



## Grant Application 2023-2024

This SEJF grant application is for all fund requests. Please fill out the application completely, utilizing additional space as appropriate. Supplementary documents may be added in the appendix at the end of the document. For questions about the application, reference the SEJF Grant Proposal Toolkit or ask a program representative.

Submit your completed application (including signatures) by emailing it to the SEJF Grant Program Coordinator, Zinta Lucans. Applications must be signed by your advisor, all members of the project team, and all stakeholders, in order for them to be reviewed. Email: [lucansz@wwu.edu](mailto:lucansz@wwu.edu).

Application Level: Determine the amount of funding you will require and check or highlight the appropriate category.

	Small Grant: Up to \$5,000. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute. Small grant applications may be approved, declined, or sent to the SEJF Committee for consideration.
	Medium Grant: Between \$5,001 and \$35,000. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute for alignment and completeness and then provided to the SEJF Committee. The committee will review the grant application, receive your presentation, and approve or decline the funding request.
X	<b>Large Grant: Over \$35,000. To request funding at this level, you must first complete an SEJF Committee feedback session – please ask an SEJF representative for more information regarding this process or refer to the SEJF Grant Proposal Toolkit. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute for alignment and completeness and then provided to the SEJF Committee. The committee will review the grant application, receive your presentation, and approve or decline the funding request.</b>

## SECTION 1: Project Concept

a. **Project Title:** Western Washington University (WWU) Athletics' Justice Equity Diversity and Inclusion (JEDI) Programming

b. **Statement of Purpose:**

*Summarize your project idea, including a problem statement, in 1-2 sentences.*

The purpose of this initiative is to establish long-term programming related to justice, equity, diversity, and inclusion within the WWU Athletics Department. The department does not currently have an established set of standards, goals, or priorities related to programming for the student-athletes and athletics' staff at the university. The initiative will lay the groundwork and set standards for the department moving forward, embedding a culture of educating student-athletes to see themselves as more than athletes, but as people with a diverse range of goals, desires, interests, and needs.

c. **Project description:**

*Describe your proposed project in detail, including a description of costs associated with the project.*

This initiative is designed to establish year-long educational and/or resource-oriented events/programs for WWU student-athletes and staff. A comprehensive schedule of the programming is attached as an appendix. Below you will find an outline describing the programming the committee plans to establish through this funding as well as programming the committee has created thus far this academic year.

### - **Cultural Heritage Lecture Series**

The Committee is excited to collaborate with external partners to provide a unique educational experience for our student-athletes. The JEDI Committee was created to provide intentional programming for our student-athletes. As a result, we are organizing a two-year lecture series hosted in Carver for student-athletes in conjunction with the monthly heritage & special interest celebrations. Throughout the academic calendar, there are many heritage celebrations, and we plan on providing our student-athletes with a unique lecture connected to the heritage month celebrations. The Committee is collaborating with the athletics staff, Whatcom community members, and members of the PNW to invite individuals to give 60/90- minute lectures related to the monthly heritage and special interest groups. This lecture series is being created to ensure that our student-athletes understand the importance of the monthly heritage celebrations and to give them a unique lens to view the celebrations as student-athletes.

For both the 2023-24 and 2024-25 academic year we will hold 5 lectures for the following heritage/special interest groups.

- Latine Heritage Month
- Native American Heritage Month
- Black History Month
- Women's History Month
- Arab American Heritage Month
- Asian American & Pacific Islander Heritage Month
- Jewish American Heritage Month
- Pride Month
- Mental Health Awareness Month
- Sexual Assault Awareness Month

To plan each event, we are collaborating with the athletics department's communication and marketing team to create promotional materials and content for the department's website and social media accounts. The planning

of each event will need to begin approximately 6-weeks in advance and will include both schedules and impromptu meetings with the department's staff. The Director of Athletics has encouraged his staff to make themselves available to the committee as needed to ensure the success of the lecture series.

In order to provide the best educational experience for our student-athletes we desire to attain funding to compensate our guest lecturers. By providing compensation to lecturers, we are endorsing the effort and value of their participation in this initiative. Additionally, the funding will compensate lecturers for their travel regionally and expenses incurred. The proposal requests \$500 per lecturer in hopes that we may invite well-rounded participants from the regional area including Seattle and Vancouver. To provide 5 guest lectures per year, we are requesting \$2,500.

