

Project Title UC Merced Staff and Faculty of Color Association–Strategic Planning Proposal  
Project Manager Yesenia Curiel  
Project Manager Email Address ycuriel2@ucmerced.edu

What are you proposing to do and how will you do it?

The funds will support the strategic planning processes to connect staff and faculty of color on campus to address climate issues pertaining to race and ethnicity. We are proposing to finalize the implementation of the UC Merced Staff and Faculty of Color Association (SFCA). Moreover, the funds will support the strategic planning process retreats, provide food to increase participation, and other cost outlined below. Yesenia Curiel is a new staff member at UC Merced and has over 10 years experience participating in affinity groups at the state and national level. Yesenia reached out to other staff members who identified as people of color and received feedback that an affinity organization would benefit the campus. With the support of Le' Trice Curl and De Acker a list was created of potential members. During the first meeting in Nov of 2016 members reported some of the following gaps and climate issues that they want to address:

Networking of staff and faculty of color

Staff and Faculty Personal Support–Emotional support from experiencing microaggressions or discriminatory behavior

Retention of Staff and Faculty of Color

Transitioning staff – to UCM – sharing resources

Development of mentoring program for students of color

Understanding advancement opportunities and options

Campus strategic planning for growth

Public Service Opportunities

It is critical for the group to continue to meet and dedicate the next fiscal year to planning to ensure that all the above interested are further developed. After finalizing our executive leadership team, the SFCA will host two retreats, one at the beginning of the year and one mid-year, to create a strategic plan, mission, and objectives to meet the above issues. Bi-monthly meetings will be held throughout the academic year that pertain to the objectives, and will be run by SFCA executive leadership.

We request \$5000.00 from the Diversity, Equity, and Inclusion Grant to fund general meetings, two retreats, member apparel and meeting supplies. Funds will be used to (a) to pay for food for at least 2 meetings a month (\$150 a month for 12 months total \$1,800), (b) to pay for a facilitator (2 retreats \$500 each day total \$1,000); (c) provide t-shirts for members and meeting supplies such as posted paper (\$900 for apparel and \$150 supplies), and (d) off campus retreat location and transportation (\$1,150).

How will the program contribute to and enhance UC Merced's campus climate as a more equitable and inclusive place to study, research and work?

Current staff and faculty of color have noted a desire for a space to process and address issues of race and ethnicity on campus. There has been a large drop in our staff and faculty of color, leading up to our current disproportionate representation to our students; 59% of our instructional faculty and 48% of our staff are white and 51% of our undergraduates and 48% of all students are Hispanic. It is a disservice to our students to not have greater representation among faculty and staff. Our students would benefit by seeing themselves reflected among those who hold successful positions in an institution of higher education. In addition, we believe it is a disservice for the current faculty and staff of color on this campus to have to take on additional, often invisible, labor by having to act as first-responders when our students of color need additional support.

Creating an official SFCA will contribute to the retention, growth, and success of faculty and staff of color on UCM's campus, by offering a safe place for its members to share resources, gather advice on work-related issues, provide emotional support for each other and students,

and strategist on best practices for our campus.

We contend that a well-supported university staff that has diverse experiences and perspectives contributes to the overall inclusive and welcoming campus climate. The better supported faculty and staff, the more able they are to carry out the mission of the university.

Describe how this project is a new, high impact, collaborative, experimental and/or sustainable approach to enhancing and/or addressing an area of campus climate.

A dignified response to addressing campus climate concerns regarding representation among staff and faculty of color is to include staff and faculty in those efforts. Though staff and faculty affiliation groups already exist across universities, they have only recently started at UC Merced. As the university approaches 2020, the need for staff and faculty of color to feel included is increasing. The funds used for a Staff and Faculty of Color Association retreat will be critical in creating a self-sustaining, self-governed support network for campus staff and faculty that addresses the campus' commitment to diversity, equity, and inclusion while putting historically marginalized identities in leadership roles.

Describe the expected difference(s) the project will make on the issues addressed, the audience(s) it will serve, and the number of people it will affect.

The project primarily aims to bring together staff and faculty of color at UC Merced as a unified community. When looking at official employment data of the campus, there is evidence of a steady increase in both the numbers of staff and faculty members on campus, but there is a lack of representation that aligns with our campus' commitment to diversity. As of Fall 2016, the number of total employees at UC Merced is 1,462, 368 individuals estimated to be faculty members and 1,000 individual estimated to be staff members (Institutional Research and Decisions Report). However, what is important to note for our particular project are the numbers pertaining to the ethnic breakdown of these specific employees. Below is a chart provided that breaks down the demographics of the 368 members of faculty: (Please refer to the full answer attached in a separate email to De Acker which include graphs)

How will the project bring together two or more campus entities, advance mutual goals and/or share knowledge? Specifically identify how the project will be integrated into the activities of teaching, research or public service.

