

A. The Special Allocation process is to be used only for funding capital or emergency expenditures unforeseen during the annual budget process. How does your proposal fit into one of these criteria? [Limit of 350 Words]

This proposal addresses both the funding of capital and emergency expenses. Last spring, the Center for Equity & Inclusion (CEI) endured major staff changes and unit restructuring. Our work has traditionally spanned three different areas: Center for Equity and Inclusion, The Pantry and Native and Indigenous Student Support Services (NISSS) including the Family Room. Much of the CEI-centered funding requests to SAFC for this academic year were reduced to give space to and prioritize the Family Room, Native and Indigenous Student Support Services and The Pantry because together we shared staffing, resources, programming, and trainings. Now that The Pantry and NISS are no longer part of CEI we have been significantly impacted by the reduction of services and loss of shared staff and resources.

Over the summer, we have also transformed our space to increase accessibility, warmth, and presence. This was only made possible with partnerships across departments, including IT & Facilities. In this process, we learned that much of our equipment and resources is outdated and has limited functioning or is no longer usable.

We desperately need to upgrade the resources and equipment in our space. We hope to provide more access and an expanded variety of opportunities to support the retention and sense of belonging for our students, staff, faculty, and community partners.

B. How will these funds benefit students? [Limit of 250 Words]

These funds will benefit students in important and impactful ways, including diversifying programs and services, increasing sustainability and accessibility of resources and services, and strengthening the capacity of our staff creating a positive impact on campus.

One specific program that we want to highlight is the Summer Social Justice internship. The Summer Social Justice Internship was created to provide opportunities for UWT students to work with local organizations centering services on social justice. The Summer Social Justice Internship provides students with an opportunity to a) grow in knowledge and skills related to social justice leadership, nonprofit organizations, and professional standards b) provides local community organizations with talented interns to help them achieve their mission and goals and c) connects UWT students, the Center for Equity and Inclusion, and local community-based organizations to one another in mutual relationships.

The interns serve 240 hours over eight weeks at a social justice-centered organization and earn \$4000 for their work. The Office of Equity and Inclusion (OEI) staff lead programming and support the interns and our community partners. Each community partner selects an intern and determines their scope of work.

Students grow significantly in this experience reflecting on what they learned, what they enjoyed, and what their commitments were going to be. One student made a commitment to “Engage in dialogues about social justice and work towards creating an inclusive environment for everyone.” The feedback from the SSJI internship confirms that employing High Impact Practices improves the retention of UWT students and helps them thrive.

C. Based on the proposed outcome, what assurances can you provide that the Special Allocation funds will be well spent and quickly implemented to benefit students? [Limit of 250 Words]

CEI resources, programs and services are in high demand this year. We are committed to increasing our levels of services by strengthening resources, enhancing equipment and creating opportunities to retain staff that directly serve and support student retention.

Upgraded equipment will provide access to resources and technology for students, including students navigating housing insecurity, poverty, disabilities, and without access to needed equipment and services. We will be utilizing this funding as soon as possible to upgrade our space, resources and equipment. Funding will be allocated by the end of the quarter.

Funding for salary increases for student staff have already been implemented for returning student staff. By increasing salary ranges for all student staff we will better reflect the scope and importance of the work. We have received a record number of student applicants for open positions. Applicants are in the final stages of the interview process and will begin work before the end of the quarter.

D. . What are the most meaningful and significant ways your programs or services benefit students? How do you know this? [Limit of 500 Words

The Center for Equity and Inclusion enhances the holistic education of all students by supporting the success of historically marginalized groups, empowering community members to engage in difference toward justice, and building a more equitable campus.

Students with diverging needs and identities increasingly want to establish spaces within the CEI for their affinity groups. The key to sustaining diversification is the capacity and willingness to engage with respect, compassion, and care. So, each of our programs, while free and open to all, centers on the needs and experiences of the most marginalized. In the CEI, students find belonging, they explore, they return and bring their friends, and they meet new people. They report that they find safety, feel seen, and appreciate CEI as a place to study, sing, collaborate, rest and recharge, and feel welcome.

Our work in the CEI supports students and their ability to thrive in alignment with UW's Diversity Blueprint and UWT's Strategic Plan.

In the CEI we:

1. Create an accessible, inclusive, and equitable climate by intentionally holding and protecting space centering the needs and experiences of the most marginalized.
2. Attract, retain, and graduate students by initiating late night programming, extending access to resources, activities, fun and educational programming and snacks and by creating brave spaces for intentional dialogue and identity development.
3. Attract and retain diverse staff by providing competitive salaries, meaningful and purpose-driven work, opportunities for growth and professional development.
4. Increase recruitment, enrollment retention, and graduation rates with a focus on closing equity gaps by hosting tours, coalition building and identity RSO support.
5. Foster a climate of creativity, entrepreneurship, and innovation by supporting student staff's passion projects such as Lunar New Year & Multicultural Night. We also partner with RSOs to hold space, receive advising and access to resources.
6. Cultivate an accessible, equitable, respectful and inclusive campus culture by upholding community agreements, providing accessible seating, and relevant resources, including printing, utensils, refrigerators, microwaves, etc.
7. Intentionally create spaces and programs and activities that encourage engagement with our campus through programming like SSJI, Umoja, Lunar New Year, Heritage Month Programming, etc.