Additionally, the Committee acknowledges the time and energy student-athletes expend to participate in this lecture series on top of their many responsibilities and obligations. In an effort to ensure full attendance and participation, the Committee is requesting \$1,843.75 per lecture to partner with Chartwell's Catering Services totaling \$9,218.75 per year. The Committee will provide a well-rounded, healthy meal for 125 student participants during the lectures. This is being done not only to promote the event, but to also ensure our student-athletes have the ability to participate as active learners throughout the lectures. The Committee acknowledges the reality that many student-athletes experience food insecurity as they attempt to navigate their academic experiences. Due to their academic and athletic requirements, most student-athletes are unable to obtain part-time employment throughout their time in college and many experience food insecurity as a result. The Committee aims to provide both a well-rounded educational experience as well as a healthy food option for our student-athletes at each lecture.

Lastly, in an effort to obtain zero waste, the Committee will collaborate with Chartwells and the department staff to ensure that all food waste is composted.

#### - **Welcome Week Resource Fair – “More than an Athlete Fair”**

The JEDI Committee aims to ensure that our student-athletes have knowledge and access to all of the valuable resources available here at Western. Due to their very busy schedules juggling both academic and athletics, student-athletes often fail to access all the resources available to them which contribute to a successful academic experience. As a result, the Committee created the first annual Student-Athlete Resource Fair in Carver this October. The Resource Fair was designed to ensure the university and athletics' staff recognize our student-athletes as students first. We coordinated with the various student resource departments across the university to participate in a fair where departments highlighted and provided materials to the student-athletes and staff. The Committee aimed to educate athletics' staff about the resources available to their students so that they will gain long-term institutional knowledge regarding the university and to create a sense of inclusion amongst the campus community. Additionally, the fair was open not only to student-athletes, but to any and all students who wanted to learn about the resources on campus. The fair was advertised on social media, the athletics website, and in Carver to promote attendance. This event will become an annual event at the beginning of each academic year.

The Committee spent approximately \$100 to buy popcorn, and snacks, and gift cards for a raffle as a part of the fair. Students were required to intentionally interact with the Resource Departments before they could be entered into the raffle. This was done to ensure students actively participated in the educational experience. We will request \$100 in funding for the 2024-25 fair.

Over 15 departments showcased their resources in Carver from 10:30 a.m. – 1:30 p.m. on October 4<sup>th</sup>. The resource groups included: Academic Advising, ATUS, the Black Student Coalition, Career Services Center, Civil Rights and Title IX Compliance, Counseling & Wellness, Disability Access Center, LGBTQ+ Western, Multicultural

Student Services, the Ethnic Student Center, Recreation Services, Student Technology Center, Transportation Services, University Police Department, University Residences, and Western Libraries.

Students participated in surveys following the fair and shared their perception of the event. No students felt the event was unhelpful and over 94% of students shared they felt the event was either helpful or very helpful.

Student Committee Member, Jady Watts, shared, "The title says it all. We are more than athletes; we are Western students and community leaders, striving daily to elevate ourselves as competitors, scholars and as people. The athletics resource fair is a reminder of the ongoing support we receive from our campus community as we continue to work hard to represent our university. It is my hope that the resource fair is a renewing experience for us as Western Athletes."

Director of Athletics, Jim Sterk, shared, "One of our goals is to make as many resources available to our student-athletes as they navigate the adjustment to college life and plan for their future after Western. The JEDI Committee has done a wonderful job exploring all the resources that our student-athletes can learn more about and planned a wonderful event."

Resource Departments were also encouraged to complete a survey regarding the fair. 100% of survey respondents shared they were interested in collaborating with the athletics department in the future. Additionally, 57% of survey respondents shared they are more likely to attend an athletics event in the future as a result of their participation in the fair. 100% of survey respondents shared they were interested in participating in a fair next academic year.

#### - **Creation of a Student-Athlete Social Justice Committee**

The JEDI Committee includes two full-time student-athletes, but we also acknowledge that the Athletics Department and our Committee does not speak for each student-athlete here at Western. Therefore, in an effort to provide a level of accountability to the department and Committee, we are working with student-athlete leaders to assist in the development of a student committee.

