

2021-2023 Biennium Internal Budget Proposal Narrative

Division: Social Justice & Equity Committee (Provost Office)

Evaluation Criteria: Proposals will be evaluated on every aspect of this template. It is highly recommended that the narrative portion touch on each area. Proposals forwarded to UPRC by unit leaders will be discussed at UPRC and authors are encouraged to attend so that they may answer questions and provide clarification.

Community Anti-Racist Transformation & Wellness Program

- This is a revised version of a previously submitted budget proposal.
If box is checked please briefly outline any significant changes and/or indicate why it is being resubmitted.

[Click here to enter text](#)

Statement of Purpose: *(What is the challenge or opportunity being addressed? How does the proposal address this challenge or opportunity? Limit response to 1 page – please link to any existing reports, data, supplemental materials, etc.)*

In 2020, Dr. Trula Nicholas and Dr. Jeff Young submitted a two-year proposal to fund 1) a series of anti-racist workshops for faculty and 2) wellness programming for professionals that identify as Black, Indigenous, and people of color (BIPOC). We are currently completing our first year of programming and next academic year (2021-2022) is set as the second year of hosting these workshops and wellness opportunities.

Community Anti-Racist Transformation Workshops: This is an opportunity to provide faculty across the institution access to workshops focused on strengthening their knowledge, skills, and dispositions related to equity and social justice; more specifically how they can create and sustain an inclusive and just teaching and learning experience for students at Western. After completing an assessment of this year's program, the [Social Justice and Equity Committee](#) (SJEC) will work to refine the workshop offerings based on the impact of this year's experience.

For additional context, the 2020-2021 two-quarter series workshops are being offered during winter and spring, and are focused on the following topics:

- Developing anti-racist curriculum from a decolonial and abolitionist framework
- Examining institutional anti-blackness and accountability
- Interrogating one's relationship to white supremacy
- Developing anti-racist assessment strategies
- Exploring culturally relevant pedagogies
- Recognizing and interrupting microaggressions
- Strengthening classroom and institutional community

The call for this year's workshops was distributed to non-tenure and tenure-track faculty on November 17th and the application closed two weeks later. There was a great deal of interest as

over fifty applications were received; however, funding was only available to support participation of approximately 30 faculty.

Community Anti-Racist Wellness Programming: A plethora of research and literature confirms the challenges BIPOC faculty and staff face during their professional journey in higher education; more specifically the difficulties faced at historically white institutions similar to Western. These challenges impact retention of BIPOC faculty and staff, which in turn has implications on the retention and experience of BIPOC students. The purpose of the wellness programming is to conduct research related to the Western experience for BIPOC faculty and staff, as well as provide opportunities for community and support for these professionals in hopes to support their well-being and success at Western.

Dr. Karen Dade is currently responsible for facilitating a portion of the wellness programming. This includes:

- Providing a learning community for black professionals to discuss their experiences and share knowledge and resources related to thriving in a predominately white environment
- Conducting a research project that investigates to what extent black affinity cohorts provide support for Black professionals navigating predominately white environments

Additionally, the planning committee affiliated with this project is collaborating with Western's Faculty Staff of Color Council to determine potential community offerings for BIPOC faculty and staff.

Anticipated Outcome(s):

- Increased collaboration and communication among faculty in their growth as inclusive and just educators
- Increased self-efficacy among faculty as equity practitioners
- Increased awareness and knowledge regarding the experiences of BIPOC faculty and staff at Western; including recommendations for how Western as an institution might better support their BIPOC professionals
- Increased community and support for BIPOC faculty and staff

Metrics: *(How will outcomes be measured? Please include current data points and goals. If this proposal will have any impact on the [Overall Metrics](#) included in the university's strategic plan, please indicate which specific ones here.)*

