



Funding Request Form FY2022

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Department:

Memorial Student Center & Student Life
 Studies

Program, Service or Operation Requested:

Staff Training Program

General Description:

Diversity, Equity, Inclusion & Access training for the MSC and SLS staff. This training would consist of bringing in a trained professional who can administer and interpret the Intercultural Development Inventory®. (IDI®). The IDI is the premier cross-cultural assessment of intercultural competency used by thousands of individuals and organizations to build advanced skills to increase international and domestic diversity and achieve inclusion goals and outcomes. IDI research in organizations and educational institutions confirms two central findings when using the IDI:

- 1- Interculturally competent behavior occurs at a level supported by the individual’s or group’s underlying orientation as assessed by the IDI.
- 2- Training and leadership development efforts at building intercultural competence are more successful when they are based on the individual’s or group’s underlying developmental orientation as assessed by the IDI.

In contrast to many “personal characteristic” instruments, the IDI is a cross-culturally valid, reliable, and generalizable measure of intercultural competence along the validated intercultural development continuum (adapted, based on IDI research, from the DMIS theory developed by Milton Bennett). Further, the IDI has been demonstrated, through research, to have high predictive validity to both bottom-line cross-cultural outcomes in organizations and intercultural goal accomplishments in education.

Request Type:

- Full Increase One-Time Partial/Matching

Type of Funds Requested:

- UAF Other

General Questions

How does this address an important need and/or positively impact students?

This training not only consists of group training but also will give individual feedback to each employee so they know areas they can grow in with regards to DEIA. Better knowing one's self and our colleagues will allow us to be aware of our differences and equip staff to better help our students navigate tough issues faced by our diverse student population.

What department/Division strategic plan item does this support?

This effort, if approved, will allow those who participate to impact several of the Division's strategic plan goals: Enrich Student Experience; Contribute to Student Success, Develop Global Leaders, and Enhance Staff Development. If staff are better equipped to assist students and know their abilities, the impact and interaction will be greatly enhanced. Recently, the VPSA has indicated a desire for departments to work in this area, as well as reinvigorating the DSA Diversity Committee's charge in working in DEIA areas. This training aligns with those efforts.

Please provide data, evidence, and/or input (student faculty, staff, other) you gathered to help you determine the need for additional resources.

In this time of social unrest and self-reflection, many of our staff may not be equipped to work with students in helping process sensitive matters. If staff better know their abilities, they can better work with students. This training and process will help both individuals and the department and develop a baseline for growth.

What actions have you implemented or discontinued internally to address the identified need?

We have implemented DEIA training for both students and staff involved in our departments and know growth in this area will create a more welcoming environment for all students.

If funding is granted, what metrics will you use to evaluate success of this program/service/operation?

In the MSC, the general department's progress can be evaluated by comparing results from future surveys to when the department was last briefed on this instrument. This will allow individual results and processing to occur to maximize growth.

Have other sources of funding (fundraising, sponsorship, reserves, etc.) been considered?

Please explain.

We are seeking one-time funding because other training resources have been allocated to other projects and the uniqueness of this will assist the individuals as well as the department.

Total Estimated Cost

Funding Description	Amount
Individual Inventory per person (2 departments will participate) approximately 37 employees.....	\$3,700
Facilitator to come to college and provide departmental and individual training.	\$3,000
<i>Less Estimated Partial/Matching Funds (if Applicable)</i>	
TOTAL INCREASE REQUESTED	\$6,700