



**LARGE GRANT ABSTRACT
2022-2023**

SEJF large grants requests are for projects that require funding over \$35,000. The large grant abstract is designed to introduce a project idea that requires significant funding to the SEJF Committee. Abstract approval is required before submitting a large grant application. For detailed abstract instructions and further information about the program, ask a program representative.

Submit your completed application by emailing a scanned version to the SEJF Grant Program Coordinator, Zinta Lucans. Email: lucansz@wwu.edu.

SECTION 1: Project Concept.

a. Project Title: La Bienvenida

b. Statement of Purpose:

La Bienvenida is a day-long orientation event primarily dedicated to providing support for incoming Spanish-speaking students and their families. In addition, La Bienvenida strives to provide ongoing support through a mentorship program for the following two years.

c. Describe your proposed project in detail:

Over 100 Western students each year, for the past five years, have indicated in their admissions materials that Spanish is the language they speak at home, yet, as of now, there is no welcome event in Spanish or established mentorship program for these students and their families. These Spanish-speaking students would greatly benefit from a culturally and linguistically inclusive welcome event and ongoing support program that prepares them to succeed academically, to connect with faculty and fellow students, to get familiar with the campus and its services, and to build community on Western's campus.

We are seeking SEJF's help to fund a two-year pilot program of La Bienvenida, which will offer an orientation event conducted in Spanish for students and their families in early September, along with an optional mentorship program continuing throughout the academic year. The orientation event will last all-day and include presentations from departments (such as the financial aid office, scholarship center, and university housing), faculty members, and student groups (such as WWU Blue Group and LSU) who can help students to build community and achieve their goals at Western. The event will also include tours of campus led by current Western students. After the welcome event, these guides will continue working with La Bienvenida as mentors, meeting with the first-year students periodically throughout the year and offering advice and resources. Our mentorship structure will take inspiration from the Honors Students of Color Peer Mentorship program, focusing on developing useful and trusting peer-to-peer relationships as well as offering a sense of security and support for new students adjusting to the college environment.

Mentors, once selected, will help to develop the program and determine the specifics of their commitments throughout the academic year. We have allocated paid hours prior to the welcome event so that hired mentors/leads can brainstorm a program structure that feels sustainable for them to maintain throughout the year and which they feel will provide the maximum benefit to their mentees. We expect these conversations to cover topics such as: how often to meet with mentees and what form/structure those meetings will have, what informational trainings mentors would like to have throughout the year in order to be able to share about specific resources with their mentees, how and how often they would like to check in with the project-lead about how the mentorship is going.

The vast majority of the grant funding we are requesting will go towards compensating these students for their work as mentors, guides and co-creators of this developing program. We hope that these positions will empower students to offer the support to their peers that they would have wanted to receive upon entering Western. Because it is important to us that this program for latine/hispanic students be informed by the needs, interests, and ideas of the latine/hispanic community, we will be preferentially seeking event leads/mentors who have shared experiences and cultural/linguistic backgrounds with the students participating in La Bienvenida. We expect that many of the folks we will be hiring will already be working to support the latine/hispanic community on campus in groups like Blue Group and LSU, while others may be similarly passionate about this work but unable to participate in these organizations because of limited time/financial constraints. We want to make sure that the mentor/program-lead roles associated with La Bienvenida fairly compensate students so that all who are passionate about this work can afford to get involved. To that end, we are budgeting in this grant proposal for an hourly wage of \$18/hr for all student positions.

d. Who is the intended audience?

The main audience for this project is every student/family that is Spanish-speaking at Western, as well as potential new students and their families. In addition, this project will indirectly affect everyone in the Western community; by creating a program that supports one particular group of students, everyone in turn benefits from increased diversity, equity, and inclusive support.

e. What are the goals and desired outcomes of your project?

It is our goal that La Bienvenida promotes inclusivity and student success by providing incoming Spanish-speaking students and their families with information about campus resources and institutions, while fostering ongoing connections between these incoming students and their peers and faculty. This combination of initial family involvement and ongoing, structured academic and personal support will promote student success and retention.

