Office of Campus Climate
Diversity, Equity and Inclusion (DEI) Grant Program
Grant Proposal Application Form
2018 – 2019

PROVIDE INFORMATION FOR ITEMS 1-15.

1. Project Title

Outreach Support and Professional Development for Staff and Faculty of Color Association at UC Merced members

2. Project Manager (Person submitting the proposal)

Yesenia Curiel

3. Project Manager Email Address

ycuriel2@ucmerced.edu

4. What are you proposing to do and how will you do it?

The funds will support outreach activities for staff and faculty and professional Leadership Interviews to promote networking and professional growth. The Leadership Interviews model is adopted from the UC Women's Initiative for Professional Development (UC WI) program where women interview senior staff to gain professional tips and resources that can be applied to participant's professional growth. Staff and Faculty of Color Association members will solicit two people of color to interview a semester. Funds will pay for travel and to provide an honorarium.
Outreach for faculty members needs to be strategic due to their schedules, time limits and other constraints. Funding will be used by a Faculty of Color Committee chair to pay for meals. Members will conduct outreach through participation in the Staff Assembly's Appreciate Week and conduct an outreach event on campus at least one time a semester such as providing hot chocolate and coffee in the winter.

5. How will the program contribute to and enhance UC Merced's campus climate as a more equitable and inclusive place to study, research and work?

(Successful proposals specifically describes and includes supporting data on how the program will contribute to and enhance UC Merced's campus climate as a more equitable and inclusive place to study, research and work and specifically includes one or more findings from documented climate surveys, findings or statistics. For more documentation on climate information, please visit: http://diversity.ucmerced.edu/data-reports/2016-17.)

The staff members of color make up 46% (equivalent to 479 of 1,025) of professional staff members on campus. Staff members have reported that they lack opportunities for professional development which impact morale, productivity, and engagement. This project will provide staff members with opportunities for professional growth. Faculty of color only make up 31% (equivalent to 123 of 390) of faculty and they require support in professional recognition, equity and inclusive space for them on campus. This project will increase opportunities that can impact how staff and faculty feel about access to equity and inclusivity. Since the administration is only made of up 22% (2 of 9), people of color, some SFCA members feel that the professional growth for staff and faculty of

color is not a priority. In addition, our students would benefit by seeing themselves reflected amongst those who hold successful leadership positions in an institution of higher education.

6. Describe how this project is a new, high impact, collaborative, experimental and/or sustainable approach to enhancing and/or addressing an area of campus climate.
(Proposal specifically describes a new, high impact, collaborative, experimental and/or sustainable approach to enhancing and/or addressing an area of campus climate.)

The project is new because it will focus on outreach, professional development and establish a pipeline for career advancement through informal mentorship and networking strategies. The project will be a collaboration with staff and faculty of color. Funding will allow for outreach activities to educate the campus about the affinity group. Non-people of color and the administration will receive education about why affinity spaces are important and beneficial to the institution. Affinity spaces are an issue that is impacting campus climate at all levels. Interviewing leaders in the field of high education results in SFCA building leadership capacity in individuals. This is a being used in senior and middle management training such as the UC Women's Initiative for Professional Development (UC WI). Yesenia Curiel attended the UC WI in spring 2017, SFCA wants to offer an experiential professional development activity such as the Leadership Interviews. Professional career coaching will empower staff and faculty to pursue new positions or opportunities. SFCA will be able to sustain these projects after the membership is further developed and more members move up the pipeline.

This project will use the human-centered design approach which is a creative approach to problem solving and innovative learning. This approach integrates a process that starts with the people we are designing for and ends with new solutions, strategies and resources for members to become aware of their current career level and learn about career pathways and skillsets that are required for their career growth and success.

7. Describe the expected difference(s) the project will make on the issues addressed, the audience(s) it will serve, and the number of people it will affect.
(Proposals: (1) specifically describes the expected difference(s) the project will make on the issues addressed, the audience(s) it will serve, and the number of people it will affect and (2) specifically describes and includes supporting impact data from documented climate surveys, findings or statistics.)

The project has the potential of impacting over 500 staff and faculty of color at UC Merced. However, investing in new leaders has the potential of impacting the entire campus including students. Currently, in executive management, there are only two (2 of 9) people that identify as people color. Senior management that identifies as people of color are 32% (equivalent to 57 of 180), we want to inspire current staff to move up the management pipeline by helping staff of color to prepare with the appropriate tools and resources to succeed at UC Merced while promoting positive change through a culture of inquiry, discovery and learning.

8. How will the project bring together two or more campus entities, advance mutual goals and/or share knowledge? Specifically identify how the project will be integrated into the activities of teaching, research or public service.
   (Proposal specifically describes how the project will bring together two or more campus entities, advance mutual goals and/or share knowledge; and specifically identifies how the project will be integrated into the activities of teaching, research or public service.)