The Committee is in the beginning phases of its development, and JEDI Committee students are in the midst of an on-going effort to invite more student-athletes. Once the group has been developed, they will meet regularly to discuss thoughts, concerns, and questions unique to them. Additionally, they will be given autonomy and agency to create their own programming related to social justice within athletics both here on campus, but also regarding national or international topics they are interested in. They will then have the opportunity to present any concerns or questions to our JEDI Committee as needed.

The JEDI Committee students desire to have the SASJC operational by April of 2024. Out of a desire to create a greater sense of belonging and inclusion, student-athletes who participate in club sports will also be allowed to join the SASJC. The JEDI Committee will make themselves available to promote, assist, and volunteer at SASJC events, and their work will be highlighted on WWU Athletics' social media accounts.

To ensure the successful development of the SASJC, the Committee is requesting \$2,000 in start-up funding. The funding will allow the SASJC to create programming relevant to their goals.

#### - **On-Going Heritage and Special Interest Celebrations at Games**

The JEDI Committee is an integral part of the Athletics Department's desire to create intentional programming in celebration of cultural and special interest groups. Throughout the academic year, the department highlights specific groups through celebrations at games and events. Additionally, the athletics' calendar is not always

consistent with the cultural celebrations on the annual calendar. As a result, the department will highlight specific groups throughout the year via special celebrations. Special events include:

- Latine Heritage Night
- Pride Night Celebrations
- Pink Night – Breast Cancer Awareness
- Native American Heritage Celebrations
- Unity Night
- Black History Month Celebration
- Etc.

Celebrating groups during games and events will allow the university's athletic department to showcase the importance of inclusion to attendees, which will include students, staff, faculty, and community members.

The JEDI Committee will collaborate with the athletics department's communication and marketing team to create promotional materials and content for the department's website and social media accounts. The planning of each event will need to begin approximately 6 weeks in advance and will include both schedules and impromptu meetings with the department's staff.

Additionally, the JEDI Committee is collaborating with non-athlete student groups on campus to provide them opportunities to highlight their programming and initiatives and to fundraise at games. For example, the LatinX Student Union fundraised during October 5<sup>th</sup> Latine Heritage Night's double header soccer games and the Black Student Union will be fundraising during the November 2<sup>nd</sup> Unity Night volleyball match.

To successfully plan these events, the Committee is requesting \$7,250 each year to invite special guest performers and provide memorabilia (tee shirts) for attendees. The Committee desires to compensate guest performers who are invited to campus for their artistic abilities. Examples of guest performers includes singers from the Westshore Canoe Family who will perform an honor song to commemorate Native American Heritage Month this November, Special Public Announcement Guests from the Lummi Community, Performances of the Black National Anthem, and more. The funding will compensate guests for their abilities and local travel expenses to campus.

#### - **Ongoing Collaboration with Campus Community Resources**

The JEDI Committee is excited to create and collaborate with the entire campus community. Far too often, WWU departments feel siloed, and the campus can become a difficult environment to collaborate within. The JEDI Committee recognizes the impact the entire campus community plays in helping our students succeed. In pursuit of creating a greater sense of inclusion for everyone on the campus, we are partnering with campus resource departments to hold special programming for student-athletes.

In March 2024, the JEDI Committee is collaborating with the Career Services Center to provide a Professional Development Series for the student-athletes. Throughout a week, we will hold multiple events for student-athletes including:

#### *Round Table Question and Answer with Young Professionals.*

The athletic department will invite recently graduated student-athlete alumni back to campus to share their career trajectories and the impact that their athletic experience played on their professional goals and aspirations. Students will be encouraged to ask questions related to internships, graduate school, and entry-level positions within the fields.

Five former student-athletes will be invited to campus to discuss their experiences. Each speaker will be provided a stipend of \$250 for participating in the Q&A and for expenses incurred during transit to WWU's campus, totaling \$1,250 for both the 2023-24 and 2024-25 academic year.

The JEDI Committee would like to again like to acknowledge the time and energy student-athletes expend to participate in this lecture series on top of their many responsibilities and obligations. In an effort to ensure full attendance and participation, the Committee is requesting \$1,843.75 for this program in partnership with Chartwell's Catering Services. The Committee will provide a well-rounded, healthy meal for 125 student participants during the program. This is being done not only to promote the event, but to also ensure our student-athletes have the ability to participate as active learners throughout the lectures. The Committee acknowledges the reality that many student-athletes experience food insecurity as they attempt to navigate their academic experiences. Due to their academic and athletic requirements, most student-athletes are unable to obtain part-time employment throughout their time in college and many experience food insecurity as a result. The Committee aims to provide both a well-rounded educational experience as well as a healthy food option for our student-athletes at each lecture.

