

## Request for 2022-23 Funding Services and Activities Fee Committee

### BUDGET PROPOSAL CONTACT INFORMATION

Department Name: Equity and Inclusion

Create Date: 02/06/2023

Due Date: 02/17/2023

Submitter Name: Erin Cousins

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Phone Number: 253-692-4533

Department Head Approval: ✖

Department Head:

Requested Amount: **\$294,033**

## 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.

Our new, larger location in SNO 150 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. 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 three of the five 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 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 differences. One aspect of our work that works across all of these areas is our work with The Pantry, in which we increase access, diversity, vitality, community, and excellence through our support for food insecure students.

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 space for minoritized communities to gather, 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: In the area of students we are working on goal 2. In relation to community we are actively working on goal 3. In relation to equity we are working on goals 8 and 9. Together we strive to build a space that is grounded in student-centered work while looking at the needs of our community and decreasing the equity gaps for historically marginalized populations.

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

Our student staff collaborated to host several educational discussions (known as Real Talks) about topics they felt it was important that UWT students knew about. They spread awareness and demonstrated cultural humility in their discussions on cultural appropriation and transgender day of remembrance. These Real Talks also serve as a way to demonstrate to students how to have difficult but important conversations.

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 as well as gaining interest from community members (UW alumni, UW staff/faculty, community members, etc.). 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.

In collaboration with the Department of Student Transitions and Success, we held 7 different student welcome receptions, each themed to include specific cultural and identity based affinity groups (Black and African American, Pasifika, Asian and Asian American, Middle Eastern and North African, 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.

For winter quarter 2023, we decided to do one student reception for BIPOC and LGBTQIA+ students. To build upon the individual, identity-based welcome receptions of last quarter, we decided to host one combined identity-based welcome reception as a way to encourage students, staff, and faculty to build community and collaboration across differences. Students were able to meet other students, staff, and faculty as well as connect with CEI staff through icebreakers and sharing food together.

Through our Social Justice Summer Internship program, we placed seven students in paid internships in nonprofit organizations in the Hilltop community. Internship sites included Hilltop Action Coalition, Peace Community Center, Asia Pacific Cultural Center, and our newest addition, Write253. The internship included weekly reflections on identity, leadership, and professional skills development. All seven interns returned to school in fall 2022, with several completing school in spring 2023.

RISE Scholars is a cohort learning community for FTIC first-year students of color. RISE was created to support these students through their academic journey by providing them with resources and support as they navigate campus while understanding the intersectional identities they hold. We had a total of 12 students at the start of Fall quarter. We had a total of 7 meetings this quarter. We've partnered with the following offices/departments: Career Development and Education, Teaching and Learning Center, University Academic Advising, First-Gen Initiatives, and Psychological and Wellness Services.

### 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.

#### 2022-2023:

Autumn quarter 2022

From the beginning of Fall Quarter 2022 until January 31, 2023, we've had a total of 3187 students in the CEI according to our hourly counts. These numbers are a reflection of how many bodies we count each hour in our space and at what times. Our hourly count helps us to determine the peak times and activities that bring students to our space, which in turn prepares us to utilize our space in the ways that students respond to positively. We also hosted a total of 15 events in our space during the Autumn quarter.

Pantry use

During the Autumn quarter, the Pantry had 1046 visits and distributed 7094 lbs of food. These numbers have increased greatly with the increased presence of students on campus. The Pantry has had to significantly increase the amount of money spent on food.

#### 2021-2022:

Autumn quarter 2021

We provided opportunities for in-person, hybrid and virtual engagements. We had a total of 192 attendees over the course of the quarter and a total of 13 events. Total number of attendees is not a unique number as we are seeing several students attending more than one of our programs.

Winter Quarter 2022

We collected 855 head counts in our space. 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. The kitchen area has shown to be the most occupied throughout the quarter. We provided a mix of in-person and asynchronous programming such as podcasts. For our in-person events, we had a total of 89 attendees. For our virtual events/trainings, we had 180 attendees.

Spring Quarter 2022

As we encouraged more in-person events, we hosted a total of 8 events with a total of 178 attendees. We collected 758 head counts in our new space with the majority utilizing the kitchen area and the classroom.

