CEI Programs and head counts for the CEI.



SOCIAL MEDIA REPORT

We've tracked how much engagement and accounts reached on our Instagram account to see how many folks are engaging with us and from what populations.