EWU Diversity Initiative Request

For the

Stop the Hate: Phase 2
Implementing the Training

Grant category: Campus Climate

Primary Project Leads

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Stop the Hate: Project Summary

Last year the Board of Trustees funded the Stop the Hate: Train the Trainer program. Students and staff who attended this training are seeking to implement what they learned. This current project builds on a previous BOT success in order to expand the impact of the diversity grant dollars. By building on a previous project, this new work makes an exponential increase in desired diversity outcomes for the campus.

Stop the Hate: Phase 2 is a comprehensive educational and programmatic activity spread out over the course of one year. This program is not a one-time event but rather a systematic attempt to address diversity related issues on the EWU campus. The newly trained diversity trainers are taking the lead on organizing related events. This program will consist of three areas:

Trainings: The diversity trainers will facilitate seminars on campus and throughout the Eastern Washington region.

Diversity Library: A library of materials related to diversity will be maintained in the Student Life office and the books will be made available to students interested in diversity resources.

Stop the Hate Week: This week will consist of multiple events exploring culture, hate, justice, and diversity. It is a way to bring attention to the issues of hate in our region and country and to motivate people to work for change.
Stop the Hate: Statement of the Issue or problem

According to the BOT Diversity Initiative, Eastern Washington University seeks “to make our campus more inclusive and welcoming of different voices and points of view. A diverse campus climate engages in dialogue about topics previously not discussed and values communication between peoples from different backgrounds and experience.” Welcoming and inclusive environments do not happen by accident but are intentionally designed. Last year the BOT funded the Stop the Hate: Train the Trainer program under the premise that students and staff would be trained to can create this kind of community.

Now that they are trained, the trainers seek to carry out the goal of creating a campus that respects diversity and all people in their uniqueness. The trainers seek to provide experiential diversity events where students, faculty, and staff are able to work collaboratively towards a just campus community. The trainers will do this through conducting workshops throughout the year, sponsoring a Stop the Hate Week, and managing a Diversity Library.

Stop the Hate: Project Objectives

There are three main objectives of the Stop the Hate: Phase 2 project. They are:

1. Train students, faculty, staff, and community members on the issues of hate, hate crimes, bias incidents, and hate speech. Through the training, participants will learn how to respond to these hate issues and make the community a more welcoming place.
2. Create awareness about diversity issues on campus through the development of programs like Stop the Hate Week.
3. Provide resources and information for students, faculty, and staff who are interested in expanding their knowledge about the issues.

Stop the Hate: Project Design

Strange and Banning (2001) quote Wells’ idea that there are three main components to successful communities: “a) commitment to the community, b) a sense of empowerment, and c) a sense that one matters to others in the community” (p. 163). The EWU campus now has individuals specifically trained to teach others how to challenge acts that threaten to exclude some individuals or groups from our community. These trainers are committed to building an inclusive community, have developed a sense of empowerment through their training, and know that they matter in our communities. Phase 2 of the Stop the Hate Program will guide the campus in becoming an inclusive environment. The trainers want to help others to be as committed to this campus community, feel as empowered, and have the same sense of mattering as they do.

A committee consisting of the trainers will plan and implement all components of Stop the Hate: Phase 2 program. The committee will design the Stop the Hate Week, select materials for the library, and coordinate the presentation of workshops.

**Stop the Hate: Participant Expertise**

The 20 individuals who experienced the national training program Stop the Hate: Train the Trainer will be coordinating and organizing this project. The lead facilitators are Patricia Hernandez, Student Assistant to Student Organizations and Jim Mohr, Advisor for Student Organizations and Greek Life.

Patricia Hernandez is the student assistant in the office of student organizations. Along with helping to organize the Stop the Hate: Train the Trainer program, she also helped co-found a new sorority on campus and has taken the responsibility for organizing various projects and meetings through the office of student organizations.

Jim Mohr is an experienced program manager who has already guided the development of two successful BOT funded events. He has developed numerous conferences, festivals, and programs in his seven years in higher education and in his non-profit career.

**Stop the Hate: Dissemination Plan**

The dissemination plan is slightly different for each part of this comprehensive program.

*Trainings:*

1. In February, flyers, posters, and press releases will be distributed informing the campus and local community about the workshops on hate that the training can do.
2. In March, web pages will be uploaded to the EWU site describing the trainings.
3. Flyers and posters will be placed up again in April and early October to remind people of the workshop opportunities.

*Diversity Library:*

1. At the beginning of the school year in September, the trainers will advertise the existence of the library to students and departments. The library will be housed in the student life office. See below in the timetable section when the materials will be purchased.

*Stop the Hate Week:*

1. The first press release about the event will be sent out two weeks in advance. It will notify the community of EWU’s proactive approach to working with diversity issues.
2. The second press release will be sent out the week before the event connecting the issues of the conference with local interests to generate media interest and coverage of the event.
3. Flyers and posters for the event will be put out three weeks in advance and a new round of flyers will be placed up 10 days in advance.
Entire Project:
1. The project, its development, and its impact will be submitted for presentation at professional conferences such as NACA, ACPA, and NASPA.

Stop the Hate: Timetable

The main parts to this project are listed below:

Trainings:
1. In February, trainers will begin to advertise their workshops to different departments on campus.

2. Scheduled trainings – As requests come in, the trainers will conduct workshops. The following workshops are already scheduled:
   a. In February, the trainers will conduct two trainings – one at the Washington State University Leadership Conference and one at the EWU Leadership Conference.
   b. In April, the trainers will lead a training at the EWU clubs and organizations’ meeting and conduct a training at Gonzaga University.

Diversity Library:
1. In March, the trainers will start researching materials for the Diversity Library.
2. By May, all materials for purchase will be selected and ordered.

Stop the Hate Week:
1. The committee will begin in February to meet to finalize plans for the week. Plans include: speakers, trainings, arts programming, and more. The committee will meet monthly until September when it will start to meet weekly to ensure the success of the event.
2. Evaluations will be conducted at the end of all the events to determine possible new ideas and areas for improvement for the next year.
Stop the Hate: Itemized expenses

Expenses:

Supplies for educational seminars and Stop the Hate Week programs (newsprint, lighting, markers, etc) $700.00

Travel to conduct trainings (WSU, Gonzaga, Whitworth, etc) $400.00

Library Resources (videos, books, manuals) $2,000.00

Advertising (posters, invitations, newspaper ads) $600.00

Handouts $500.00

Stop the Hate Week Speaker/Artists (fee and travel) $10,000.00

Total $14,000.00

Food for events (Not covered by Diversity Grant. This is included in the budget to give the BOT committee a full picture of all the expenses. $1,800.00

Adjusted Total: $16,000.00

Other Funding Sources:

ASEWU BOT Matching Grant $2,500.00

Eastern Dialogue Series $7,000.00

Student Life $1000.00

Residential Life $500.00

Total $11,000.00

Combined Revenue Total (BOT + Other funding) $16,000.00

For an additional reference please contact:

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