Pantry use

We had over 1200 visits to the Pantry. We had a total of 17 online orders, but transitioned to removing this option because of the low usage of the resource. We distributed 7813 lbs of food from September 2021- June 2022.

### COLLECTION OF FEEDBACK & IMPROVEMENTS

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 collect Pantry usage to determine the need. We collect and report the amount of food received from partners and weekly food orders, as well as how much food and hygiene items we are distributing to students. We also send out a suggestions list for items that students would like to see more of.

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 have sign-ins for every event we host in the CEI. Moving forward, we are working to create a more robust feedback form to send to folks post-event.

#### **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**

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Category	Details	Amount Requested
Professional Staff <sup>1</sup>	<b>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.</b> E001	
	Professional Staff Wages:	<b>\$48,925</b>
	Fringe <sup>4</sup> @ 39.5%:	<b>\$19,325</b>
Classified Staff <sup>2</sup>	<b>50% of the Student Retention &amp; 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.</b> E002	
	Classified Staff Wages:	<b>\$32,524</b>
	Fringe @ 31.8%:	<b>\$10,343</b>
Student Staff <sup>3</sup>	<b>3 Program Coordinators at 18 hours each a week for Fall/Winter/Spring and 10 hours each a week for Summer.</b> E003	
	Student Staff Wages:	<b>\$32,524</b>
	Fringe @ 21.5%:	<b>\$6,993</b>
Student Staff <sup>3</sup>	<b>2 student assistants at 18 hours each a week for Fall/Winter/Spring and 10 hours each a week for Summer.</b> E004	
	Student Staff Wages:	<b>\$23,529</b>
	Fringe @ 21.5%:	<b>\$5,059</b>
Student Staff <sup>3</sup>	<b>4 Pantry Assistants for 18 hours each a week for Fall/Winter/Spring and 18 hours a week for Summer.</b> E005	
	Student Staff Wages:	<b>\$52,131</b>
	Fringe @ 21.5%:	<b>\$11,208</b>
Student Staff <sup>3</sup>	<b>1 Retention and Community Development Student Coordinators at 18 hours each a week for Fall/Winter/Spring and 15 hours each a week for Summer.</b> E006	
	Student Staff Wages:	<b>\$12,808</b>
	Fringe @ 21.5%:	<b>\$2,754</b>
PERSONNEL TOTAL:		<b>\$258,122</b>

## Other Budget Requests

Category	Details	Amount Requested
Contracted Services	Speaker honorariums - \$5000 Workshops and Trainings - \$5000 S001	<b>\$10,000</b>
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	<b>\$8,956</b>
Travel	conference travel (lodging, flight, per diem) \$1000 Ucar Transportation for student programming \$500 S003	<b>\$1,500</b>
Non-Food Supplies & Materials	general office supplies \$2000 Uniforms & Nametags \$700 marketing & promotional material \$5000 event decorations & materials \$1500 S004	<b>\$9,200</b>
Food	events (recognition, workshops, and trainings) \$2500 quarterly team trainings \$500 Sponsorships for RSOs \$500 S005	<b>\$3,500</b>
Equipment	Color printer toner \$1920 black toner \$600 paper \$235 S006	<b>\$2,755</b>
SUPPLEMENTAL TOTAL:		<b>\$35,911</b>

PERSONNEL TOTAL:	<b>\$258,122</b>
SUPPLEMENTAL TOTAL:	<b>\$35,911</b>
<b>COMPLETE PROPOSAL TOTAL:</b>	<b>\$294,033</b>

## Supplemental Documents



### SAFC BUDGET 2023-2024

CEI budget proposal for 2023-2024 academic year.



### EVENT ATTENANCE

Event attendance and room reservation data for CEI during 2022-2023 academic year.



### PANTRY DATA 2022-2023

Pantry usage during 2022-2023 academic year.



### WELCOME RECEPTION FEEDBACK

Feedback from a survey given to participants at CEI Fall 2022 Welcome Receptions.



## **2021-2022 PANTRY DATA**

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Pantry usage data from 2021-2022 academic year.



## **RISE**

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Data from RISE cohort 2022-2023 academic year.