



## Request for 2024 Funding Services and Activities Fee Committee

### BUDGET PROPOSAL CONTACT INFORMATION

Department Name: SIAS / Student Transitions & Success

Create Date: 01/30/2024

Due Date: 02/07/2024

Submitter Name: Vanessa de Veritch Woodsic

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Department Head Approval:

Department Head: Natalie Eschenbaum

Requested Amount: **\$9,894**

## Departmental Information

### STUDENT UTILIZATION

In 2020 the UWT Undocumented Student Advocacy Working Group was charged by then Asst. Chancellor for Equity and Inclusion with recommending actions to be taken to put in place permanent resources and supports necessary to promote a sense of safety, belonging, and thriving for students pursuing their degrees at UWT who are undocumented, DACA recipients, and/or from mixed-status families. This charge came from the recognition that UWT does not presently have a formal set of coordinated institutional strategies, programs, or services designed to offer academic, co-curricular, or community advocacy support for undocumented students. Ultimately, the aim is to utilize these actionable recommendations to build a set of integrated protocols, programs, and accountability systems that helps these students feel heard, seen, and part of the fabric of the University. The Implementation Team convened in 2021 began to expand Undocu Initiatives associated with five identified priority areas: campus support and advocacy, legal support, financial/administrative support; community-based engagement, and communication. In addition to developing services and resources that benefit this unique student population, we specifically intend to create **two paid part-time positions as Undocu Peer Advisors**, enhancing academic learning with leadership and professional development. The position will entail one-on-one advising, development and execution of relevant workshops and events in collaboration with other units and community organizations, and contributing to a sense of community among students with similar experiences.

### CORE VALUES/MISSION ALIGNMENT

A desire to develop Undocu Initiatives originated in student concerns and requests for institutional support that fosters **student success**. The implementation of Undocu Initiatives recommendations will undoubtedly help to **"increase recruitment, enrollment, retention and graduation rates with a focus on closing equity gaps"** and **"enhance student well-being."** It's imperative to privilege students' voices in our work and a peer advisor will serve as the primary liaison. We'll also establish a task force composed of student representatives who are undocumented, DACA recipients, and/or from mixed-status families to spearhead efforts to gather feedback regarding UWT student experiences, foster relationships of trust and belonging, put recommendations into action, and assess whether we've effectively accomplished our goals.

Central to our work is **community**--both in the sense of developing community among UWT students with similar experiences and challenges and in strengthening connections with organizations that already work with undocumented students and mixed-status families in the South Puget Sound like Mi Centro, Proyecto MoLE, Washington Sin Fronteras, and TCC CASA/MECA. Through creating relationships of trust and direct pathways to individuals and resources on our campus, we are likely to attract additional prospective students who are confident that they will feel welcomed, respected, and supported at UWT, regardless of immigration status. We will thus **"strengthen collaborative community partnerships with an emphasis on diverse communities."**

Our programs enable students to overcome unique obstacles that result from simultaneously navigating higher ed and immigration systems, thereby increasing retention and graduation rates. Moreover, our initiatives will offer targeted professional development and resources for post-UWT life. Our work, though, is holistic in nature. We recognize that the sociocultural climate on our campus and beyond certainly affects all students' well-being. This is even more pronounced among students who experience the precarity and uncertainty of temporary status or the potential for additional financial and familial obligations in the event of parents' deportation, for example. Through our initiatives will not only support individual student success, but foster a culture of **equity** more broadly and thereby **"cultivate an accessible, equitable, respectful and inclusive campus culture."**

**SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES**

Our goals are to shift from a model of individual support to institutional support. In other words, rather than essentially asking students to seek out resources and support by connecting with individual faculty and/or staff members, we'd like to show progress in terms of more comprehensive and visible resources; centralized, consistent, and accurate information regarding available services and resources on- and off-campus; and formal protocols for sharing updates. It's essential to leverage our community assets by better connecting UWT students with community organizations supporting students and/or immigrants and their families *and*—importantly—fostering a sense of trust and connectedness to UWT among middle- and high-school students and their families and students at South Puget Sound community colleges. (Info in brackets reflects 2023-24 outcomes)

Among the specific goals are:

- 1) Increasing efforts to advertise and expand Undocumented Peer Advising services [limited weekly Undocu Peer advising available with HSF and SAFC support]
- 2) Hosting Leadership Without Borders Undocu Allies Training at UWT regularly [30 participants in July 2023 with OCP support]
- 3) Identifying Undocu Allies across campus units
- 4) Identifying current available legal and other community resources
- 5) Distributing branded Know Your Rights information/cards and other co-developed resource sheets on campus and at community partner sites
- 6) Hosting quarterly events/workshops with campus units and community partners [workshop series w/Mi Centro and IIGE]
- 7) Creating online financial aid/admissions videos in English, Spanish, and potentially other languages
- 8) Developing online resources related to professional development and career prep for undocumented students
- 9) Developing a tentative in-time communications plan for emergent issues related to risk and safety and an ongoing plan for maintaining a welcoming space for undocumented students
- 10) Developing a user-friendly dedicated website that centralizes information and resources [conversations underway]
- 11) Growing communities of support through Monarchs United, a new dedicated RSO, and specialized group counseling via PAWS
- 12) Funding and allocating dedicated DACA Renewal/Legal Assistance fund, created in 2022 thanks to OCP funding

The implementation of the recommendations pertaining to each priority area will promote a sense of safety, belonging and thriving for undocumented students, and has the potential to help UWT become a model for other educational institutions. [We presented at the 2023 Foundation for Tacoma Students conference.]

We've already established a vibrant community of folks across UWT units who are invested in better supporting students who are undocumented and/or from mixed-status families. The 2020 Working Group and 2021-22 Implementation Team members included students, faculty, and staff from Advising, UWT Library, Registrar's Office, Office of Undergraduate Education, Student Transitions and Success, Financial Aid, Office of Global Affairs, Academic Affairs, Student Advocacy and Support, Legal Pathways/OCP, Center for Equity and Inclusion, Student Life, Campus Safety and Security, Advancement, School of Social Work & Criminal Justice, and School of Interdisciplinary Arts & Sciences.

Through previously established connections, our team also already collaborates with Mi Centro, Proyecto MoLE, College Success Foundation, and Northwest Immigrant Rights Project. We intend to strengthen and formalize partnerships with other local organizations including Tacoma Community House, Korean Women's Association, Khmer Anti-Deportation Advocacy Group, and the City of Tacoma.

**STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)**

This funding is intended to develop new UWT Undocu initiatives so we have limited data regarding utilization of services. We piloted an extremely preliminary version of Undocumented Peer Advising virtual and in-person drop-in hours during Autumn 2021 and Winter 2022 and WASFA drop-in hours, a collaboration between CEI and the Office of Student Financial Aid, in November 2021. All of the handful of participants were undergraduate or graduate students who are undocumented or DACA recipients and identify as Latinx.

During Spring, Summer, and Autumn 2022, our Office of Community Partnerships funding supported continued Undocumented Peer Advising as well as the UWT Monarchs United RSO's collaboration on event planning and execution with community organizations Proyecto MoLE and Washington Sin Fronteras. Four UWT students, for example, participated in the day-long workshop "Beyond Papers: We Rise and Thrive" event (rescheduled from December to January 2023), which included presenting about their own experiences in higher ed, participating in sessions with speakers who addressed post-graduation opportunities as Undocu Professionals, wellness and mental health, and holding a space for the undocu/DACAmented community to process the disproportionate impacts of the pandemic, fluctuations in DACA policies, etc., on local undocumented communities. Other campus events (open to all UWT students) included Know Your Rights workshops. Again, all participants were current undergrad or grad students who are undocumented or DACA recipients and Latinx.

Thanks to HSF and SAFC funding, we offered (scaled-back) Undocumented Peer Advising Spring 2023-present and, with the support of OCP, hosted an Undocu Ally training on our campus in July 2023. Among the 30 or so in attendance were Pack Advisors and other faculty and staff who regularly interface with our students. We also collaborated with the non-profit Mi Centro and Next Gen Civic Leader Corps (IIGE) to offer a series of civic engagement workshops focused on legislative advocacy and lobbying. The cohort of 6 students (all from underserved communities) received intensive training, were compensated for participation, and are now poised to pursue internship positions with Mi Centro and/or the Racial Equity Team. The workshop series was a pilot of a program we continue to offer through Mi Centro's Dolores Huerta Institute.

Currently, there are approximately 250,000 undocumented immigrants, 230,000 residents eligible for Deferred Action for Childhood Arrivals (DACA), and 15,000 undocumented students in higher education in Washington state. Each year, 2000 undocumented students graduate from WA high schools. The UW estimates that, of 46,686 students across the three campuses in Autumn 2017, 456 were undocumented. Recent estimates indicate there were approximately 100-125 undocumented students at the UWT campus alone during the Autumn 2022 quarter. Based on current estimated enrollments of undocumented students at local schools and community colleges, we expect this number to continue to rise.

**COLLECTION OF FEEDBACK & IMPROVEMENTS**

Aside from compiling a checklist of the intended deliverables, we hope to reconvene the Implementation Team as a Task Force that will meet twice a quarter to discuss progress and modify or expand specific prioritized goals. Subcommittees associated with each of the separate priority areas (and which all include 1-2 students) will meet independently between the full-team meetings to continue to make progress toward goal completion. We also intend to create a variety of avenues for current, past, and potential students to provide feedback regarding their experiences (e.g., online surveys, focus groups, community forum, etc.).

Our Peer Advisors will track the number of student interactions during drop-in peer advising hours, separately indicating whether these are unduplicated. If it's possible to maintain a sufficient degree of privacy of students' immigration status, we plan to use swipe cards to track attendance at our various on-campus workshops and events. We may, for example, destroy any original files that maintain student information once we create a new document that indicates the number of participants and perhaps what year of their undergraduate or graduate program they are currently in.

For collaborative community events, we will use sign-in sheets so as to accommodate folks who are not associated with UWT as well.

We are still in the initial stages of piloting our Undocumented Student Peer Advising program and have not yet collected formal assessment data.

**SERVICE BENEFITS TO STUDENTS**

We are creating and implementing new programs and services after a hiatus due to admin leadership changes. Because we are creating and implementing new programs and services, we can only project at this point what the most meaningful and significant benefits will be based on student and alumni feedback we have already received. At least half of each 2020-2021 Working Group monthly meeting was dedicated to hearing directly from invited guests, who shared their unique insights about the diverse experiences of students who are undocumented and/or from mixed-status families and/or about the programs at UW Seattle and UW Bothell that are already in place to support undocumented students. We also invited feedback from students, staff, and faculty at a virtual community forum event in Spring 2021. Since then, we have received valuable input from students involved in the Monarchs United and Latinx Student Union RSOs. Some of the primary ways that our initiatives meaningfully benefit students are by:

- Helping students to overcome financial and administrative barriers to support retention and graduation (e.g., assistance with DACA renewal fees or other immigration-related legal costs, paid student positions, connections to community resources, streamlined information sharing so students can easily find answers pertinent to their situation on various campus unit websites);
- Providing timely information regarding changes in federal policy and its impact on UWT students, anticipated presence of ICE/CBP on campus, etc.;
- Facilitating professional development and high-impact practices that are available to students regardless of immigration status (e.g., paid internships, compensated research assistant positions, etc.) and preparing students for various paths post-UWT (e.g., employment opportunities, grad school, law school, med school, etc.);
- Offering peer-to-peer advising to address both practical concerns and questions and creating a broader sense of connection; and
- Developing a sense of community, connection, and belonging among students via peer advising, the new Monarchs United RSO, and assessment practices that enable students to feel as though their voices and experiences are important and valued by UWT.

**Staff Budget Requests**




Category	Details	Amount Requested
Student Staff <sup>3</sup>	<b>Undergraduate Non-Academic Part-Time Position #1 (Undocu Peer Advisor #1) 8 hours/week for 30 weeks at \$16.50/hour = \$3960 + fringe This position is currently classified as 01-80 in case we hire a student who can receive wages processed via Workday rather than via stipend, as is the case for students who are undocumented.</b> <span style="float: right;">E001</span>	
	Student Staff Wages:	<b>\$3,960</b>
	Fringe @ 20.5%:	<b>\$812</b>
Student Staff <sup>3</sup>	<b>Undergraduate Non-Academic Part-Time Position #2 (Undocu Peer Advisor #2) 8 hours/week for 30 weeks at \$16.50/hour = \$3960 + fringe This position is currently classified as 01-80 in case we hire a student who can receive wages processed via Workday rather than via stipend, as is the case for students who are undocumented.</b> <span style="float: right;">E002</span>	
	Student Staff Wages:	<b>\$3,960</b>
	Fringe @ 20.5%:	<b>\$812</b>
<b>PERSONNEL TOTAL:</b>		<b>\$9,544</b>

### Other Budget Requests

Category	Details	Amount Requested
Non-Food Supplies & Materials	printing costs (flyers, info sheets, Know Your Rights cards, etc.)	S001 <b>\$350</b>
SUPPLEMENTAL TOTAL:		<b>\$350</b>

PERSONNEL TOTAL:	<b>\$9,544</b>
SUPPLEMENTAL TOTAL:	<b>\$350</b>
<b>COMPLETE PROPOSAL TOTAL:</b>	<b>\$9,894</b>

### Supplemental Documents

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[UNDOCU CAREER WEEK FLYER](#)
- 
[MI CENTRO WORKSHOP SERIES FLYER](#)
- 
[UNDOCUMENTED PEER ADVISER FLYER](#)