Having a welcome event in Spanish allows more students to learn about all that the university offers in a language with which they and their families feel comfortable. We believe students are more likely to continue in their studies when they have access to the resources that they need and a wide network of support behind them. La Bienvenida will offer Spanish-speaking students that broad support and help them to thrive at Western, supporting the university's efforts to recruit and retain an ever-more diverse and culturally rich student body.

f. How will your project positively impact sustainability at Western?

La Bienvenida is an equity and justice focused project. Currently, Spanish-speaking families are at a large disadvantage at Western. While their English-speaking peers can depend on Prologue events and a multitude of electronic and physical mail communications about Western and college life, Spanish-speaking families may feel cut-off from their student's college experience and unsure of how best to support them. La Bienvenida helps to level the playing field by offering crucial information about the Western experience in Spanish. La Bienvenida would therefore be a significant step-forward in Western's work to provide equitable access to higher education.

The continuing mentorship aspect of La Bienvenida aims to address larger systemic inequalities that persist within higher education as a whole and at Western specifically. As WWU alumna Silvia Leijas Rosa explains in her Honors Capstone, mentorship can be a powerful tool for combating systemic inequities and equipping students with knowledge and social capital:

"Studies show that first-generation students of color are less likely to be mentored than their white peers in the same programs and fields (Johnson, 2015; Thomas et al., 2007). Mentors can serve not just as role models for incoming students, but they can provide connections to resources outside of the program like faculty and student services offered by the school which can then provide cultural and social capital, especially in areas where women and other marginalized communities are underrepresented (Whittaker & Montgomery, 2014). The 2018 Gallup Alumni Survey found that "college graduates are almost two times more likely to be engaged at work if they had a mentor who encouraged them to pursue their goals and dreams" (Gallup, 2018)" (Leijas Rosa, "Honors Peer Mentorship: A Guide to Sustaining Community in the Institution").

The program Leijas Rosa established in 2021 continues to serve students in Western's Honors Program, but if a latine student arrives at Western and doesn't intend to pursue the Honors minor, they don't have access to this

resource. La Bienvenida would allow such a student to tap into those crucial benefits of knowledge, support, and connections.

SECTION 2: Project Participants.

a. Team Information: A team should consist of two to five individuals, including the advisor.

Name	Department/School: <i>Students provide major/minor</i>	Position: Faculty/ staff/ student; <i>Students provide expected graduation quarter/year</i>	Western email address
<i>Team Advisor:</i> Kirsten Drickey	Modern and Classical Languages	Faculty	Drickek@wwu.edu
<i>Team Lead:</i> Adriana Hernandez-Tobon	Spanish, Latin American Studies	Student, Graduating Fall 2023	Hernan45@wwu.edu
<i>Team Member:</i> Sylvia Cohen	Linguistics, Office of Continuing Education	Temporary Staff/Faculty	Cohens4@wwu.edu
<i>Team Member:</i> Elinor Hendricks	Creative Writing, Spanish	Student, Graduation tbd	hendrie8@wwu.edu
<i>Team Member:</i> Ernest Hartwell	Modern and Classical Languages	Faculty	hartwee@wwu.edu
<i>Financial Agent:</i> Kirsten Drickey and Andrew Blick (OCE)	Office of Continuing Education has agreed to provide payroll and logistical finance assistance, including hiring student leads.	Faculty (MCL); Director of Programs, Planning (OCE)	drickek@wwu.edu blicka@wwu.edu

For fund transfers

FAST Index:

Activity Code:

This information will be provided by the financial agents upon approval of the final proposal.

