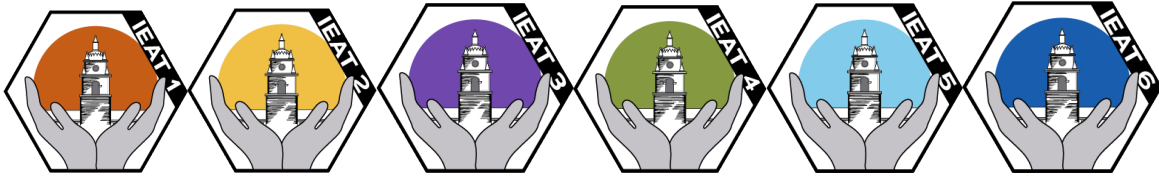


IEAP Initiative Status Report Fall 2022



**Initiative Title: Build Leadership & Expertise to Guide Cross-Campus DEI Efforts—MPP
Dismantling Racism Text-Based Discussion Groups**

Initiative Number: IEAP 6.5

Lead(s): Kaia Tollefson

Due Date: November 18, 2022

OVERVIEW:

Purpose: The problem being addressed is that DEIA work at CSUCI has largely fallen on the shoulders of individual students, staff, faculty, and administrators who are passionate about this work, but that for this work to be successful and move the needle to advance DEIA values, there needs to be institutional ownership and leadership for it.

To help solve this problem, Initiative 6.5 originally recommended by IEAT 6 (and mentioned in three other IEAT's recommendations and/or narrative reflections) that CSUCI should hire a Chief Diversity Officer. The problem with that recommendation was that responding to this recommendation through SRPC deliberations and the President's decision-making in Spring 2022 was not possible, as IEAP funding through Spring 2023 was \$650K in one-time dollars (i.e., not recurring dollars needed for a permanent salary). Through IEAP deliberations in Fall 2021-Spring 2022, the Cabinet recommended to President Yao that "Build[ing] Leadership & Expertise to Guide Cross-Campus DEI Efforts" become "Dismantling Racism: Text-Based Discussion Groups for Campus Administrators."

The need for IEAP 6.5 rests on the idea that building CI's DEIA leadership potential must begin with supporting members of our administrative ranks in the ongoing work of creating with each other a shared vision and shared understandings of DEI vocabulary, history, concepts, theories, and goals necessary for helping to lead this work.

Goals: Support members of our administrative ranks in the ongoing work of creating with each other a shared vision and shared understandings of DEI vocabulary, history, concepts, theories, and goals necessary for helping to lead this work.

Objectives:

- Create at least five MPP-Dismantling Racism (MPP-DR) text-based discussion groups with at least 40 participants (F22)
- Create "safe spaces" for administrators to have critical, confidential conversations as they work to build individual and collective understandings of DEIA vocabulary, history, concepts, theories, and goals

- Create opportunities for campus administrators to build and enjoy a sense of community with other administrators across divisions—to not feel alone in being a leader for DEIA at CSUCI
- Build administrators’ knowledge and skills to be leaders for DEIA at CSUCI, helping to ensure institutional ownership for advancing racial and social justice

Metrics/Data for Evaluation: Feel free to connect with [Matt Zivot](#), Director of Institutional Research, for assistance in thinking through how to convert your initiative’s goals into measurable outcomes.

Metrics and Data Collection

- Formation of MPP-DR groups (yes/no measure)
 - Create at least five MPP-Dismantling Racism (MPP-DR) text-based discussion groups with at least 40 participants (F22)
- Impact on participants (qualitative feedback)
 - Qualtrics surveys (March 2023)
- DEIA element in Annual Performance Evaluation and goal setting
 - Self-assessment and discussion with supervisor on DEIA professional / leadership development (August 2023)

STATUS:

Progress: In Spring 2022, all campus administrators were invited to apply to be a facilitator of an MPP-Dismantling Racism discussion group. Eleven facilitators were invited to participate and met through Summer 2022 to design an implementation plan together. In Fall 2022:

- All administrators were invited to join an MPP-DR group
- 10 co-facilitators launched five MPP-DR groups.
- The first text selected by all five groups to read and discuss: *The Racial Healing Handbook*, by Anneliese A. Singh (2019)
- Prior to the first meeting, all participants were asked to complete a [self-assessment](#) of their knowledge, comfort, and leadership confidence

In Fall 2022, a total of 53 administrators are participating in five MPP-DR groups: 10 facilitators and 43 participants. This represents a total of 43% of CSUCI’s total of 122 administrators (including Levels I-IV and Auxiliary Services).

Formative Assessment

Initiative-focused prompt: What questions or problems have been encountered that “critical friends” reading this progress report (i.e., Strategic Resources Planning Committee, Inclusive Excellence Action Team members, President’s Advisory Council for Inclusive Excellence) can help initiative leads/participants to think about?

- **Question 1:** Are the metrics and data collection plans identified above sufficient? Are there suggestions for assessing this initiative in ways not yet considered?

- **Question 2:** In assessing impact of the experience on participating administrators, what are the key questions to ask?

Institution-focused prompt: From what you have experienced thus far, should this initiative be considered for permanent funding, if/when recurring funds become available? Why?

Yes. Intentional spaces for making critical, productive, honest conversation about campus administrators' knowledge, skills, and role in advancing DEIA at CI are necessary. MPP-DR groups provide a space in which members promise confidentiality (not that this guarantees confidentiality, but asking for this promise from participants elevates the probability),

Evaluation: Anecdotal evidence from MPP-DR Facilitators suggests that this has already been an impactful space for administrators to connect with each other, learn together, and support each other in addressing both personal and professional dilemmas in the DEIA realm. Facilitators report that these groups have proven valuable in the regular opportunities they are providing participants to connect with administrators in other divisions, making opportunities more likely and possible for connecting and collaborating across divisions. Facilitators' reports of participants' willingness and abilities to "go there" and be real with challenging and sometimes raw discussion content supports the value of these groups—which extends to some members utilizing this space for help in navigating experiences with racism in contexts beyond CSUCI.

Other: Not at this time.