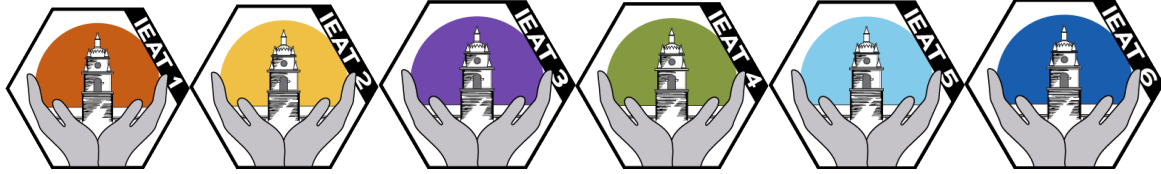


IEAP Initiative Status Report Fall 2022



Initiative Title: Cultural Taxation Guide & Workshops

Initiative: IEAP 4.7

Lead(s): Kaia Tollefson

Due Date: November 18, 2022

OVERVIEW:

Purpose: The "Understanding Cultural Taxation and Eliminating Its Impacts" initiative resist the idea that cultural taxation itself must be evaluated, which suggests the need to articulate, defend, and measure its existence. Rather, this recommendation from IEAT 4 takes as its starting point the existence of cultural taxation at CI, necessitating the work of evaluating its impact, professionally and personally, and designing strategies for identifying, avoiding, ameliorating, and eliminating it.

Goal: To mitigate and eliminate the problem of cultural taxation on minoritized members of the CSUCI campus community.

Objectives are embedded in the three stages of this initiative:

- Phase 1: Research. A research team will design and conduct a research project which will entail: (a) IRB submission, (b) the writing of a literature review on the topic of cultural taxation in higher education, and (c) finding ways for minoritized employees (staff, faculty, and administrators) to safely provide data on the professional and/or personal impact of cultural taxation at CI, and on the ways in which it shows up in the day to day in explicit and implicit ways.
- Phase 2: Eliminating Cultural Taxation Guide for Supervisors. Outcomes of the Research Team's findings will inform the work of a consultant or consultant team that will create: (a) a guide for supervisors and curricula for workshops on identifying, avoiding, ameliorating, and eliminating cultural taxation; (b) a minimum of two workshops designed for a "coach the coaches" delivery model. (Possible workshop topics could be "How to Recognize and Avoid Cultural Taxation" and "The Power of No: How/when do people learn to create boundaries and say no?"; and (c) an assessment plan for the Addressing CT Implementation Team to utilize.
- Phase 3: Implementation Team: Faculty Affairs and HR will establish an Implementation Team, which will create and pilot a plan for disseminating the research on campus, rolling the workshops out to supervisors, and designing and implementing an assessment plan for evaluating impact. This team will read the

research findings, study the cultural taxation guide, and attend the "coach the coaches" workshops designed by the external consultant. A note on sustainability: The guide and workshops will need to be incorporated into professional development opportunities through Faculty Affairs and HR and become a living document that is reviewed and updated as the institution's DEIA work advances. This initiative will provide a meaningful starting place in supporting this work.

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

- Phase 1: Research project complete (yes/no measure)
- Phase 2:
 - Creation of Eliminating Cultural Taxation Guide for Supervisors (yes/no measure)
 - Creation of workshops for utilizing the Guide (yes/no measure)
 - Creation of an assessment plan for implementing/evaluating impact of Phase 2 (yes/no measure)
- Phase 3: Implementation and evaluation of the Phase 2 assessment plan for implanting and evaluating impact of the Eliminating Cultural Taxation Guide for Supervisors

STATUS:

Progress: Only a call for proposals has happened in attempting to launch this initiative in Spring 2022. A call for Proposals was sent during the Spring 2022 semester, but only one research proposal for Phase I was received by the due date of June 10, 2022. With nearly \$55K attached to this effort, it was decided not to award the research project in the absence of a competitive process.

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:** Does the [Call for Proposals](#) need to be revised?
- **Question #2:** How/when can this Call for Proposals be launched in a way that will garner a more competitive process?

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? NA

Evaluation: NA

Other: Not at this time.