

Investment Fund for Core Needs (IFCN)

Entry #219

A. PROPOSAL SUMMARY

Title: Opening Doors Diversity Project Retreat Funding

Project Lead Name: Milo Obourn
Academic Affairs

Project Lead email address: mobourn@brockport.edu

Amount Requested: \$8100

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Name of Sponsor 1: James Haynes
Academic Affairs

Name of Sponsor 2: Katy Wilson
Enrollment Management and Student Affairs

Name of Sponsor 3: James "Beau" Willis
Administration and Finance

A-1. Description of the Initiative

This money would send 10 employees to the Opening Doors Diversity Project Retreat in the Academic Year 2016-2017. The retreat has historically been funded by Living Learning Communities and/or The Office of the Provost. We are not able to receive those funds this year and do not want to interrupt a key element of our work toward building a more inclusive campus climate. Opening Doors Diversity Retreat is essential to producing more campus members who have both the framework for change and more importantly have done the individual reflection and work to build a more inclusive Brockport. The workshop model is based on a foundational belief that understanding differences and ourselves is a life-long learning journey. It creates a safe learning community free of blame and guilt where participants are engaged and curious at all stages of personal development. Each person's experience is honored and participants are invited to respectfully share their personal histories from his/her group identities. Diversity is explored through multiple group identities, which allows participants to see themselves in the complexity of their lives and interpersonal relationships across many differences. Opening Doors builds a vision for partnership. Many diversity initiatives focus on what is, without also focusing on what can be. Throughout the workshop while exploring the detrimental effects of power-over dynamics, participants are invited to create a collective vision that is transformative and based on power-with strategies for change.

Opening Doors introduces a lifelong framework for individual and institutional change and it is not something that can be replicated in the 2-4 hour trainings we can offer on campus. For true culture change we need individual change. Opening Doors offers the space for that and campus community members return better equipped to make the needed changes in our community.

A-2. Impact Statement: What change will this project deliver in the short term? What are the expected longer term impacts?

Long term, this initiative will add to the skills of our change agents on campus and provide substantial cross-divisional networking for equity, diversity and inclusion. Though we continually offer shorter trainings on campus it is essential to build a shared language and understanding of approaches to EDI work. Opening Doors provides a common language and model for working toward change that includes everyone and draws on everyone's experiences of marginalization and privilege to work toward the common goal of getting a widest range of voices and perspectives at the table. We can't expand the number of people involved in diversity work on campus without giving more people the skills and time for self-processing and awareness provided by the Opening Doors experience. I think of it as investing \$900 in a person so that they can come back and be a part of invaluable work that truly needs to be done in all areas and corners of our community. If we can send ten people and chose them from across Enrollment Management and Student Affairs, Academic Affairs, and Administration and Finance, we have an opportunity to bring back energy and information to areas where EDI work has historically been more challenging or less "plugged in" to traditional committees and trainings.

B. STRATEGIC ALIGNMENT

B-1. To be a Great College at which to Learn

This initiative works toward a more inclusive campus and a more welcoming and supportive learning environment for all students by contributing to the number and skills of our change agents on campus. To be a truly great place to learn means being accessible and equitable for all learners, making them feel valued and like their perspectives and needs are important. Opening Doors provides a wonderful model for campus members to live and work with the needs of all in mind.

B-2. To be a College engaged with its Community

This initiative will help build internal community by sending employees from across three major campus divisions to work with each other and do self-work and self-exploration in a safe environment. Upon return we ask participants to be an active part of the work of diversity on campus and this will allow us to tap into and facilitate work across divisions and units that can otherwise become somewhat siloed on campus.

B-3. To be a Sustainable Institution for the 21st Century

Becoming a truly diverse and inclusive community is essential for the College's success moving into the 21st century. Students are demanding representation and that their university's stand up for justice across social identity categories, as we have seen nationwide. Even more importantly, perhaps is building a culture of openness and trust where all employees feel that they have a voice. This initiative works directly toward building that model and investing in our valuable faculty and staff who are themselves the ones who will make such a culture shift possible in our institution more broadly.

B-4. To be a Great College at which to Work

The culture of openness and trust mentioned above contributes substantially to Brockport being a great place to work, as does building a more inclusive and diverse environment.

C. IMPLEMENTATION PLAN AND BUDGET

C-1. Identify the specific activities to be funded from the Investment Fund, estimated time-line for implementation, and for activities anticipated to be ongoing, plans for continued funding.

Item 1: 10 registrations

Item 1 Amount: \$9000

Item 2: van rental

Item 2 Amount: \$170

Item 3: van driver

Item 3 Amount: \$200

Item 4:

Item 4 Amount: \$

Item 5:

Item 5 Amount: \$

Item 6:

Item 6 Amount: \$

Item 7:

Item 7 Amount: \$

Item 8:

Item 8 Amount: \$

Item 9:

Item 9 Amount: \$

Item 10:

Item 10 Amount: \$

TOTAL EXPENSES, ALL ITEMS: \$9370

Matching Fund: \$1270

In-Kind Services: Provide FTE and name of personnel who have committed to in-kind services.

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D. ASSESSMENT PLAN:

D-1. What are the anticipated outcomes and specific measurements for success?

This initiative will be assessed in the short term by the participation of those invited to Opening Doors to participate in campus trainings and community conversations. It will be assessed long term by our campus climate data. Long term results should be higher and broader participation at EDI campus events and a shift to a perceptibly more inclusive and trusting campus community.

E. ADDITIONAL INFORMATION

E-1. Please provide any additional information to assist in the review of the proposal, including why the initiative cannot be funded from divisional resources.

This initiative is has historically been funded by the Office of the Provost, which is unable to fund it for AY 2016-17. As it is an initiative that forwards the strategic goals for a number of divisions and works across divisions to achieve them it makes sense the our Investment Funds for Core Needs could be used to ensure that we don't lose access to or momentum with this essential campus initiative.

Upload up to three supplemental files here (not required): [On file]

Signature of Project Lead: [on file]

Email: mobourn@brockport.edu

Signatures of sponsors are on file in the Administration and Finance Division.

Sponsor 1 Comments:

Sponsor 2 comments:

Sponsor 3 Comments:

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