Three initiatives for this academic year are to explicitly support and the center the needs and experiences of Black and African Diasporic, LGBTQIA2+, and AANHPISI communities. Since the first day of school, the CEI has seen a drastic increase in curiosity, partnership requests, and usage. We have logged 176 check-ins but have seen more than 300 students visit in the

last five weeks. During this time, we have had several events and programming including on-going Reflection Time, BIOPOC Welcome Reception, LGBTQIA 101 workshop, Real Talk: Immigrant Stories in the face of Deportation, Southeast Asian Community Celebration and Documentary Film screening (partnership with AAPI THRIVE), and the Diwali Celebration.

Participants in CEI programming and events explore curiosity and build relationships across differences. The students that haven't visited yet have expressed they are sad to be missing out on programming and excited for what is to come.

Center for Equity and Inclusion
 Fall Supplement Application

AUTUMN SUPPLEMENTAL STUDENT ACTIVITY FUND REQUEST	The Autumn Special Allocation Proposal Window is now open. Proposals are due Friday, November 8, 2024, at Noon.	
Funding Requests	Amount Requested	Description
Student Staff <ul style="list-style-type: none"> - Pay Rate - Max hours - Fringe benefits (21.5%) 	30000	The CEI is looking to hire two more student staff to increase office coverage, peer and program support. With these additional staff, we can increase flexibility to support after-hours programming.
Non-Food Supplies and Materials <ul style="list-style-type: none"> - Affinity Program Support - RSO Coalition Building - Center Supplies - Heritage Months 	12,500	<p>Affinity Program Support: We want to extend affinity program support to align with our three initiatives to center the needs and experiences of diverse communities and their allies.</p> <ul style="list-style-type: none"> - Black and African Diaspora - LGBTQIA2+ - BIPOC <p>RSO Coalition Building: We create trainings and opportunities for community building across difference by inviting identity based RSOs to workshops, mixers and activity</p> <p>Center Supplies: fidget toys, printing paper, coloring books, paint canvases,</p>
Food	9000	Providing light refreshments for programs and services including: <ul style="list-style-type: none"> - Affinity Programming - RSO support - Student Meetings - CEI reservations - CEI Study Sessions - CEI Queer Trans Space Weekly refreshments
Equipment <ul style="list-style-type: none"> - Furniture - Lighting 	13500	We want to revitalize the space with lamps, sensory lighting, and accessible seating.

Center for Equity and Inclusion
 Fall Supplement Application

Contracted Services		
- Summer Social Justice Interns	40,000	We want to increase opportunities for high impact practices that increase student retention supporting them to earn income, build relationships, expand capacity for and understanding of Diversity, Inclusion and Equity work.
Other Services	1500	REAL LIT: We want to demonstrate our dedication to the community building and DEI discussions that happen in Real Lit, by contributing to supplies and program costs.
- REAL Lit Library Partnership		
-		
Travel	0	
Grants & Subsidies	0	
Anticipated Revenues	0	
TOTAL EXPENSES	\$108,900.00	

AUTUMN SUPPLEMENTAL STUDENT ACTIVITY FUND REQUEST ITEMIZED	The Autumn Special Allocation Proposal Window is now open. Proposals are due Friday, November 8, 2024, at Noon.
8 SSJI INTERNS PROGRAM SUPPLIES & FOOD	40000
AFFINITY PROGRAM SUPPORT CBADE 1500 LGBTQIA 1500 WOMEN CENTERED 1500 BIPOC (AAPI, MESA, APISA, INDIGENOUS SUPPORT, FASFA, HUSKY KAI) 1500	\$6,000.00
RSO LEADERSHIP PROGRAMMING AND COALITION BUILDING - MIXERS,	\$5,000.00

Center for Equity and Inclusion
Fall Supplement Application

FURNITURE (INCREASE ACCESSIBILITY AND COMFORT CHAIRS FOR DIFFERENT BODY SIZES AND PHYSICAL NEEDS	\$10,000.00
LAMPS AND LIGHTING (OVERHEADS CAUSE SENSORY ISSUES FOR MANY STUDENTS (FIDGETS AND SENSORY SUPPORT) DRS COLLABORATION - CREATING MORE SPACES FOR NEURO DIVERSE STUDENTS	\$3,500.00
PROGRAM SUPPLIES (ACTIVITY MATERIALS FOR PROGRAMS (COLORING BOOKS, PAINT, CANVASES, SELF CARE WEEK ETC)	1000
2 ADDITIONAL STUDENT STAFF	\$25,000.00
REAL LIT LIBRARY PARTNER	\$1,500.00
FOOD - STUDENT MEETINGS AND CEI STUDY SESSIONS - SUPPLEMENT FOR THOSE RESERVING AND UTILIZING OUR SPACE	\$5,000.00
HERITAGE MONTHS	\$3,000.00
TOTAL EXPENSES	