#### *Professional Development with the Career Services Center*

The Career Services Center will hold multiple sessions in Carver where they will educate student-athletes on how to build networks, search for jobs, develop their resumes, write cover letters, prepare for interviews, prepare for graduate school applications. This valuable opportunity will assist student-athletes in their pursuits beyond WWU. The JEDI Committee's goal is to value each student's academic experience fully and to help facilitate educational opportunities that will allow them to flourish beyond the courts and/or fields of play while here at Western.

In April 2024, the JEDI Committee plans to collaborate with Western's Counseling and Wellness Center and Civil Rights and Title IX Compliance to create programming related to Sexual Assault Awareness Month. The programming will be focusing on the realities of the student-athlete experience and how to educate our students on techniques related to bystander intervention. The programming will be held in Carver classrooms and students will be able to sign up for the sessions.

In May 2024, the JEDI Committee plans to collaborate with Western's Counseling and Wellness Center to provide educational sessions related to mental health and athletics. Far too often, the mental health of student-athletes is forgotten, and JEDI wants to highlight the importance that mental health plays for students-athletes both on the field of play and in the classroom. Again student-athletes are tasked with a tremendous number of obligations, and we want to encourage them to reach out to our community partners for support. Additionally, we hope to destigmatize any negative perspectives student-athletes may have related to improving their mental health. Additionally, JEDI wants to encourage them to find the tools that best suit them to navigate their mental health and understand that all student's needs are not the same.

#### **- Development and Expansion of Partnerships with Bellingham Public Schools, Lummi Nation School & Greater Bellingham Area**

The programming JEDI is creating is beneficial to not only the student-athletes on campus, but also for the health of the entire university and Greater Bellingham/Whatcom County Area. In that pursuit, we have received commitment from the Director of Athletics to encourage his staff and students to participate in an MLK Day of Service during the week of MLK Day 2024 (January 15<sup>th</sup>). The goal is to encourage our students and staff to participate in volunteer efforts across the Greater Bellingham area in honor of MLK. JEDI hopes to collaborate with the City of Bellingham to identify specific ways WWU can participate in service within the community, with specific interest in areas related to environmental cleanup and/or community building. This initiative will be

designed with hopes that it will become an annual tradition between the athletic department and the City of Bellingham.

During the fall term of 2022, the WWU Men's and Women's basketball teams and soccer teams were invited to collaborate with Cordata Elementary during a "Bubble Run". This was an opportunity for student-athletes and staff to give back to the Bellingham community and engage in volunteer work with a local school. The student-athletes and staff participated in a pep rally for the children and cheered them on during their events. After the event, there has been a desire from both Cordata Elementary to continue to build in that relationship.

During the spring of 2023, the Men's and Women's basketball teams were invited to visit Cordata Elementary School to volunteer time and mentorship to the children. After consultation with Eric Scott, Cordata Elementary created Certificates of Mentorship for the student-athletes to commemorate their time and desire to volunteer.

On October 6<sup>th</sup>, 2023, the Men's and Women's basketball teams participated with Cordata in the "Bubble Run" for a second year. Moving forward, the JEDI Committee would like to foster the relationship between Western's athletic department and Bellingham Public Schools by creating additional opportunities to collaborate. JEDI aspires to continue and expand the Mentorship Program with Cordata and include additional student-athletes and teams who have a desire to volunteer in our local school districts. Additionally, JEDI desires to expand this partnership to additional elementary schools in Bellingham as well as the Lummi Nation School. In this pursuit, JEDI has scheduled both a Men's and Women's basketball clinic for interested Lummi Nation School children. The clinics will be held on November 26<sup>th</sup> consecutively. JEDI is planning on bringing these children onto campus during the November 30<sup>th</sup>, Native American Heritage Night Women's Basketball game to showcase their newly learned skills during a halftime scrimmage. The JEDI Committee will continue to coordinate and create opportunities with the local schools moving forward.

