



Budget Request Form FY2014

Department should complete one form for each individual request

Department: Multicultural Services

Program, Service, or Operation Requested

Student Diversity Summit

SSFAB Use Only	
YES	NO

General Description:

The Student Diversity Summit is a two phase extensive diversity training for students. The first part of this program is a day long workshop in the fall semester which focuses on creating inclusive community connections and on building diversity competencies and skills. The summit has been facilitated by Dr. Maura Cullen, who has 25 years as a diversity trainer and author of, *35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap*. The second phase of this program is small group retreat in the spring semester which will limited to a smaller number of participants. Students will take the concepts from the summit in the fall and explore them at a deeper level in large and small group discussions. These small groups are led by faculty and staff facilitators who serve as an ongoing resource for the participants. The 2011 summit had 140 students registered and the 2012 summit has over 300 students that have been nominated (the 2012 summit has not taken place at the time of submission).

Learning Outcomes

Participants will:

- Be able to give examples of how to effectively respond in challenging and uncomfortable situations around issues of diversity.
- Identify the key competencies for dismantling the barriers towards effective communication across difference.
- Recognize many of the actual “Dumb Things Well-Intended People Say” statements which are intended to build bridges but instead may break them.
- Articulate the inter-connectedness of all the different areas of diversity.

Request Type:

Full

Increase

One-Time

Partial/Matching

General Questions:

How does this increase impact students, and what motivated this request (needs, strategic planning, etc.)?

This request aligns with several department and university initiatives. The first is Texas A&M’s Vision 2020 Imperative 6: Diversity and Globalize the A&M Community. The second is the Division of Student Affairs strategic plan objective #2: Promote an inclusive environment that celebrates diversity, the Aggie spirit and traditions. The third is the Department of Multicultural Services strategic initiative #3: Increase diversity education opportunities for students, student organizations and the campus at large. By offering one larger

event instead of multiple smaller workshops, the department is better able to utilize the existing funding for a great impact on the Texas A&M campus community.

How do other sources of funding (fundraising, sponsorship, reserves, etc.) been considered? Please explain.
 The program has been funded from reserves during FY12 and FY13. Staff members are currently applying for a grant from a private foundation.

Generally, what assessment tools will you use to evaluate this program/service?

Staff worked with Student Life Studies on an evaluation that asked both quantitative and qualitative questions. A brief summary of the results are below. A full copy of the evaluation is available upon request.

Student Diversity Summit 2011 Results

When asked how they would rate the Summit overall, 84% said it was excellent, and 12% said it was very good. Another 3% said good, and 1% said fair. No one said it was poor.

Participants were asked to state three concepts they learned or found interesting. Many acknowledged the harm in stereotyping others and how powerful words can be. For some students, this was the first time they realized how fortunate they were, compared to the world’s population. In addition, students were asked to state two things that they could do to make Texas A&M more inclusive. Over 90 students talked about speaking up, being friendly to everyone (smiling, saying howdy), learning more, addressing language and behavior, sharing this information, and being more accepting. The final question asked what advice they would give to other student considering attending the Summit in the future. Below are some of the comments:

- “Apply and attend. This kind of program should become accessible to all students.”*
- “Come in with an open mind and you’ll learn a lot during this experience.”*
- “It is a great opportunity to learn more about yourself and grow as an individual in helping others and creating an inclusive environment.”*

Funding Description:

Total Estimated Cost	
Speaker Part I (\$9000)/Faciliator Par II (\$3500)	\$12,500
Room, stage, AV needs for both parts	\$2,500
Food for both parts	\$2,500
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	<i>\$5,500</i>
TOTAL UAF INCREASE REQUEST	\$12,000.00
	\$17,500.00

SSFAB Comments/Notes: