

SERVICE & ACTIVITY FEE ANNUAL REPORT

Diversity & Equity Center

Fiscal Year: _____

Program Name: Center for Diversity & Social Justice

Program Manager: _____

Please list any S&A funded position that have been vacant longer than six (6) months. If any vacancies exist, please explain how you utilized the funds and what your long term plans are for the position.

Please provide an overview of the student centered programming provided, i.e. type of programs, milestones, number of students impacted, and how they benefited.

Please provide a detailed explanation of any fund transfers from one service and activities fund budget to another.

Please provide an explanation for any positive or negative fund balances at year end.



**2021-2022 END OF THE YEAR REPORT
DIVISION OF STUDENT SUCCESS**

cwu.edu/diversity

Our Mission:

The Diversity and Equity Center (DEC) centers the needs of students with marginalized identities. We provide holistic student support, identity-based & cultural programs, and social justice workshops to cultivate a sense of belonging and community at Central Washington University (CWU) and beyond.

EXECUTIVE SUMMARY

In 2021-2022 Academic Year, the Diversity and Equity Center (DEC) revamped our [mission, vision, and values](#), aligning with the University's new mission and vision of being "a model learning community of equity and belonging." In seeking equity and social justice in our communities, the DEC aims to be a transformative anti-oppressive center that disrupts dominant culture and inspires marginalized students to unapologetically take up space and be leaders and decision-makers of social change in our communities.

This year, our focus was refining the quality and sustainability of our student programming. Instead of coordinating large-scale one-off signature events that were both costly and just single touchpoints with students, we provided consistent ongoing opportunities for students to build community with one another through our [affinity programs](#), our [cultural gatherings](#), [social justice workshops](#), and opportunities for student activism ([Teach-ins](#), [marches](#), etc.). We also collaborated with various departments across campus to provide resources and support for students ([Iftar and prayer space](#), [TDOV](#), etc.). One of our Program Managers, Justin Santoli, served as the advisor to the Equity & Services Council, a council of identity and equity-based student organizations on campus. Additionally, the DEC continued to provide individual holistic student support and advocacy, particularly for students navigating identity-based experiences. We employed 6 undergraduate students and 2 graduate assistants to lead our student programming and support visitors to our office.

The Diversity and Equity Center continues to contribute to CWU's Core Theme Two: Inclusiveness and Diversity. Our affinity programs bring together CWU faculty and staff who identify with these communities together with students, allowing for students to connect with faculty and staff on a deeper, more personal level, and for both parties to feel more connected to their identities and communities. Additionally, our cultural programming affirms students, staff, and faculty's identities, heritages, and experiences – to cultivate a sense of belonging.

RECRUITMENT/RETENTION/COMPLETION INITIATIVES (Include Annual and/or Quarterly Comparisons)

This academic year, we shifted to offering more consistent ongoing programs that provided students with weekly touchpoints throughout the year. Using this model, we were able to measure participant attitudes, experiences, and the longer-term impacts of our programs over the course of the academic year. To support student staff professional development, we engaged in a shared leadership approach: all of our programs were student-centered and student-led, with intensive scaffolding and support from our professional staff.

Affinity Programs:

This year, we changed our former mentoring programs THRIVE and Q*Fam into an affinity group model in order to increase the amount of students we could serve and to build a stronger thriving community for students who shared these identities. We continued to evolve our Find Your People series, partnering with various student organizations and clubs (e.g. First Gen Student Org, Central African Students Association) to bring students together. The goals of our affinity programs were to:

- Build community and create a sense of belonging to increase retention of students from marginalized and targeted identities.
- Give time, place, and space to individuals with like identities to dialogue about lived experiences and the impacts on their lives.

- Provide opportunities for networking, discussion, and connection in a supportive and affirming environment.