Program Coordinator:

Zinta Lucans

b. Potential Project Stakeholders:

Will your project potentially involve labor, include involvement, or require permission from organizations, departments, or individuals on campus or in the community? If so, these will be your stakeholders; please list them below. *Communication with stakeholders is not required for abstract approval.*

- **The Honors Students Peer Mentor Program-** Will be assisting us in developing our guidelines and framework for peer mentorship. We are currently in the process of scheduling biweekly meetings with them and students from other areas of campus who are interested in providing mentorship programs.
- **The Office of Continuing Education (OCE)** has agreed to help us facilitate the payroll and hiring process for this project. Kirsten has worked with and has good connections within the OCE.
- **The Employee Language Program-** The ELP has provided funding for prep work on this project and through the ELP, we are able to have connections with the Office of Continuing Education.
- **New Student Services and Family Outreach** is currently working on translating their materials into Spanish. We hope to collaborate with their office and include presentations from them in the La Bienvenida welcome event.
- **Ethnic Student Center-**We have reached out to ESC clubs like Latine Student Union and Latinx Men in Higher education and they expressed interest in helping with this project.
- **Blue Resource Center-** We plan to coordinate with the BRC to ensure our event is useful and accessible to undocumented and mixed status families. We have made initial contact with the BRC and several involved students/alumni have expressed interest in helping with this project once it is approved.
- **The Modern and Classical Languages Department-** We have had preliminary discussion with Chair
- **Student Advocacy and Identity Resource Center-** We plan to invite members to present information at La Bienvenida.
- **First-Year Academic Programs-** We hope to coordinate with this office to connect incoming students with existing resources at Western.

- **Career Services-** We have partnered with Career Services previously with some translation projects and we hope to continue collaboration with them on the project.
- **Office of Admissions-** We have had contact with Diana Feinson, the supervisor for campus tours and she has provided insight on this project and has said that there has been interest in a program similar to the one we are working on. Her time is willing to help with the project.
- **Financial Aid Office-** We plan to invite members of this office to present information at La Bienvenida.
- **Scholarship Center-** We plan to invite members of this office to present information at La Bienvenida.

A note on stakeholders: Most, if not all, of these stakeholders have already been contacted and have shown initial support for La Bienvenida. Should the abstract be approved, all stakeholders will be fully engaged and will officially sign on to the project.

SECTION 3: Project Budget.

a. Provide a realistic budget estimate for the project, based upon research into all anticipated costs. Budget items do not need to be itemized for the abstract. Additional rows can be added as necessary.

Item	Cost per Item	Quantity	Cost
Mentor training	\$18/hr	240 (10 hours of training x 12 mentors x repeat once each year of operation)	\$4,320
Materials creation work hours	\$18/hr	60 hours (40 hours for year one, 20 hours to update materials for year two)	\$1,080
Outreach work hours	\$18/hr	40 (20 hours per year)	\$720
Information materials (event mailers, Spanish campus maps, resources lists)	\$2 (just looking to do simple printouts)	400 (200 attendees x 2 year)	\$800
T-shirts	\$15	40	\$600
Lunch for attendees	\$15	400 (200 attendees x 2 years)	\$6,000
Welcome event hours (including setup and takedown)	\$18/hr	240 (10 hours x 12 mentors x 2 years)	\$4,320
Continuing mentor hours	\$18/hr	1,200 (approximately 6-7 hours per month for 12 mentors x 9 academic months x 2 years)	\$21,600
Program lead hours (in charge of coordinating mentor check-in meetings, following-up on any issues or questions brought up by mentors throughout the year, coordinating informational meetings for the mentors and community building events for the mentees, preparing the mentee feedback surveys and conducting the mentor feedback interviews)	\$18/hr	180 (approximately 10 hours per month x 9 academic months x 2 years)	\$3,240

Event Fund (primarily funds for purchasing food for events)	\$100	12 (with a goal of 2 events per quarter Fall, Winter and Spring x 2 years)	\$1,200
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Total project budget estimate: **\$43,880**

Total of all other funding sources: pending

Total requested funds from SEJF: **\$43,880**

b. The SEJF program encourages the use of additional funding sources to create a collaboratively funded project; include potential funding sources beyond the SEJF that you will seek.

We will be collaborating with AS Clubs that serve the hispanic/latine community on campus such as LSU, Blue Group and LMHE. We will be discussing with them the potential use of club grants and AS Club funds to help with the \$1,200 estimated cost of hosting community-building/enrichment events throughout the year.

SECTION 4: Additional Information.

Is there any additional information about the project that you would like to share?

La Bienvenida will provide a crucial service to the Western community and help our institution to catch up to other Washington universities which already offer their own Spanish-language welcome events. Our team lead participated in WSU’s version of La Bienvenida and was inspired to bring the practice to Western. The addition of an ongoing mentorship component to our version of La Bienvenida further establishes a praxis of relationship building and mutual support which will enrich students’ experience at Western. This multi-part program will therefore move us one step closer to achieving Goal 4 of Western’s Strategic Plan: “Western will pursue justice and equity in its policies, practices, and impacts. [...]Western acknowledges that, as an institution, it has failed to meet the needs of people of many races, ethnicities, creeds, socioeconomic classes, gender identities, sexual orientations, and disability statuses. WWU will contribute to redressing these inequities by transforming policies, structures, and practices to ensure meaningful inclusion.”

We have answered some questions that are in the SEJF full grant application, though they are not necessary to answer for a Large Grant Abstract.

We have listed the chapters within the Sustainability Action Plan and the UN SDG’s, as well as the pillars of Western sustainability, that this project addresses. If our abstract is approved, we will provide detailed explanations for all of these chapter alignments.

Sustainability Action Plan Chapters

Campus & Community Engagement
Curriculum and Research
Student Life

Western's Sustainability Pillars

Social Equity
Well-being

United Nations Sustainable Development Goals

Quality Education
Peace, Justice and Strong Institutions

How will you measure the project's success?

Metric	Description	How and when will you collect it?
Family and Student Awareness of WWU resources and processes	We will distribute surveys at the beginning and end of the welcome event in September. These surveys will include an information awareness section in which we ask families to rate how aware they are of different facets of the WWU campus or how comfortable they would be engaging in various WWU processes, such as applying for a scholarship or speaking to an academic counselor. This will help us judge how well we accomplished our goals of disseminating useful information about Western.	We will distribute the survey first thing in the morning when families arrive and give them 10-15 minutes to complete them. At the end of the day we will reserve another 10-15 minutes for the post-survey.

Qualitative and Quantitative Feedback from families and students about the quality of the program	We will distribute surveys at the beginning and end of the event. The survey given at the end of the event will include a section asking participants to rate their event experience in several areas (whether all their questions had been answered, whether the language/translations used had been clear, which portions of the day were their favorites/least favorites.	At the end of the day we will reserve 10-15 minutes for the post-survey.
Mentorship Feedback interviews with mentors and survey responses from mentees	We plan to emulate the HSOC mentorship end-of-year self-evaluation process to receive feedback from both mentors and mentees about the success and shortcomings of the program.	We will be open to ongoing feedback throughout the year but will also specifically make time at the end of each quarter for our mentors to reflect on how the quarter went and at the end of the year will request feedback from the mentee's about their experience (via an anonymous survey)

Will any Associated Students clubs be involved?

We plan to recruit mentors from the following AS Clubs and to look to collaborate with them on community-building events:

- Latinx Men in Higher Education
- Latine Student Union



**Large Grant Abstract
Proposal Review Process**

Please set an appointment with the SEJF Program Coordinator, Zinta Lucans, to review your drafted proposal. Once your project proposal is complete, it must be signed and emailed to the SEJF Program Coordinator, Zinta Lucans.

Email: lucansz@wwu.edu.

Your completed large grant abstract will be presented to the SEJF Committee for consideration. The SEJF Program Team will provide you with information on the committee's response and decision regarding your request.

**Zinta Lucans, Grant Program Coordinator, High Street Hall, Room 26
Sustainability Engagement Institute, Western Washington University**

Email: lucansz@wwu.edu

Signature: _____ Zinta Lucans _____ **Date:** __5/2/2023__

This signature confirms that the application has been accepted for SEJF committee review; it does not indicate funding approval.

**Grace Wang, Director, High Street Hall, Room 23
Sustainability Engagement Institute, Western Washington University**

Signature: _____ **Date:** _____

This signature confirms that the application has been accepted for SEJF committee review; it does not indicate funding approval.