The two primary stakeholders for this project are staff and faculty of color on the UC Merced campus. With the various proposed events such as general meetings, networking lunches/breakfasts, and retreats for strategic planning and collective growth, this project will offer the space to create opportunities of engagement and collaboration. Members have identified as having knowledge and expertise on creating space for people of color within the campus. We plan to integrate formal and informal sessions, which will allow staff and faculty to gain resources and tools to discuss challenges experienced by staff and faculty of color. Members will have an opportunity to be teachers and students. Innovation is highly admired here on this campus, and when groups come together to share their experiences, knowledge, and resources there is a greater chance of developing strategies for support and action. The group will dedicate significant time during the retreat to find strategic ways for members to become better allies, mentors for undergraduate students of color and public service will be integrated within the mission.

Describe the leadership, capacity and qualifications of the individual or group to implement the project.

The current leadership of the group is consistent of five people. Yesenia Curiel and Le'Trice Curl initiated the first meeting on November 16, 2016, because there was no affinity staff or

faculty groups on campus. Yesenia is the CARE Director and Le'Trice is the Director, Student Life and Conduct. The other team members are Kisha Maguire, Fiat Lux Scholars Program Counselor; José Martínez, Resident Director in Housing & Residence Life and Christopher Ramirez is a Faculty member in the Merritt Writing Program. Yesenia is in good standing with the university and will be the designated Project Manager. The working group has developed agendas for three additional meetings, conducted a needs survey, and has reached out to over 70 staff and faculty members. The working group meets at least 1 x a month to discuss group dynamics and progress and will hold elections for the executive leadership team. The project will fund the development of an executive team, mission statement and strategic plan for the group.

Describe how likely the project is to be continued and incorporated or replicated by other organizations on campus and demonstrate why.

The project will support the group's strategic planning to develop a long-term plan for sustainability. It is likely that the project will continue to have a need because of the growing lack of representation among UC Merced employees and will have a dedicated leadership team that will work with the data collected by the current work-group. Currently the group has identified that they want more enriching social interactions, promote mentorship, and work with administration to advocate for the needs of staff and faculty of color. This collective type of affinity group is the first of its kind within a UC campus. It is the intent of the group to bring people from various racial and ethnic backgrounds together to address campus climate issues and to engage staff and faculty.

Provide the full timeline – from start to completion – for the project.

The project is for one academic year, 2017–2018.

Summer 2017

July General Meeting

July Networking Lunch

August General Meeting

August Networking Breakfast

Survey will be developed in August 2017

Fall Semester 2017

September Strategic Retreat (One day, at least 7.5 hours)

Pre-Survey will be collected

October General Meeting

October Networking Lunch

T-shirts will be created for members

November General Meeting

November Networking Breakfast

December General & Networking meeting

Spring 2018

January General meeting

January Networking Lunch

February General meeting

February Breakfast meeting

March Retreat Mid-year (one day, at least 7.5 hours)

March Networking Lunch

Post-Survey will be collected

April General meeting

April Networking Breakfast

May General Meeting

May Networking Lunch

June General meeting  
June Networking Breakfast

What are your project goals and expected outcomes.

Project goal 1 will be to bring together two campus entities within in the FY 17–18, we will target staff and faculty of color to engage about campus climate issues and to enhance moral. The measurable outcomes will be to measure attendance (a minimum of 25 people will participate each month) at all events including the participation in subcommittees. The second outcome will be to register at least 50 staff members and faculty members by having them complete a membership application.

Project goal 2 will be to develop a mission statement and strategic plan within the FY 17–18. The outcome of the project will be to have at least 30 staff and faculty members attend two retreats.

Project goal 3 will be to develop a pre and post survey and at least 50 people will complete it.

What is your definition of success? How will you measure it?

The definition of success for this project will be the development of a mission statement, strategic plan and engagement of members. The executive committee will develop a new survey to measure a member's experience at the start of the year to inquire about personal development (emotional support), networking opportunities and professional development and the survey will be administered at the end of the project. The goal is to increase members moral, access to opportunities and engagement. In addition, we will measure the project by members' attendance and level of involvement in public service opportunities.

What tools will you use to collect the data needed to measure the progress and success of each expected outcome? When will you use them?

We will use Excel and Google Doc's to measure the membership engagement and participation. All meetings will have a sign in sheet and the information will be tracked on a spreadsheet. There will be a survey after each retreat and at the end of the project. The survey will be of at minimum 10 questions and all questions will be measured on a scale gauging level of satisfaction on things like (1) mentoring, (2) community outreach, (3) representation, etc. We will include a few open open-ended questions give members an opportunity to share details and we will ask for permission to include testimonials for outreach purposes. Since the group is new and we are requesting funding for a retreat. We hope to provide the committee with an update within the first 6 months.

## PROJECT SPONSORING UNIT

All projects must be sponsored by a UC Merced student organization, or campus department/ by-law unit, School or Graduate Group. The sponsoring unit is responsible for administering and reporting on funds. Project managers must be current UC Merced campus members. Budget Managers must be current UC Merced staff members.

UCM Sponsor Campus Advocacy, Resources & Education (CARE) Office  
Budget Manager Diane Caton  
Budget Manager Email Address [dcaton@ucmerced.edu](mailto:dcaton@ucmerced.edu)