After each affinity gathering, we collected reflection card feedback that asked participants to rate their experience on a Likert scale of *Strongly Agree* to *Strongly Disagree*. Below is a sampling of prompts from our cards:

- *"I feel connected to the woman of color community on campus."* [THRIVE]
- *"I feel connected to the 2LGBTQIA+ Community here on campus."* [Q*Fam]
- *"I learned 2 new things about Intersectionality."*[Collaborative Q*Fam & THRIVE]

Additionally, we collected qualitative feedback through quarterly feedback forms for each program. We reviewed this data as a team at the end of each quarter, and used this feedback to make adjustments and shifts to our programming.

In the winter quarter for the THRIVE program, 84% of respondents indicated "Agree -4" and "Strongly Agree – 5" to feeling more connected to the women of color students on campus. THRIVE participants reported that the space felt welcoming and open and that it felt very meaningful to have "interactions with women like me." For Q*Fam, 80% of respondents indicated "Agree -4" and "Strongly Agree – 5" to their interactions at Q*Fam made me feel loved, appreciated, and supported. Q*Fam participants reported that the environment was fun, supportive, and that they enjoyed being able to laugh and spend time with friends.

Looking at data across the three quarters, we analyzed the percentage of participants who rated "5-Strongly Agree" to the prompts. THRIVE showed an increase from Fall Quarter (62% selected 5-Strongly Agree) to Spring Quarter (74% selected 5). Similarly, Q*Fam showed an increase as well in positive feedback: from Fall Quarter (37% participants selected 5) to Spring Quarter (68% participants selected 5). We can infer that participants in our programs increasingly felt more connected to the women of color and/or 2LGBTQ+ communities over time.

Culture Corner @ The DEC

In the Spring Quarter, we launched Culture Corner @ The DEC, a bi-weekly peer-led learning space around topics related to identity, culture, and social justice. We supported a team of DEC student staff to identify relevant topics, build interactive facilitations, and lead meaningful discussions with the wider campus community. Topics included Classism, Food Deserts, Exploitation of Black Culture on Tik Tok, Adultification of Children of Color, etc. The goals of Culture Corner were to both foster a supportive learning environment and to position students as the holders and producers of knowledge and wisdom, disrupting the elitist and white supremacist notion that only those with terminal degrees in academia can possess and produce "expert" knowledge. Based on Spring Quarter assessment data, 93% of participants indicated "Strong Agree" that Culture Corner created a supportive learning environment and 100% of participants indicated "Strongly Agree" to "I can identify 2 ways in which systems of power, privilege, and oppression impact my experience." Qualitative feedback indicated that students highly enjoyed discussing these topics with their peers ("I loved Roberto's passion!), telling stories, and reflecting on their own experiences and identities ("I'm realizing how many ways we talked [about the topic] and how it affected my views"). To further this initiative, we will continue with Culture Corner into the Fall Quarter and work with our student team to launch a podcast called "**The RAP: Social Issues by Social People**" on 88.1 the Burg – this will be launching in Fall 2022! Here is the teaser: <https://youtu.be/xRszrskUzkM>

DEC Student Staff Assessment

This year, we made efforts to assess student staff personal and professional growth over the course of the year. We conducted [pre-evaluations](#) in the Fall Quarter and post-evaluations at the end of the academic year. Some of our qualitative feedback from student staff demonstrated a significant amount of growth:

- **Professionally:** “I have improved upon holding meetings and building agendas. I have also grown in expanding my knowledge and patience by working with other organizations and groups on campus.”
- **Personally:** “I came from a predominantly white region in SW Washington. Because of this, I had never had the opportunity to work or become friends with my peers of color. Simple exposure to my coworkers expanded my worldview immensely, and I was able to learn a lot!”

Student staff retention: 100% of non-graduating student staff will be returning in Fall 2022

NOTABLE UNIT/AREA ACCOMPLISHMENTS

- In this past year, the DEC hosted **193 events** with **3892 attendees** (970 unique attendees), with an average attendance of **20 students** per event. Retention: **96.7% were returning participants**. This is a significant increase from most recent in-person year (2019-2020), which brought in 1200 total participants across the year.
- Celebrated 25 years of service to students; Commemorated this milestone with a campus-wide event **DEC25**, featuring guest speaker alumnus Robert Delgado and an oral history project.
- Established consistent affinity programs: **THRIVE** and **Q*Fam**; Generated consistent participation for both programs throughout the year.
- Established **Culture Corner @ The DEC** as a new peer-lead social justice learning program.
- Revamped the DEC’s **mission, vision, and values**.
- Increased our social media following by 435.4%.
- Launched a [Quarterly Newsletter](#) to feature student stories and organizational milestones.
- Launched a [weekly email blast](#) to include upcoming events and shareouts.
- Supported a number of **Teach-Ins and Marches**: Missing Murdered & Indigenous Women’s March, Reproductive Justice & Liberation March, Inaugural Day of Action, LGBTQ+ Teach-In, etc.
- Successfully supported the planning and execution of 4 in-person ESC identity-based graduations (Black Grad, Lavender Grad, Filipinx Grad, and Raíces Grad)
- Collaborated with Counseling to provide weekly drop-in sessions for students at the DEC.
- Piloted **Disability 101** workshop in collaboration with Disability Services.
- Onboarded and trained 2 graduate assistants for the DEC to support program planning, assessment, and ESC advising.
- Created and implemented a robust **assessment plan**.
- Established a **Día Planning Committee** to bring together students, student organizations, and campus partners to plan for the University-wide celebration of Día de los Muertos 2022.

STAFF/FACULTY/STUDENT INDIVIDUAL ACCOMPLISHMENTS

SOURCE Awards: College of Education and Professional Studies Presentation Award Winner

[Impact of THRIVE at a Predominantly White Institution: Building New Legacies & Reclaiming Space](#)

Presented by: Jaeda Nelson

Mentored by: Katrina Whitney; Janette Chien

Student Staff:

- Jaeda Nelson, Student Initiatives Coordinator

- SOURCE Award
- Awarded the Campus Compact Statewide Civic Leadership Award
- Nominated for HR Award: Student Employee of the Year
- Paige Hall, Student Initiatives Coordinator, selected as Student Board of Trustees member.

Professional Staff:

- Janette Chien, Director, presented at the National Conference on Race & Ethnicity, May-June 2022, Session entitled: “Healing and Rehumanizing Ourselves as/for Racial Justice.”
- Katrina Whitney, Assistant Director
 - Nominated for the President’s Diversity Award
 - Nominated for HR Award: Supervisor of the Year

DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

All DEC programs are rooted in diversity, equity and inclusion. Additional efforts include:

- Collaborated with Office of International Studies & Programs (OISP) and Equity and Services Council to host **Parade of Nations “Watch Us Rise”**, which brought together 142 attendees, 8 student groups, and 6 performers for the event. Below are some testimonials from the event:
 - *“I learned that there is an incredible amount of Native American traditions that developed in tandem with each tribe. If this dance is specific to just the local tribe the total must be massive.”*
 - *“I loved learning about other cultures and supporting my fellow students.”*
- Established a **Dia Planning Committee** to cultivate student leadership and campus-wide efforts to plan Día de los Muertos programming. This was also a strategic effort to sustain the program, since due to budget cuts we do not have the professional staff to solely lead this program.
- Organized, supported, and collaborated on a number of **Teach-Ins, Marches, and Educational Displays**, including:
 - MLK Real Talk (The Radical Legacies of Rev. Dr. Martin Luther King
 - Missing Murdered & Indigenous Women’s March
 - Reproductive Justice & Liberation Teach-In & Marc
 - Inaugural Day of Action & Ellensburg Block Party
 - LGBTQ+ Teach-In
 - Women’s Herstory Display – “The Girls that Get it, Get it.”
- Collaborated with OISP and the Provost’s Office to host an **Iftar Dinner during Ramadan** (served 30 students).
- Provided reflection room space in 105 and within the DEC Office for students during Ramadan.
- Worked with student staff to produce thoughtful content for [Black History Month](#): Library Display Case and CWU Hype article.
- Director trained as Diversity Advocate.
- Staff engaged on various committees including: CARE Team, Bias Response Team, CARES Funding, Sustainability Council, and P.U.S.H. Committee.

