

College Action Project Worksheet for CAP Projects – October 21, 2016 Update

CAP: CAP# 1.1.3: Implement projects related to campus climate study to foster an inclusive, welcoming college.

Champions: Tamber Bustance, Sophia Brewer

1. CAP Team Members (name/department):

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|-----------------------|--|
| a. Sophia Brewer | Library |
| b. John Van Elst | Workforce Training |
| c. Emily Nisley | Advising and Counseling |
| d. Nikki Banks | Criminal Justice |
| e. Sarah Rose | Advising and Counseling |
| f. Tamber Bustance | Woodrick Center for Equity and Inclusion |
| g. Mursalata Muhammad | English Department |
| h. Misty McClure | Presidents Office |
| i. Jessica Berens | Human Resources |
| j. Kimberly DeVries | General Counsel |

2. Describe the **purpose** of this project including a description of the associated activities. (100 words or fewer)

The purpose of this CAP is to use the findings from the Campus Climate Study of 2014 to create an inclusive environment for students, staff and faculty, staff and students.

*For the purposes of this CAP, **inclusive** means students, staff and faculty will feel:*

- Sense of Confidence – full trust; belief in the powers, trustworthiness or reliability of a person or organization.
- Sense of Belonging – Acceptance as a natural member or part. Close or intimate relationship.
- Sense of Power – Influence over people or decisions (not necessarily hierarchical).
- Sense of Security – Degree of protection from harm (emotional or even physical); connotes a valuable asset.

3. Describe the **goals** of this Action Project (in 100 words or fewer)

The intended goals for this action project are as followed:

Goal #1: Year 1

- Inventory inclusion training curricula and CLS 100 diversity and inclusion curricula.
- Create an inclusion resource guide for CLS 100 teachers and GRCC campus trainers and facilitators.
- Execute train-the-trainer sessions for faculty and staff in regard to inclusion components to CLS 100.

Goal #2: Year 1

- Create a *GRCC Roadmap to Inclusion*
-Research how to create an APP

Goal #3: Year 2

- Review programs and practices of mentoring programs on campus.
- Create a best practices resource for GRCC mentoring programs.

4. What **measureable criteria** will be used to determine this project's success? (Lead measures)

CAP 1.1.3 will work on measureable criteria in the next few months.

5. Please provide the **results of your lead measures** to date (either tables or charts)

TBD

6. What **Indicators of Success** will this project most likely impact? Please indicate whether the project will directly or indirectly impact the measure.

The Indicators of Success mostly likely impacted by this project includes:

Strategy 1.3 Student Support -- Directly

- *Improve support services to instill in students the skills necessary to be effective learners, citizens and individuals -*

How: When faculty and staff model and value diversity and inclusion students are more likely to feel welcomed and they are more likely to value others. This occurs through ongoing professional development for staff and students.

Student engagement benchmarks (CCSSE) / Retention rate (fall to fall for first time, degree-seeking students) -- Indirectly

How: When faculty and staff model and value diversity and inclusion students are more likely to become engaged, feel like they belong, enjoy and complete their education.

Student satisfaction of GRCC experience after transfer as measured by a survey -- Directly

How: The Campus Climate Survey measured perceptions, attitudes and experiences of staff and students on campus. This project is designed to address some the concerns revealed in the survey so by addressing these concerns this project directly affect Student Satisfaction. Collaborate with Jesse Bernal to mimic GVSU revised survey model.

7. What **personnel resources** will be required to deliver the project successfully?
This action project will require personnel resources from the Woodrick Center for Equity and Inclusion and Diversity Team. The CAP Team will also be very involved in accomplishing these goals.

8. What **additional resources** will be required to develop and/or sustain the project?

Category	Cost	Explanation (one time or recurring)	Which budget will cover these costs?
	\$3,785.00	Follow up consultation with Sue Rankin and CAP Team. January 2016	CAP budget
	TBD	Review of inclusion curricula	Potential CAP Budget
	TBD	Road Map to Inclusion App	Potential CAP Budget

9. Will this project require any **additional budget dollars** for the 2016-2017 academic year that have not already been secured? NO Yes

10. Provide a 12-month work plan for this project:

Month	Activity	Person Responsible	Status as of October 2016
October, 2016	CAP Meeting 1.1.3	TB and SB, CAP 1.1.3 Team	Meet to discuss measureable outcomes on October 19, 2016. Discuss curricula inventory and Road Map and funding requests.

November, 2016	CAP Meeting 1.1.3	TB and SB, CAP 1.1.3 Team	Meet to continue discussion on measureable outcomes, curricula inventory and research on Inclusion App.
December, 2016	CAP Meeting 1.1.3	TB and SB, CAP 1.1.3 Team	Continue with inclusion curricula inventory and begin discussions on curricula resource guide. Form work groups for inclusion curricula and Inclusion Road Map.
January, 2017	CAP Meeting 1.1.3	TB and SB, CAP 1.1.3 Team	Work groups meet to discuss measureable outcomes and indicators of success.
February, 2017	CAP Meeting 1.1.3	TB and SB, CAP 1.1.3 Team	Work groups meet to discuss measureable outcomes and indicators of success.
March, 2017	CAP 1.1.3 Meeting and work group meetings	CAP 1.1.3 Work groups	Work groups meet to discuss measureable outcomes and indicators of success.
April, 2017	CAP 1.1.3 meeting and work group meetings	CAP 1.1.3 Work groups	Work groups meet to discuss measureable outcomes and

			indicators of success. Continue work on Road Map and Resource Guide
May, 2017	CAP 1.1.3 meeting and work group meetings	CAP 1.1.3 Work groups	Continue work on Road Map and Resource Guide
June, 2017	CAP 1.1.3 meeting and work group meetings	CAP 1.1.3 Work groups	Continue work on Road Map and rough draft of Resource Guide

11. When will your Team meet? Please provide **Team meeting dates** for October 2016 to June 2017
October 19, 2017 and monthly meetings to follow

12 .What **new CAPs** would your CAP team suggest as natural next steps to your current project?
TBD