

# Investment Fund for the Future (IF2) – Entry #165

## A. PROPOSAL SUMMARY

**Title: EDI Professional Development Certificate Initiative**

**Project Lead Name:** Milo Obourn  
Academic Affairs

**Project Lead email address:** mobourn@brockport.edu

**Amount Requested: 600**

**This proposal is cross-unit; It will be managed by more than one school and/or division.**

**Name of Sponsor 1:** James Haynes  
Academic Affairs

**Name of Sponsor 2:** Katy Wilson  
Enrollment Management and Student Affairs

**Name of Sponsor 3:**

### A-1. Description of the Initiative

This program would grant an “Equity, Diversity, and Inclusion Professional Development Certificate” to any campus member who attended three campus-approved trainings and two Community Conversations. There is no time limit to the completion but it would encourage faculty, staff, and students to attend EDI events and to share their experiences and knowledge and to signpost themselves as able to provide safe spaces on campus. We know that people are more inclined to complete trainings and get invested when their work is acknowledged and appreciated. This initiative serves the dual purpose of advertising the inclusivity of Brockport’s campus to visitors and incoming and prospective students, while also reinforcing the College’s investment in equity, diversity, and inclusion by recognizing the work of those who continue to make their own spaces more inclusive and culturally competent.

### A-2. Impact Statement: What change will this project deliver in the short term? What are the expected longer term impacts?

This initiative would have the short term effect of getting more people on our campus trained in best practices inclusion and equity—particularly racial/ethnic diversity, LGBT inclusion, and accessibility issues. It would also bring more folks to our Community Conversations—one of the few critiques from our evaluations this year is that the people who attend want to see a broader section of campus represented there. The long term effects would be broad campus climate change, as more individuals share vocabulary and approaches to making spaces more inclusive. Additionally, long term effects would be to increase the diversity of our incoming students and to retain those who might leave if they faced bias or exclusion based on their social identities.

## B. STRATEGIC ALIGNMENT

### B-1. To be a Great College at which to Learn

This initiative will promote a culture of inclusive excellence and universal accessibility, which will make it a more welcoming and supportive environment in which to live and learn.

### B-2. To be a College engaged with its Community

This initiative will promote community building by encouraging people to learn about social identity positions and cultural understandings different from their own. It will also promote engagement in cross-divisional trainings and engagement in conversations on topics that impact our campus and community.

### B-3. To be a Sustainable Institution for the 21st Century

This initiative will support a more diverse and inclusive community, which is essential for the success of institutions of higher education into the 21st century.

### B-4. To be a Great College at which to Work

This initiative will increase the cultural competence of our students, faculty, and staff thereby making our campus more inclusive and welcoming to all employees. This could lead to improvements in retention for minority employees as well as transforming our overall campus climate and making Brockport a stronger community in which faculty and staff support each other and form stronger relations across areas of difference.

## C. IMPLEMENTATION PLAN AND BUDGET

C-1. Identify the specific activities to be funded from the Investment Fund, estimated time-line for implementation, and for activities anticipated to be ongoing, plans for continued funding.

**Item 1:** Certificate Paper

**Item 1 Amount:** 400

**Item 2:** Certificate Printing

**Item 2 Amount:** 200

**Item 3:**

**Item 3 Amount:**

**Item 4:**

**Item 4 Amount:**

**Item 5:**

**Item 5 Amount:**

**Item 6:**

**Item 6 Amount:**

**Item 7:**

**Item 7 Amount:**

**Item 8:**

**Item 8 Amount:**

**Item 9:**

**Item 9 Amount:**

**Item 10:**

**Item 10 Amount:**

**TOTAL EXPENSES, ALL ITEMS:**

**Matching Fund:**

**In-Kind Services: Provide FTE and name of personnel who have committed to in-kind services.**

## D. ASSESSMENT PLAN:

### D-1. What are the anticipated outcomes and specific measurements for success?

Anticipated outcome is an improvement in campus climate in regards to perceptions of support for diversity, inclusion and overall equity at the College. The program will be assessed by looking at the number of faculty, staff, and students who complete EDI trainings and the attendance at Community Conversations. Additionally, long-term we can look at campus climate data to assess shifts in inclusivity and cultural competence.

## E. ADDITIONAL INFORMATION

### E-1. Please provide any additional information to assist in the review of the proposal, including why the initiative cannot be funded from divisional resources.

The Office of Diversity would run this program and we currently do not have any extra resources to put towards the making of the physical certificates themselves.

**Upload up to three supplemental files here (not required):** [On file]

**Signature of Project Lead:** [on file]

**Email:** mobourn@brockport.edu

**Signatures of sponsors are on file in the Administration and Finance Division.**

**Sponsor 1 Comments:**

**Sponsor 2 comments:**

**Sponsor 3 Comments:**

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