ISSUES AND CHALLENGES

- **Limited staffing:** One of our Program Managers moved on in January 2022 and we were unable to rehire due to budget cuts. As a result of this, we have strategically scaled back and redistributed the areas of work to the training staff within our capacity.

- **Budget cuts:** We were asked to cut our current year budget by 5-10% and to reduce the following fiscal year by 15%. This presented many challenges with our programming as well as the extent to which we could support ESC graduations and other diversity-related campus events. Tensions arose because we could not support events we have financially supported in the past.
- **COVID-19 Protocols:** Similar to other departments, we had to navigate a changing COVID-19 safety protocol landscape. The DEC facilitates many in-person gatherings and events throughout the year, so we had to be very adaptive and fluid with our protocols to ensure both safety and accessibility of our programs.
- **Transitions, challenges returning to in-person & interstaff conflict:** The return to a fully in-person operations 8am-5pm was very challenging for both student staff and professional staff. A few of our student staff struggled to adapt to the new structure since they had only experienced a virtual work environment so far. Additionally, September 2021 was a period of great transition as we were onboarding the new Director, and this transition was challenging to navigate for all parties involved.
- **DEC Identity - Shifting from multicultural approach to social justice & activism:** At the beginning of the year, our new Director sought feedback from students about the DEC's identity – the response was frustration about the lack of representation of Black, Indigenous and People of Color in campus-wide programming, and in faculty and staff. The students also shared complaints of the DEC and Public Affairs tokenizing students of color at the DEC through events and promotion. Observations included that diversity “issues” are siloed and reactive rather than responsive and proactive, and the labor most often lies with those students and staff with marginalized identities. Additionally, students expressed frustration about the majority white and white-passing DEC professional staff. This year, we made a deliberate shift away from the ethos of “celebrating multiculturalism” (which can often be performative and tokenizing) to the practice of developing critical understanding of systems of oppression, identity-based community building, and redistributing power and agency to students with marginalized identities.
- **Identity-Based Graduations (Funding)** continues to be a struggle. The funding is not operationalized and the burden falls on student groups to use their ESC funds or fundraise – especially since, due to budget cuts, the DEC can no longer support to the same extent. This has put the DEC in a precarious position of losing trust with students – the students expect the DEC to be financially supportive and now that we cannot viably offer our funds, they perceive the DEC as unsupportive of students.
- **Identity-Based Graduations (Lack of Professional Staff):** One of our staff is Advisor to ESC and should be dedicating 30% of his time to this role. In the Spring Quarter, he dedicated more than 80% of his staff time to supporting the ESC graduations, since these events are huge logistical challenges and high profile events with lots of VIPs. The lack of dedicated professional staff to support these graduation events has caused great contention between the ESC Executive Board and the ESC Advisor & DEC. This is only further exacerbated by how challenging it is bring off-campus culturally relevant foods to campus.

SUMMARY OF UNIT/AREA DATA

See a [“Year in Snapshot”](#) Infograph. We collect data throughout the year – evaluation cards for each event, quarterly qualitative feedback surveys per program, a pre and post evaluation form for student staff, and quarterly and yearly attendance/demographic data from Presence. Additional sample: [Quarterly](#)