The benefit of this collaboration is broad. Firstly, the children from the public schools receive valuable experiences they will hopefully remember for years into the future. The goodwill this collaboration will have for the benefit of the Bellingham/Whatcom Community will hopefully outlast this two-year pilot project. Additionally, JEDI has been strategic to partner with Cordata Elementary. Cordata is a Title 1 school that holds the largest percentage of low-income students in the district. Additionally, Cordata Elementary is the most demographically diverse school in the district. Cordata Elementary's minority enrollment was 68.5% as of 2021 per US News & World Report. Through this work we are providing young children of color opportunities where they can learn, interact, and receive mentorship from college-age student-athletes, many of whom share similar identities.

Secondly, this programming provides educational and professional development opportunities for WWU student-athletes. The student-athletes are gaining valuable experience working and volunteering with key community stakeholders and kids in the school district, while simultaneously obtaining certificates to memorialize their volunteer work. The certificates are only made available to the student-athletes after completing a specific number of volunteer hours. Upon completion, the certifications can be utilized on resumes and graduate school applications for the student-athletes as they progress into their professional careers.

The JEDI Committee is requesting \$6,000 each year to buy 250 WWU athletic t-shirts for children that the athletic department will be collaborating with via JEDI programming. The shirts will become mementos for the children and showcase the volunteer work JEDI and WWU athletics is doing in the local community.

#### - **DEI Training for Athletic Department Staff**

The JEDI Committee is requesting \$10,000 for professional development to host a training with the entire athletic staff. The training will be specifically tailored for coaches and athletic staff. Though WWU has robust training opportunities, the training being secured through this funding will be specific to the unique professional

roles of WWU's athletic staff. Athletic Staff are tasked with mentoring, leading, and creating inclusive environments for students that is significantly different than other WWU staff. Athletic Staff are required to spend significant amounts of time with student-athletes as they travel the country and are typically the most important adults in student-athletes' lives during their time on a university campus. Additionally, athletic staff are required to recruit student-athletes from across the country and abroad who come with their own diverse identities and cultures. The goal of this training is for staff to learn how to better relate to the unique students they serve and to create a more inclusive environment for students.

We hope this training will allow athletic staff to improve their ability to recruit student-athletes from diverse cultural backgrounds while improving their sense of belonging in hopes of attaining increased retention. Additionally, the training will attempt to identify areas of improvement for staff related to inclusion with one another. This will be in an effort to increase the retention of our staff of color.

The JEDI Committee has identified a training firm who is interested in conducting a two-day training session with WWU's athletic department. The Institute for Sports & Social Justice (ISSJ) works with universities to create training specific to their unique goals and identified needs. The training routinely consists of 6 sessions regarding these specific topics:

- Building Community, Building Trust
- Unconscious Bias & Empowered Bystanders
- The Impact of Racism
- Equality vs. Equity
- Leadership Tools Related to Bystander Intervention
- The Power of Language & Symbols

ISSJ is also willing to include sessions specific to the following areas:

- LGBTQ+
- Sexism in Sports Organizations: Crating a Safe Work Environment
- Living Your Values, Defending Your Culture
- Navigating a Multi-Generational Workplace
- Emotional Intelligence: Leadership Skills for the 21<sup>st</sup> Century
- Bringing a Growth Mindset to All Aspects of Your Work

The JEDI Committee is excited to work with ISSJ, specifically because they allow and encourage student-athletes to participate in the DEI Trainings with university coaches and staff. This additional layer of participation will encourage our staff to understand the real impact that their work has on the student-athletes they serve. Additionally, this is a great opportunity to provide professional development training for student-athletes before they enter their professional careers. It is training they will be able to rely upon later in life and refer back to on their resumes and/or in graduate applications.

- **Special Edition Men's and Women's Basketball Jerseys in Collaboration with Lummi Nation for Annual Native American Heritage Month Games**

Every year, the men's and women's basketball teams play games during the month of November, which is identified as Native American Heritage Night. The JEDI Committee would like to significantly increase the intentionality of these annual games by purchasing special edition Native American Heritage jerseys for both the men's and women's teams. The JEDI Committee's goal is to collaborate with artists from Lummi to assist in the creation of these jerseys while simultaneously highlighting Lummi people. The JEDI Committee aspires for the university and athletic department to become more intentional in our relationships with the Lummi people and desire to do more than land acknowledgements. This can be the beginning of an ongoing, sustainable relationship.

