

## IEAP Initiative Status Report Fall 2022



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**Initiative Title:** Incentivized Funding to Curricular and Co-Curricular Programs for Retention and DEI Development Activities

**Initiative Number:** IEAP5 C - Course-Level Development of DEI Learning Activities

**Lead(s):** Christy Teranishi Martinez and Veronica Guerrero

**Due Date:** Friday, November 18, 2022

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### OVERVIEW:

**Purpose:** The CME has put out a call for proposals for a \$1000 mini-grant to develop courses or co-curricular learning activities focused on DEIA and/or racial and social justice. Some of the problems being addressed through this initiative are:

- increasing the number of women, LGBTQ+, and minoritized students in STEM and/or underrepresented majors;
- reducing implicit bias and increasing diverse and multicultural perspectives;
- increasing women in math, science and technology, and
- supporting course development for the GE Requirements in Ethnic Studies and Multicultural Perspectives.

**Goals:** Participants may develop curricular or co-curricular learning tools and activities aiming to:

- retaining and supporting diverse faculty;
- developing course or co-curricular offerings courses fulfilling GE requirements in Ethnic Studies or Multicultural Perspectives courses;
- integrating DEIA into curricular and disciplinary processes and activities;
- increasing co-curricular engagement in a class to strengthen community and support the achievement of academic goals;
- developing a comprehensive strategic enrollment management plan (e.g., proposing ways of increasing the number of minoritized students in STEM courses); and
- expanding culturally responsive curricular and co-curricular offerings that infuse inclusivity and holistic student development throughout the student experience

**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.

- What metrics will you use to evaluate achievement of this initiative's goals?

We ask participants to submit a final report of revamped syllabus or documentation of how they will incorporate DEIA and support the CME mission pillar into their course/syllabi or course policies. They will be expected to present their accomplishments to the CME Advisory Board in a CI campus community forum

discussion in the Fall or Spring 2023.

- What data will be necessary for determining impact?

We will have a forum where all recipients will present what they accomplished and share different strategies for enhancing DEIA work and increasing students of minoritized and diverse backgrounds into their disciplines and courses. We will assess how these endeavors attained their proposed goals (e.g., increasing the number of minoritized students in STEM or underrepresented disciplines, or retaining diverse faculty).

- How and when are these data being collected?

We will have two calls for proposal in the Fall 2022 (for Spring 2023 courses) and in the Spring 2023 (for Fall 2023 courses). We will collect the applications on Qualtrics, and receive final reports via email, examining whether participants met their proposed deliverables.

## **STATUS**

**Progress:** We developed the first call for proposals for the mini-grants, which will be due Friday, December 2<sup>nd</sup>. We presented this to our Center for Multicultural Engagement (CME) Advisory Board, and they are prepared to rate applications and decide on grant award recipients by Monday, December 12<sup>th</sup>.

## **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?

None really at this point. The only challenge we might have is understanding how to develop a metrics for rating our success rate since each grant recipient will have different goals, methods and outcomes in measuring their effectiveness for attaining our DEIA vision, promoting racial/social justice and supporting the CME mission pillar.

- **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, it really should be considered for permanent funding. The CME only receives \$10K every year and this amount has never changed over the past 15 years. We put most of our budget allocation towards faculty/staff mini-grants and have little left over to support other endeavors, so we are on a tight budget with what we can do to support our mission pillar.

**Evaluation:** We have just submitted our Call for Proposals so we will learn more when we receive our first round of applications.

**Other:** Since we are just getting started, we do not have anything else to add, but we are likely to have feedback and opportunities next semester. Thank you very much for this opportunity for the CME to provide additional mini-grant opportunities to support our DEIA vision and the CME Mission-Based Center.