REQUEST FOR PROPOSALS: Due 5pm, June 10, 2022

Equity MicroCourse: Advancing Racial and Social Justice at CSUCI
An IEAP Initiative (2022-23)
Responsible division: Office of the President
Contact: Dr. Kaia Tollefson, Chief of Staff

A. SUBMIT A PROPOSAL: How would you spend $10K to develop a Canvas course as a professional development opportunity to advance racial and social justice at CI?

1. Assemble your team
   a. Each proposing team must consist of more than one person.
   b. No team may be composed of all faculty, all staff, all students, or all administrators.
2. Write your proposal, making sure to include each of the following (see rubric for details):
   a. team lead and team members, with contact information for each
   b. a listing of course goals, learning outcomes, and an outline of module topics and content (see Course Content and Outcomes section below for possibilities)
   c. examples of learning activities designed to be engaging in an asynchronous, online context
   d. anticipated timeline of activities and course completion date (ideally by the end of Fall 2022 but no later than the end of Spring 2023)
   e. possibilities for how to implement the course (i.e., since the course will have no instructor and must make sense to users learning independently, what suggestions can your team come up with to encourage community-building and collaborative, engaged learning experiences?)
   f. the team’s plan for how to utilize the $10K award (e.g., release time, stipends, professional development opportunities, student assistants)
3. Attach a brief statement of support with signatures of each team member’s supervisor.
4. Contact Kaia Tollefson at kaia.tollefson@csuci.edu or (805) 437-3998 with questions.
5. Email proposals via Word, PDF, or GoogleDoc to Mary McDonnell at mary.mcdonnell@csuci.edu by 5pm Friday, June 10, 2022

B. THE CALL

1. This RFP invites proposals for the development of an online, asynchronous micro-course, offered in Canvas, on advancing racial and social justice and on realizing the values of diversity, equity, inclusion, and accessibility (DEIA) at CSUCI.
a. This micro-course is intended to honor and build upon the work of individuals who have championed DEI efforts at CI over the years, sometimes with compensation provided because of extraordinary work done to write and secure federal grants and other funding, but often through volunteerism borne of individual commitment to the work and passion for its purposes. No micro-course designers can be expected to capture the richness of individual efforts over nearly two decades, but a course like this could symbolize that commitment and passion which led to the IEAP initiative's concerted attempt to institutionalize this essential work.

b. This micro-course is intended to provide a sustainable way to provide professional development on DEIA at CSUCI.

c. Any member of the campus community would be a potential user – faculty, staff, students, and administrators.

d. $10,000 in one-time dollars are available to fund development of this course.

e. Proposals are solicited from collaborative teams. Requirements of team composition include the following:
   i. Each proposing team must consist of more than one person.
   ii. Each team must include more than one category of CI community member (i.e., no team can be all faculty, all staff, all students, or all MPPs).
   iii. A note about compensation: Because its importance is critical to CI’s long-term success in advancing racial and social justice and promoting the values of diversity, equity, and inclusion in every corner of campus, President Yao has approved one-time approval for compensating not only faculty and students who work to implement the 11 initiatives of CI’s first Inclusive Excellence Action Plan, but also staff members and administrators. Additional compensation for 12-month employees is historically granted for extremely significant above-and-beyond contributions by staff and administrators since, unlike faculty, they are year-round employees. President Yao is explicitly positioning our IEAP and DEI work as “extremely significant,” believing that our getting DEI right is foundational to getting a multitude of campus challenges right -- such as achieving our GI2025 retention, graduation, and elimination of equity gap goals, improving campus climate, ensuring reliable and effective communications, and achieving our enrollment goals. In this context, advancing racial and social justice through rolling out our first IEAP effectively and impactfully is emergency work, justifying this exception to historical precedent.

f. The OTP will solicit readers to evaluate proposals utilizing the Equity MicroCourse Rubric

g. Work on course development can commence upon award – as soon as Summer 2022 – and must be completed by the end of the Spring 2023 semester.

C. COURSE CONTENT AND OUTCOMES (offered just to help get ideas flowing…)

1. Sample content of the micro-course could include:
a. a brief review of literature on key concepts (e.g., national and/or regional data on demographic trends, educational equity and opportunity gaps, educational and economic disparities and root causes)
b. an overview of related CI data (e.g., CI student, faculty, staff, and administrative demographics and trends over time; equity gaps, trends, and goals)
c. background of DEI work at CI, putting the campus’s first IEAP in historical context
d. opportunities for participants to build their DEI vocabularies and to deepen conceptual and theoretical understandings (e.g., shared definitions, deficit vs. assets-based education, cultural capital vs. community cultural wealth, what CRT is and is not)

2. Sample outcomes of the micro-course could include:
   a. more members of the CI community understand the systemic, socially constructed nature of the ills of racism, sexism, heterosexism, ableism, etc., and attending impacts on the work that they do
   b. more members of the CI community understand and are curious about DEIA history, terminology, and concepts in a campus-specific context (e.g., GI2025 goals, workforce diversity and why it matters at every level, the status of our equity gaps and their consequences)
   c. more members of the CI community participants have improved their DEIA vocabularies and deepened conceptual and theoretical understandings – all critical in a national context in which Critical Race Theory is misrepresented and banned, the teaching of racism, sexism, heterosexism are discouraged, voting rights are curtailed, and hate crimes are surging
   d. honoring of those on whose shoulders the IEAP was built

3. Attendees of CSUCI’s first Equity Summit on April 1, 2022 brainstormed these additional ideas for course purposes and content.

D. EQUITY MICRO-COURSE & POSSIBLE CONNECTIONS TO STRATEGIC INITIATIVES

4. STRATEGIC INITIATIVE GOAL 1, EDUCATIONAL EXCELLENCE. Ensuring students graduate with the high-level knowledge, skills, and experience necessary for engaged citizenship and career success.
   a. OBJECTIVE: Collaborating across Academic and Student Affairs to increase student engagement.
      i. INITIATIVE 1.3 Continue to expand opportunities for students to develop a deep sense of civic engagement to become catalysts for social and economic progress in the community.

5. STRATEGIC INITIATIVE GOAL 2, STUDENT SUCCESS. Ensuring all students progress to degree completion in a timely manner regardless of their background.
   a. OBJECTIVE: Promoting timely degree progression.
      i. INITIATIVE 2.5 Examine and remove administrative barriers that impede timely degree progression.

6. STRATEGIC INITIATIVE GOAL 3, INCLUSIVE EXCELLENCE. Fostering a campus culture that advances inclusive excellence.
   a. OBJECTIVE: Developing a collective understanding of equity and inclusion.
      i. INITIATIVE 3.1 Build a shared understanding of inclusive excellence that includes the development of operational definitions.
ii. INITIATIVE 3.4 Celebrate campus accomplishments and highlight excellence in equity and inclusion.

b. OBJECTIVE: Improving graduation rates for students from historically underserved populations.
   i. INITIATIVE 3.6 Expand culturally responsive curricular and co-curricular offerings that infuse inclusivity and holistic student development throughout the student experience.

7. STRATEGIC INITIATIVE GOAL 4, CAPACITY & SUSTAINABILITY. Taking action to sustain and advance a robust University in an era of declining state support.
   a. OBJECTIVE: Building self-sustaining programs and initiatives that support an equitable and thriving community.
      i. INITIATIVE 4.2 Expand opportunities to serve as a social and intellectual resource for our community.

8. OBJECTIVE: Enhancing faculty and staff development and support.
   i. INITIATIVE 4.8 Expand professional development opportunities that cultivate leadership skills and enhanced career success for faculty and staff (e.g., mentorships, CI Connect, etc.).