The JEDI Committee is requesting \$3,500 to create and purchase the Native American Heritage Jerseys. Basketball jerseys are approximately \$100 each. Both teams will have 15 jerseys for their teams. The jerseys will be owned by the department and will be in use for approximately 10 years because they will only be worn during the month of November. Additionally, we are requesting \$500 to collaborate with Lummi artists in the creation and development of this jersey and to foster relationships with Lummi Nation artists.

- **Keynote Speaker**

The JEDI Committee is requesting \$1,000 to host a keynote speaker at the end of the 2024-25 academic year to commemorate all of the programming and professional development the department has undertaken beginning fall term of 2023.

d. **Goals:**

*What are the goals and desired outcomes of your project?*

To create long-lasting, sustainable JEDI related educational programming for student-athletes within the athletic department. To create more intentional programming related specifically to the unique cultural groups within the athletics department. To provide opportunities for student-athletes to authentically share their voices and beliefs on the realities of being a student-athlete at WWU. To center education as a pillar of the student-athlete experience at WWU and ensure the university and department view the student-athletes as wholly individual, unique, students first and foremost. To provide educational resources and networking opportunities to ensure student-athletes have the skills and cultural awareness to enter their professional careers after leaving WWU.

e. **Student impact:**

*How does this project directly impact the Western student community?*

The initiatives will provide student-athletes and athletics staff with multiple opportunities to embrace and celebrate the heritage, cultures, and identities that make up the staff and students within the department. By reinforcing the importance of our unique identities, we will increase the students' sense of inclusion and belonging within Western's campus community and the Greater Bellingham area. As a result, we hope to increase the retention of minority student-athletes and staff at Western.

This initiative is centered around educating students and staff on topics related to minority cultures and identities. We are creating educational opportunities by providing learning opportunities from individuals of specific minority groups throughout the entire year. The learning outcomes associated with the guest speakers will center cultures and identities that students may not come across otherwise in daily lives or academic pursuits on campus. We are breaking down silos and barriers within the University's structures upheld by norms and years of practice. A significant area of concern expressed by students, staff and faculty is the siloed nature of WWU. This initiative provides opportunities for a number of university departments to collaborate and partner with the athletics department in a way that has never been attempted. Recently, seventeen resource departments signed up to participate in the student-athlete resource fair. This opportunity provided the student-athletes with an opportunity to learn about the critical importance the departments provide to the campus community to ensure the students have taken advantage of all the opportunities available to them while here. Simultaneously, we have already received agreements to partner in long-term programming throughout the rest of the year to ensure commitment to students' academic success and well-being. Specifically, through partnering with the Office of Equity, Health and Wellness, and Career Services. Lastly, this will give the resource departments an opportunity to interface with a set of students with unique needs and cultural identities that they may have little exposure to otherwise.

We are providing long-term, sustainable partnerships with organizations in the Greater Bellingham Area. In particular, we are creating a long-term structure with the Bellingham Public Schools and Lummi Nation Schools to

provide mentorship for students in the K-12 system in our communities while also providing student-athletes with important mentorship opportunities that they can learn from while giving them an opportunity to add community service-related work to their resumes for their future career ambitions.

**f. Education and outreach plan:**

*How do you plan on promoting your project on campus? How will the Western community learn about your efforts? Is there an educational component to your project?*

In effort to promote our project on campus, we will (1) partner with student groups from the Multicultural Center and Ethnic Student Center to promote events and services both on-site and virtually, and (2) collaborate with the Office of Equity's new Digital Media Production Manager to assist the JEDI Committee in developing marketing and outreach materials.

The Western community will learn about the JEDI Committee's efforts thanks to the support and commitment of the WWU Athletics' Department. The Department's Communications and Marketing staff will promote JEDI programming on social media platforms, as well as on the Athletics' webpage.

The Director of Athletics will highlight initiatives at all-staff departmental meetings and will hold the expectation that his staff promotes and encourages both student-athlete and staff participation in programming initiatives.

Each month we will provide educational opportunities to student-athletes in conjunction with monthly heritage monthly and special interest events as highlighted above.

**g. Metrics:**

*How will the impact of this project be measured? What are quantitative and/or qualitative metrics that can be tracked?*

To measure the impact of this project, we will be (1) tracking attendance of student-athlete participation, (2) providing general feedback questionnaires to gain context, and (3) using a Likert Scale Survey to determine growth-impact in three areas: (a) a sense of belonging at Western, (b) preparedness for academic and professional success at and beyond Western, and a sense of being recognized as "student first" with a diverse set of needs and ambitions.

