



Budget Request Form FY2011

Department should complete one form for each individual request

Department: Multicultural Services

Program, Service, or Operation Requested

Diversity Education Student Training

SSFAB Use Only	
YES	NO

General Description:

Introduction

Our mission is to create opportunities for students to learn about one another: our similarities and our differences; to examine what every one of us can contribute to an inclusive and respectful campus, and to develop leaders with the cultural competencies and skills necessary to work in a diverse and multicultural world. We do this through different means: a peer-to-peer diversity education organization for student leaders, a diversity education retreat and a retreat about managing diversity in the workplace with corporate participation.

Aggies to Aggies (A2A) Student Organization

A2A is a brand new student organization whose purpose is to develop multicultural competence among leaders of student organizations on campus, enhance cultural awareness and contribute to a campus climate of respect at Texas A&M University through peer diversity education. Student facilitators are available to present a variety of workshops to student organizations tailored to the organization's needs. All workshops are based on the principles of Inclusive Leadership. *Aggies to Aggies* plans to host a series of six workshops per semester. The target audience of this workshop series is student leaders who are in charge of diversifying membership in their own organization but who may need to gain expertise in how to do it. The members of A2A will be certified as multicultural facilitators before they can present to campus groups.

In-Sight: Diversity Training Institute for Students

In-Sight is a one day dynamic and interactive training program for students. This is a great opportunity for students to come together to build community on campus and to get a deeper understanding of diversity and multiculturalism, and to develop inclusive leadership skills. All student participants will receive a certificate of completion from the institute. We will promote general cultural awareness, as well as ways to develop intercultural competencies.

During this institute, student participants will have the opportunity to:

1. Recognize different aspects of identity which impacts our appreciation of difference.
2. Value others because everyone brings a range of knowledge, values, and skills to the table.
3. Apply a wide range of workshop material to their personal understandings and commitment to diversity.
4. Share their experiences with fellow students to illustrate multiple perspectives.

- 5. Uphold individual and institutional core values.
- 6. Share a clear vision for an inclusive campus community.

Outside the Box: Practicing Diversity for the Workplace.

Our student leaders are entering the corporate world where it is crucial that they manage diversity issues. Major corporations value multicultural skills in decision making and promotion processes. We believe involvement in student organizations provide students opportunities to practice their skills in managing diversity. To help them take an organizational approach to diversity we developed a one-day retreat at which corporate representatives specializing in diversity initiatives act as resources to student leaders. Corporate guests share their experiences, stress the importance of multicultural competence in the workplace, and enlighten students of consequences for lacking the necessary skill set to be a productive and conscientious leader.

Request Type: Full Increase One-Time x Partial/Matching

General Questions:

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

These are all new initiatives that will impact the campus climate in a positive way, and make the student leaders who participate more marketable upon graduation. We believe that they can begin to develop the skills necessary to manage a diverse workforce in their organizations at Texas A&M. These new initiatives are a response to stated student interest, strategic plans for our department and the various campus strategies to improve campus climate, diversify student organizations and prepare students for a globalizing economy.

How do other sources of funding (fundraising, sponsorship, membership dues, etc.) been considered? Please explain.

The Department of Multicultural Services will match the funds and students attending the retreat will pay a small fee to cover food costs.

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

Each training program has a unique evaluation that asks questions regarding the learning outcomes associated with the program as well as asks satisfaction questions about the logistics of the training.

Funding Description:

Total Estimated Cost	
Aggies to Aggies	\$4,000.00
In Sight Retreat	\$4,000.00
Outside the Box	\$4,500.00
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	<i>\$6,250.00</i>
TOTAL SSFAB INCREASE REQUEST	\$6,250.00

SSFAB Comments/Notes: