Title: Multicultural Library, Speakers and Activities for RAIN/ASC students to enhance and develop student retention.
Category: Proposal designed to have student academic team form a Multi-cultural Library.
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Project Summary
This project addresses the priority for actions that contribute to long-term changes and it is an untried approach to achieving a campus community that is respectful and supportive of each other. It includes collaboration and is built upon proven experience building a multicultural academic center. Forty-two percent of the ASC participants are ethnic minorities. The primary project lead has related multi-cultural experience, extensive relationships and related formal education to assure project success.

The project will assemble a student academic team to form a community of 10-12 persons. The collaborative community will follow forming and norming processes to achieve tolerance and respect. The group’s assigned tasks will be to select a variety of multi-cultural academic library materials that will attract their peers interest. Once materials have been acquired they will be expected to display them to stimulate interest in reading.

Statement of the issue or problems
- Many students have not experienced a multicultural population.
- Currently EWU does not have a gathering place dedicated to Multi-cultural activities that are academic in nature.
- A majority of students lack experience interacting with students from a different cultural background then their own.
- Lack of experience leads to reactions of exclusion, isolation and fear.

Project objectives
- To create a multi-cultural student academic team that motivates students to be inclusive and respectful of diversity
- To convert current space into a multi-cultural reading and lending library.
- To select and acquire a set of resources that represents multi-cultural authors and support student research.
- To implement a multi-cultural support group where the students can meet other diverse students and can go to a place where they feel comfortable and safe.
• The project will give the students opportunities to get experience in community and educational outreach.

**Project Design**

• Students will be invited to apply for the 10-12 positions. There is an existing pool of interested students that would like to participate.
• Selection of 10-12 students to represent the cultures of EWU population by the primary project lead and her colleague.
• Begin weekly meetings of academic team- week 3 in Fall 2005. Five additional weekly meetings will be held Fall 2005. Meeting outcomes will be identified by the primary project lead. Meeting 1-3 will focus on team building including building trust. The following meetings will develop research skills to collaboratively select library resources that will be of interest to their peers as well as represent authentic voices.
• Purchase recommended materials, probably 5-10 sources.
• Academic Team continues Winter quarter meetings the second week of the quarter and continues with five weekly meetings. These meetings will focus on outreach to professional members of the Spokane community who are ethnic minorities. Invitations will be given to a person who will meet with the students to share expertise. These meetings are intended to begin a mentoring network as well as gather information. This quarter’s work will also result in acquiring 5-10 additional sources.
• The goal will be to select 10-12 students to represent the cultures of EWU population.

The incentives to get students to participate in the multi-cultural project is that they will acquire

• outreach experience
• research/learning experience
• program development experience
• community/public service experience
• a stipend or work study grant
• learn to work and collaborate with diverse student and communities
• learn to work in academic teams
• get a certificate of proof of participation at the end of year
• mentoring skills

The facilitator has work related experience through

• Facilitator of RAIN (Retention Activities Incentive for all Nations)
• “Critical Moments” member on EWU Campus
• June 2003 went to a conference on “Education Summit” from kindergarten to high school hosted by the Colville Tribe. A variety of colleges were represented.
• April 2003 went to a conference on “Retention of Student of Color: Connecting the Circle.” Kansas City, KS.
• May 2002 went to a conference on “Student of Color” in Spokane, WA
- June 2001 went to a conference on “Thinking Inside the Circle: Creating a Significant Educational Experience for Indigenous Students” In Seattle, WA
- Work with a diverse group of students through one-on-ones, facilitator of geology, group meetings, luncheons, activities and RAIN program.
- Had a diverse group of high school students come to campus from Wilbur High School.
- Work with outside communities such as: tribal educators from the Colville, Spokane and Nez Perce tribes, Spokane Falls Community College, Spokane Community College and the Spokane Indian College.

**Explanation of the role and expertise**
Team member will be selected so that the academic team will represent a collection of students where experiences thus far are living in:
1. Three from small rural communities, place bound.
2. Two from large urban communities, place bound.
3. Three from majority of forming years in the Western United States.
4. Two from majority of forming years in the Eastern United States.
The team will be gender balanced.
The team will be freshmen, sophomores and juniors.

**Dissemination plan**
1. Information Fair-Fall 2005
   - Display table.
2. An information brochure is to be distributed around the campus.
3. An open house hosted by the academic team.
4. Sharing presentation.

**2005-2006 Timetable**

<table>
<thead>
<tr>
<th>Fall Quarter 2005</th>
<th>Material selection for Multi-cultural Library</th>
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<tbody>
<tr>
<td></td>
<td>Selection of 10-12 Academic team students</td>
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<td>Lending Library will be available for student use in the Fall 2005</td>
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<td></td>
<td>Orientation</td>
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<td>Team building</td>
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<tr>
<td></td>
<td>Academic team will meet five times in Fall 2005 in Monroe Hall Library</td>
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<td></td>
<td>Luncheon with community speaker-will be in the Monroe Hall Lounge</td>
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<tr>
<td>Winter Quarter 2006</td>
<td>Academic team students to meet five times</td>
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<td></td>
<td>Develop research skills</td>
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<td></td>
<td>Outreach to professional members of the Spokane community</td>
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<td></td>
<td>Community building</td>
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<td><strong>Spring Quarter 2006</strong></td>
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<td>------------------------</td>
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<tr>
<td>Grand opening - Library officially opening</td>
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<tr>
<td>Send for subscription to magazines, newspapers, diverse and academic books</td>
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<tr>
<td>Research articles will be alphabetically put in files for students use</td>
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<tr>
<td>Meeting five time during Spring quarter</td>
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### Budget

1. **Library Acquisitions**
   - Scholarly Journals subscriptions-Three: $190
   - Newspaper subscriptions-Three: $120
   - Books-Twenty to Thirty: $1,200
   - Magazines subscriptions-Three: $100

   **Justification:** To acquire experiences that lead to understanding and respect in students. They will read a variety of print materials that their peers have selected and presented to them.

2. **Copying**
   
   **Justification:** 8,300 pages of copied material. This will provide material for the academic team. Articles for the library and for students to support research.

   **Cost:** $500

3. **Printing**
   
   **Justification:** To support dissemination, a brochure will be designed and 1,000 brochures printed.

   **Cost:** $850

4. **Supplies**
   - Office supplies: $350
   - Working meal/light refreshments supplies: $1,690

   **Justification:** The three quarter schedule for the project six sessions will include food functions. Attendees will be the academic team and invited community members. Each session to include 12-15 persons with the per person cost of the food at $10.00.

   **Cost:** $500

### Statement about other funding applied for

A modest amount of funding from the TRIO grant will be used to purchase additional supplies and to support subscriptions costs or to purchase books.

### Name and email address of one EWU reference person

Sally Burge, Director
sallyburge@ewu.edu
JOSEPHINE BEEMER (Retention/ Multi-Cultural Specialist, MSW)

Barriers Overcome:

Josephine was a first generation low-income Native American student from a rural community. Her father had a sixth grade education.

Education:

Eastern Washington University, BA in Social Work, 1998
Eastern Washington University, Masters Degree in Social Work, 2000

Work Experience:

MULTI-CULTURAL SPECIALIST/ASSISTANT RETENTION SPECIALIST:

Provides social and academic support for diverse students of the R.A.I.N. component; R.A.I.N. budget planner; serves as advocate for multi-cultural students; directs activities concerned with traditional activities and education goals of multi-cultural students. Formulated and designed mentoring procedures to determine if R.A.I.N. program objectives were being met.

INSTITUTIONAL ADVOCACY EXPERIENCE: Formed a component called R.A.I.N. (Retention Activities Incentives for all Nations), to address the needs of all students for social and academic support. Formed a mentoring program for RAIN students make the transition into college life and to graduate.

RELEVANT EXPERIENCES IN COMMUNITY ADVOCACY: Helped form a food bank at the ARC of Spokane, Volunteered at Holy Family (1995-1996) and volunteered with ARC of Spokane (1996-1997). Went to four or five conference pertaining to retention of multi-cultural student.