Specific events are being measured for attendance to determine how and if student-athletes are participating. Student-athletes will be asked to participate in Qualtrics surveys to determine how well events were received and how to amend events in the future.

Attendance at games where a JEDI event is held will be compared to games without a specific initiative.

**h. Lasting impact & Ownership:**

*What is the longevity of this project? How will it impact sustainability, in the long-term, on campus? Which individual, office, or department is taking ownership of this project? Identify the post-SEJF-funding plan.*

The JEDI Committee advocates that the longevity of this program is everlasting and will be sustained by the Athletics' Department. With support and commitment to this project from WWU Director of Athletics, we project that the initiatives of the JEDI Committee will be embedded permanently into the job descriptions and responsibilities of Athletics Staff at the start of the 2025-26 academic year. Depending on budgetary constraints, the work assumed by the JEDI Committee could equally demand a new position within the department.

## SECTION 2: Sustainability Impact.

### a. How will your project positively support at least one of the four pillars of sustainability at Western?

1. Create economic vitality; 2. Promote well-being; 3. Protect the environment; 4. Uphold social justice.

This project promotes student well-being through recognizing and highlighting student-athletes and staff's multiple cultures and identities to create a sense of belonging. Through this work the JEDI Committees aspires to ensure student-athlete and staff retention while identifying concerns for staff and students so that they may be addressed.

This programming allows for the student-athletes on campus to hold staff and each other accountable to issues that intersect social justice and athletics. Through the Student-Athlete Social Justice Committee, students will have an opportunity to gather and discuss social justice related topics that are relevant to them and bring forward those concerns and ideas to the JEDI Committee so that we can partner to highlight specific areas of concern or areas to better educate our students and staff.

### b. How will your project positively align with Western's Sustainability Action Plan (SAP)? Please determine how it advances one or more of the ten SAP chapters. *For information on the SAP, please refer to the Sustainability Engagement Institute's website (sustain@wwu.edu) or ask a program representative. The ten SAP chapters are:*

1. Built Environment
2. Campus & Community Engagement
3. Curriculum and Research
4. Dining Services
5. Grounds
6. Investments
7. Procurement
8. Student Life
9. Transportation
10. Waste

**Primary chapter of alignment:** Campus & Community Engagement

**Explanation:** We are creating opportunities for the Athletic Department to partner with community schools and the Greater Bellingham Area in mentorship and community building. By creating events that are culturally relevant to a diverse set of students, we also invite community members to participate in the events and games and to see themselves in our student-athletes.

**Additional chapter(s) of alignment and explanation, if applicable:** Student Life. The programming the JEDI Committee is creating not only provides learning experiences for our student-athletes, but also provides cultural learning opportunities at public events and games for any students, staff, and community member to participate and learn in. Additionally, many of the programming opportunities will be available to students who are not student athletes, i.e. Resource Fair.






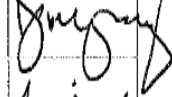


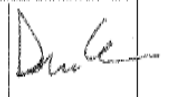
**SECTION 3: Project Participants.**

Project Advisor (Faculty or Staff) Student proposals must include a staff or faculty advisor. The role of the advisor is to assist the team during the development, implementation, and post-implementation stages of the proposal process.

Project Lead: There must be a team lead designated for the project. This individual is expected to serve as the communication liaison for the project.

Financial Agent: The project must have someone with budget authority to manage funds for all purchases. Should funds require transfer, this individual will have to provide a FAST Index and Activity Code to the SEJF Program Coordinator. Financial agents must be permanent staff and/or faculty members on campus, and cannot be student employees.

Program Coordinator: A member of the SEJF team will serve as the primary contact for the program and committee.