   The two primary stakeholders for this project are staff and faculty of color on the UC Merced campus. Members will have an opportunity to be teachers and students. Innovation is highly admired and encouraged here on this campus, and when groups come together to share their experiences, knowledge resources, there is a greater chance of developing strategies for support and professional advancement. Outreach for SFCA needs to be strategic and by reaching out new members in public campus activities, members will educate the campus at large about the importance of affinity spaces. Leadership Interviews will focus on SFCA's goals which focus on advocacy, learning, growth, and healing. Staff and faculty members collaborate together to address equity and inclusion challenges impacting the campus.

9. Describe the leadership, capacity and qualifications of the individual or group to implement the project.
   (Proposal specifically describes the leadership, capacity and qualifications of the individual or group to implement the project and specifically describes how each individual will implement the components of the project. Project Managers are in good standing with the University.)

   Yesenia Curiel and Le'Trice Curl initiated the first meeting on November 16, 2016, because there were no affinity staff or faculty groups on campus. Yesenia is the CARE Director and Le'Trice is the Director, Student Life and Conduct. The other team members are Kisha McGuire, Fiat Lux Scholars Program Counselor; José Martínez, Academic Advisor, School of Natural Sciences; Angie Salinas, Assistant Dean for Student Support, School of Natural Sciences; Demitra Borrero, InterLibrary Services Assistant, Library; Yazil Navarro, Learning & Professional Development Manager, Human Resources and Christopher Ramirez is a Faculty member in the Merritt Writing Program. All the leaders above are full-time employees and in good standing with the university. Yesenia is in good standing with the university and will be the designated Project Manager.

10. Describe how likely the project is to be continued and incorporated or replicated by other organizations on campus and demonstrate why
    (Demonstration of likelihood is supported with facts.)

    We hope to be a role model to other professional campus groups such as Staff Assembly. We hope to inspire the replication of other affinity groups or other special interest. We will develop an outreach plan with members only and the entire campus. The Leadership Interviews model can be replicated by other special group on campus including student organization. The leadership model activity was adopted from the UC

Women's Initiative for Professional Development (UC WI) training and this program has been outreaching to women in the UC system for more than three years.

11. Provide the full timeline - from start to completion - for the project.

July- Research and outreach will be conducted for potential presenters for FY 18-19. At least ten people will be identified at the SFCA general staff meeting.
Aug- Outreach will be conducted for faculty members to coordinate the first Faculty of Color Committee meeting at the end of the month.
August- Outreach event, SFCA members will distribute frozen treats to staff and faculty.
September- 1St Leadership Interview will be conducted.
September- Faculty of Color Committee work.
November- 2nd Leadership Interview will be conducted.
November- Faculty of Color Committee work.
December- Outreach event, SFCA members will distribute hot chocolate and cookies to staff and faculty.
January- 3rd Leadership Interview will be conducted.
February- Faculty of Color Committee work.
March – 4th Leadership Interview will be conducted.
April- Faculty of Color Committee work.
May- 5th Leadership Interview will be conducted.
May- Outreach. SCFA will participate in the Staff Assembly sponsored Staff Appreciation week activities.

12. What are your project goals and expected outcomes?

Expected Outcomes:
The members who participate in the Leadership Interview sessions will:
• Practice designing and asking the interview questions;
• Learn how these Higher Education leaders assessed their personal talent, explored their career options, and took action on their career path.
• Learn methods and resources (such as My UC Career) to move forward by transforming career aspirations into SMART goals.

13. What is your definition of success? How will you measure it?

The definition of success for this project is the development of the Faculty of Color Committee with the support of Leadership Interviews. Success for SFCA means that we are reaching our goals of Advocacy, Healing, and Growth. When we organize and completing an activity, we are making sure it meets at least one of our goals. We are still a new affinity group within the UC system, and we want to incorporate a strong foundation.

14. What tools will you use to collect the data needed to measure the progress and success of each expected outcome? When will you use them?

We will integrate Qualtrics-based, Kahoot learning or equivalent survey/assessment strategies to collect data before the project and at the end of the project to measure the

progress and success of each expected outcome. The data and progress measurement will be utilized to assess what areas of the project need continuous development to ensure project success.

15. Project sponsoring unit
   (All projects must be sponsored by a UC Merced student organization, or campus department/ by-law unit, School or Graduate Group. The sponsoring unit is responsible for administering and reporting on funds. Project managers much be current UC Merced campus members. Project Managers are in good standing with the University. Budget Managers must be current UC Merced staff members.)

   a. UCM Sponsor
      (Sponsoring Group(s)/Unit(s)/Department(s)/Schools(s)/Graduate Groups)

   CARE Office

   b. Budget Manager

   Diane Caton

   c. Budget Manger Email Address

   dcaton@ucmerced.edu