Community Anti-Racist Transformation Workshops: During spring 2021, Dr. Robin Kodner (Associate Professor, Biology & SJEC member), will create an evaluation tool to assess the impacts of this year's workshops. Additionally, during summer 2021, a small working group of select SJEC members and other interested DEI practitioners at Western will be tasked with reviewing the evaluation findings and refining the workshop offerings for the 2021-2022

academic year. Dr. Kodner's experience collaborating with her colleagues Dr. Regina Barber DeGraaff and Dr. Lina Dahlberg, as well as other DEI educators at Western, will help inform the evaluation tool(s) developed for this project. The overall goal is to determine if faculty can demonstrate increased knowledge, awareness, and skills in regards to addressing systemic racism within the classroom; more specifically in regards to curriculum development and instructional practices.

Community Anti-Racist Wellness Programming: As stated earlier, Dr. Dade's research component of the wellness programming is focused on investigating if and how black affinity cohorts provide support for Black professionals navigating predominately white environments. Although these findings will be related to a particular identity, they will inform us on if a cohort or learning community structure is beneficial in supporting BIPOC professionals at Western.

How does this proposal align with your departmental/divisional strategic priorities? *(Please reference specific items from the recently completed departmental/divisional strategic plan and attach a copy.)*

SJEC's mission aligns with the university's values and strategic goals. The committee was originally situated under Faculty Senate and is now housed within the Office of the Provost.

[SJEC's strategic orientation](#) includes:

- Expanding justice work at the university aware from being a specialized function
- Recognizing that justice work is both personal and structural
- Providing opportunities to “establish, fund, and sustain practices of self-examination and continuous improvement to identify, understand, and remediate structural injustices and inequities at Western” ([Strategic Goal #4](#))

The workshops series and wellness programming provides opportunities for faculty and staff to reflect on their role in creating a just teaching and learning environment (personal), as well as exploring how the institution may better support our BIPOC faculty, staff, and students (structural).

How does this proposal support the University Mission and Strategic Objectives? *(Please refer to the [2018-2025 Strategic Plan](#) and indicate which core theme(s) this proposal will help achieve.)*

WWU is committed to upholding four basic values which includes a “commitment to equity and justice, and respect for the rights and dignity of others.” This proposal links directly to the following goals and objectives from WWU's strategic plan:

Goal #1: Western will provide a transformational education grounded in the liberal arts and sciences and based on innovative scholarship, research, and creative activity.

G. Provide technological and other academic infrastructure to support curricular innovation, research, scholarship, and creative activity, civic engagement and social justice.

Goal #4: Western will pursue justice and equity in its policies, practices, and impacts.

A. Foster a positive and collaborative campus climate, including the physical environment, that welcomes and affirms the diversity of individuals, groups, cultures, and ideas.

B. Establish, fund and sustain practices of self-examination and continuous improvement to identify, understand, and remediate structural injustices and inequities at Western

F. Support and strengthen curricula and other programming that engage issues of access, equity, power, and privilege in and across disciplines.

G. Expand professional development opportunities for all staff and faculty to provide for additional leadership capacity in the effort toward equity and justice.

What are the consequences of not funding this proposal?

As shared below, this may be one of the first anti-racist programs that supports both the wellness of BIPOC faculty and staff, in addition to enhancing Western's faculty curricular practices. Providing additional funding for the 2021-2022 academic year will certainly be useful as Western considers creating and implementing potential mandated anti-racist and anti-bias training for faculty and staff due to the recent state bill.

What alternatives were explored?

Throughout the years a variety of departments and individuals have offered a range of professional development opportunities that support creating an inclusive teaching and learning environment (e.g. Inclusion and Social Mindfulness in STEM, Human Resources Equity and Inclusion Forums). However, this may be one of the first projects that is focused on the wellness of BIPOC professionals as well as enhancing our curricular practices (e.g. curriculum development, equitable assessment strategies, inclusive teaching practices).

Which units (departments, colleges, etc.) will be involved?

In regards to those that will be involved with planning the programming affiliated with this project, SJEC is comprised of [representatives](#) from varying areas of the university. As for those who will participate in the workshops and wellness components, these offerings are available to faculty and staff across the institution; this includes Western's distance locations.