BUDGET SUMMARY

	Full Year Budget Working FY22	Beginning Balance	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	YTD Actuals	Full Year Forecast	Full Year Budget Variance
		Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22	Actual Final FY22			
Resources																	
4100-CWU CWU-Sales and Services	-	-	-	-	-	-	32	-	(2)	-	-	-	-	-	30	30	30
4375-CWU CWU-Allocation (Revenue)	543,689	-	543,689	-	-	-	-	-	-	-	-	-	-	-	543,689	543,689	-
7250-CWU CWU-Transfer (Intra-Fund Out)	-	-	-	(1,362)	-	-	-	-	-	-	-	-	-	-	(1,362)	(1,362)	(1,362)
Total Resources	543,689	-	543,689	(1,362)	-	-	32	-	(2)	-	-	-	-	-	542,357	542,357	(1,332)
Wages & Benefits																	
5100-CWU CWU-Graduate Assistants	-	-	-	-	708	1,136	753	140	1,058	1,043	1,000	1,014	1,130	435	8,418	8,418	(8,418)
5140-CWU CWU-Classified	37,881	-	3,294	3,047	3,427	3,446	2,976	3,002	3,360	3,446	3,159	2,193	3,446	3,349	38,145	38,145	(264)
5175-CWU CWU-Exempt	205,348	-	10,546	10,546	18,910	17,275	17,275	17,275	17,275	17,275	17,275	17,275	17,275	22,721	200,920	200,920	4,428
5200-CWU CWU-Salary and Wage (Student/Tempo)	129,000	-	8,016	8,318	15,491	10,296	8,504	1,753	5,203	6,069	5,097	6,325	6,158	2,598	83,827	83,827	45,173
Total Wages	372,229	-	21,856	21,911	38,536	32,152	29,507	22,170	26,895	27,833	26,530	26,807	28,009	29,103	331,310	331,310	40,919
560-CWU CWU-Benefits	89,321	-	5,671	5,591	7,089	7,577	7,455	7,266	7,340	7,335	7,278	7,248	7,380	7,526	84,756	84,756	4,565
Total Wages & Benefits	461,550	-	27,527	27,502	45,625	39,729	36,963	29,436	34,235	35,168	33,808	34,055	35,389	36,629	416,066	416,066	45,484
Goods & Services																	
5275-CWU CWU-Goods	-	-	99	-	300	725	1,262	1,224	240	436	586	-	77	6,007	10,956	10,956	(10,956)
5300-CWU CWU-Services	24,000	-	-	-	-	1,100	2,500	-	-	-	565	-	-	-	4,165	4,165	19,835
5325-CWU CWU-Supplies	17,600	-	346	672	1,489	2,344	934	715	545	955	606	1,422	598	918	11,545	11,545	5,455
5350-CWU CWU-Utilities	1,440	-	130	131	130	131	153	130	130	156	156	159	157	156	1,719	1,719	(279)
5425-CWU CWU-Repairs/Maintenance	-	-	-	-	80	218	359	659	-	35	-	60	120	-	1,531	1,531	(1,531)
5450-CWU CWU-Insurance	-	-	-	-	-	-	744	-	-	-	-	736	-	-	1,480	1,480	(1,480)
5500-CWU CWU-Program	41,000	-	81	533	1,411	2,648	7,637	1,291	1,625	442	233	193	1,660	267	18,022	18,022	22,978
5550-CWU CWU-Travel	-	-	-	1,245	2,548	2,064	2,000	2,075	-	10	-	-	-	-	9,941	9,941	(9,941)
5570-CWU CWU-Equipment/Software (Non-Capita)	-	-	-	-	-	-	1,785	-	-	-	-	-	-	-	1,785	1,785	(1,785)
Total Goods & Services	83,440	-	556	2,581	5,957	9,230	16,629	6,838	2,540	2,034	2,146	2,571	2,613	7,349	61,143	61,143	22,297
Total Expenses	544,990	-	28,184	30,083	51,582	48,959	53,591	36,274	36,775	37,202	35,954	36,625	38,002	43,979	477,209	477,209	67,781
Resources net of Expenses	(1,301)	-	515,505	(31,445)	(51,582)	(48,959)	(53,560)	(36,274)	(36,777)	(37,202)	(35,954)	(36,625)	(38,002)	(43,979)	65,148	65,148	66,449
30 CWU-Fund Balance	-	1,362	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fund Balance	-	1,362	516,867	485,423	433,840	384,882	331,322	295,048	258,271	221,070	185,115	148,490	110,489	66,510	66,510	66,510	-

DOCUMENT INITIATIVES AND RESPONSE AS A RESULT OF COVID-19 AND/OR OTHER RELATED IMPACT

- Provided virtual and hybrid participation options for our programs who did not want to gather physically.
- Used consensus discussion strategies (open forum and anonymous online) to craft masking norms and encourage consent culture around masing throughout the year.