Equipment needed:

Not Applicable

For major (>\$25k) purchases, please provide the following information.

Item:

Click here to enter text

Purpose:

Click here to enter text

Cost:

Click here to enter text

Anticipated Useful Life:

Click here to enter text

Replacement Cost if any:

Click here to enter text

Human Resources (Complete the table below adding additional rows if necessary):

<i>Position Title</i>	<i>Total Headcount</i>	<i>Total FTE</i>	<i>Salary and Benefits per FTE</i>	<i>Total Cost</i>
<i>Professor, Secondary Education</i>		.25	\$29,702	\$29,702
<i>Administrative Support</i>	1	.25	\$66,238	\$13,743

Table above should match data on budget spreadsheets submitted with this proposal. Complete the spreadsheet to get salary, benefit, and total cost amounts. Contact your division budget officer with questions.

Operating & Maintenance Costs (include service contracts, installation costs, etc.):

Not applicable

Space Requirements:

What type of space is needed for this proposal? (e.g., private office, lab space, group work/study space, etc.)

The current plan is to offer these sessions virtually due to the current situation. However, if the university shifts to primarily in-person next academic year, we will reassess and determine if and how some of the programming might be offered on-campus.

What features must this space have? (e.g., fume hoods, plumbing, 3-phase power, etc.)

[Click here to enter text](#)

What needs can be accommodated within your existing space?

[Click here to enter text](#)

How much new space will be required?

[Click here to enter text](#)

Proposed Budget for 2021-2022

The following projected expenditures are based on the approximate costs for the 2020-2021 programming.

Item	Projected Cost	Additional Information (when needed)
<i>Community Anti-Racist Workshops & Talks</i>		
Services for External Workshop Facilitator	\$15,000	
Faculty Stipends	\$49,500	<i>The projected costs for faculty stipends includes benefits, and is based on the goal of funding 45 faculty participants next year.</i>
Materials/Resources for Participants	\$2,500	<i>This year participants were provided two texts as part of their engagement within the workshops.</i>
Campus Talks – Services for External Presenters	\$10,000	<i>As shared below, the majority of this work was completed by individuals who were not compensated for their time. Originally, the planning committee was also hoping to provide a series of virtual talks that touched on anti-racist practices across the institution and approaches related to decolonizing higher education. However, due to capacity issues, this did not occur but will hopefully be implemented during the 2021-2022 academic year in order to expand opportunities to additional faculty and staff.</i>
Faculty Course Release	\$17,821	<i>The original proposal submitted last year did include a course release for the individual overseeing the workshop planning and another course release for the individual leading the wellness component. However, the other expenses for this project exceeded the projected costs. Thus, an array of faculty and staff worked without compensation to move this project forward. This practice is not sustainable or acceptable; it is important that we compensate individuals appropriately for their leadership this coming academic year.</i>
Summer Compensation for Planning Committee Participants	\$5,000	<i>As experienced this year, sustaining a project this large requires a great deal of time from individuals on the planning</i>

		<p><i>committee. Unlike this year, those individuals should be compensated for their time and expertise.</i></p> <p><i>The proposed stipends should hopefully cover the costs for at least five planning committee members.</i></p>
Administrative Support	\$13,743	<i>This would include issuing stipends, submitting contracts, maintaining the Canvas site affiliated with workshops, and other administrative duties.</i>
Community Anti-Racist Workshops Sub-Total	\$113,564	
<i>BIPOC Wellness Programming</i>		
BIPOC Faculty & Staff Community Events	\$10,000	<i>It is uncertain what the programming for the 2021-2022 academic year will consist of until the research findings from this year's project is complete.</i>
Faculty Course Release	\$11,881	<i>This is included in the above Human Resources section and will support the continuation of the Black professionals research project and learning community.</i>
BIPOC Wellness Programming Sub-Total	\$21,881	
Final Total	\$135,445	