2022-2023 GOALS OR AREAS YOU ARE AIMING TOWARDS

Priority #1: Continue to build sustainability into our ongoing smaller scale programs that provide weekly touchpoints for students (THRIVE, Q*Fam, Culture Corner, The RAP Podcast, Find Your People) and communicate our identity through intentional storytelling (newsletter, articles, other media).

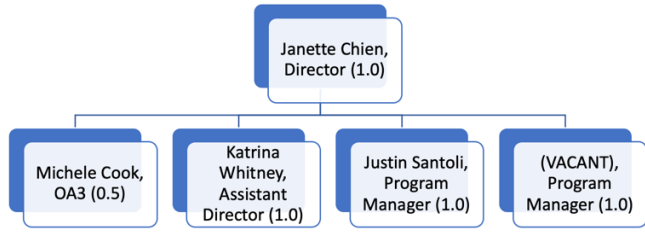
Priority #2: Engage student, campus and community partners to sustain cultural and identity-based programming (Black History Month, Día de Los Muertos, etc.); shift the entire campus culture to prioritize/center these events through collaboration (Día Planning Committee and other efforts).

Priority #3: Establish clarity about the relationship between DEC and ESC and how these connect with larger efforts around the CCI Multicultural Center.

TELLING YOUR STORY INFOGRAPHIC (UPDATED)

See a [Year in Snapshot](#).

ORGANIZATIONAL CHART: Staffing



Department AY Close out Check list:

- ❖ X Submit as a Word document to Appointing Authority by **5pm, August 31, 2022**
- ❖ X Confirm website is up to date: cwu.edu/diversity
- ❖ X Budget close out FY 23 complete/on target to be completed and FY21 in cat-plan completed
- ❖ X e-Performance on target and up to date for each staff member in your unit/department
- ❖ X Include department data and graphs to share your story – *Attach updated Telling your Story Project*
- ❖ X Include an updated organizational chart for your area (see above for details)

Note: Keep in mind, annual year-end reports will be shared with Provost and other key stakeholders in an effort to tell our story and laud the exceptional work happening **throughout DOSS**.

**Submit as Word doc by 5pm, August 31, 2022 and upload to S Drive under:
End of Year Report/2021-2022/Dept Name Folder.**

**Service & Activities Base Funding
Financial Overview
For the month ended October 31, 2022
Department: Diversity & Social Justice
Student Activities Funds
No Component
As of 11/14/22**

	FY22 Actuals	FY23 Forecast + Actuals
Revenues		
CWU-Sales and Services	30	0
CWU-Allocation (Revenue)	516,505	489,320
Total Revenues	516,535	489,320
Transfers		
CWU-Transfer (Intra-Fund Out)	(1,362)	0
Total Transfers	(1,362)	0
Expenses		
CWU-Salary and Wage (Faculty)	8,418	5,352
CWU-Salary and Wage (Staff)	237,441	166,562
CWU-Student/Temporary/Overtime	83,827	85,974
Total Salaries	329,686	257,888
CWU-Benefits	84,877	69,947
Total Salaries & Benefits	414,563	327,835
CWU-Goods & Services	0	16,000
CWU-Goods	10,956	3,429
CWU-Services	4,165	1,600
CWU-Supplies	11,545	7,290
CWU-Utilities	1,719	2,965
CWU-Repairs/Maintenance	1,531	0
CWU-Insurance	2,232	0
CWU-Program	18,022	21,690
CWU-Travel	9,941	0
CWU-Equipment/Software (Non-Capita)	1,785	0
Bad Debt	0	0
Total Goods & Services	61,895	52,974
Total Expenses	476,458	380,809
Net Resources	38,715	108,512
Projected Beginning Fund Balance	1,362	40,077
Projected Ending Fund Balance	40,077	148,588