Role	Name	Department/School: <i>Students provide major/minor and expected graduation quarter/year</i>	Position: <i>Faculty/ staff/ student</i>	Western email address	Signature to verify agreement
Team Advisor	NA				
Team Lead	Eric Scott	Civil Rights & Title IX Compliance	Staff	Scotte33@wwu.edu	
Team Member	Brandon Joseph	Health & Wellness	Staff	josephb2@wwu.edu	
Team Member	Bobbi Westendorf	Athletics	Staff	wesenb@wwu.edu	
Team Member	Carmen Dolfo	Athletics	Staff	dolfo@wwu.edu	
Team Member	Tony Dominguez	Athletics	Staff	domingz@wwu.edu	
Team Member	Jadyn Watts	Pre-Law	Student	Wattsj5@wwu.edu	
Team Member	Issac Morrow	Kinesiology Pre-healthcare Professions	Student	morrow12@wwu.edu	
Financial Agent	Dana Gibson	Athletics	Staff	Dana.Gibson@wwu.edu	
SEJF Project Coordinator	Zinta Lucans	<i>Zinta Lucans</i>			

**SECTION 4: Project Timeline.**

- a. **Describe how your project will progress, both before and after the approval of your proposal.** Outline all tasks that are required to complete the project, including all the means in which you will promote the project on campus, in the table below. Insert additional rows, as necessary.

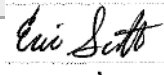

<b>Task</b>	<b>Timeframe</b>	<b>Estimated Completion Date</b>
Creation of JEDI Committee	Completed	
Bi-weekly Meetings of Committee to facilitate programming	In Progress	Ongoing
Creation of Student-Athlete Social Justice Committee	In Progress	March 2024
Collaboration with university partners	In Progress	Ongoing
Collaboration with external partners	In Progress	Ongoing
6-8 weeks in advance of an event, speaker call and invitations	In Progress	Ongoing
3-4 weeks in advance of an event, create marketing and communications material to send to campus community	In Progress	Ongoing
3-4 weeks in advance of an event, reserve rooms and determine appropriate venue	In Progress	Ongoing
2-3 weeks in advance, send out invitations to students to register for events in advance	In Progress	Ongoing
2 weeks in advance, purchase food from catering	In Progress	Ongoing
2 weeks in advance, create survey for participants	In Progress	Ongoing

- b. **When is the planned project completion date?**

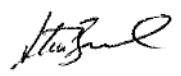
The project is an ongoing initiative that will conclude at the end of the 2024/25 academic year, but there is anticipation that this work will be inherited by the Athletics Department on a more permanent basis.

**SECTION 5: Project Stakeholders.**

- a. Does your project involve labor/participation or require permission from organizations, departments, or individuals on campus? Who will be impacted if this proposal is implemented? All stakeholders must provide a signature of approval for this project. Note: Only stakeholders internal to WWU must be listed.

Stakeholder Name	University Department and Position	Involvement in Project	Stakeholder signature of approval
Jim Sterk	Athletics – Director of Athletics	Oversight over JEDI Programming	
Eric Scott	CRTC – Lead Civil Rights and Title IX Investigator	JEDI Committee Lead	
Dr. Brandon Joseph	Health and Wellness and Athletics – Director of Student Resilience	JEDI Committee Lead	

Designee  
to  
Athletic  
Director



SE. Assoc. AD



<b>Total funding amount requested from SEJF</b>	<b>\$70,125</b> <b>(split into two disbursements:</b> <b>\$42,062.50 in FY24 and \$28,062.50 in FY25).</b>
---	--

If the project is implemented, will there be any ongoing replacement, operational, maintenance or renewal costs? If yes, has a source of funds been identified to cover those costs? This must be communicated to the appropriate stakeholder.

<b>Ongoing cost</b>	<b>Amount/year</b>	<b>Responsible Stakeholder</b>	<b>Signature</b>
n/a			

## **SECTION 7: Appendices.**

Provide any additional documents, references, or information here.

Below you will find a non-comprehensive calendar of events and programming the JEDI Committee has/is in the process planning. The nature of this work requires us to be flexible and adjust schedules and dates to fits needs of students, guests, and the community. Many of the events will be recreated next year, but they may be subtly changed as needed based upon feedback from students.

### **Academic Year 2023-24**

#### **October 2023**

#### **Latine Heritage Month**

- October 4<sup>th</sup> - Student-Athlete Resource Fair
- Out of a desire to ensure our student-athletes are recognized as students first, we coordinated with the various student resource departments across the university to participate in a fair where programs can highlight and provide materials to the student-athletes. There were approximately 20 groups at the fair tabling in Carver from 10:30 – 1:30. The resource groups included: Civil Rights & Title IX Compliance, Health & Wellness, Academic Advising, Career Services, LGBTQ+, Ethnic Student Services, Disability Access, Center, University Police, Transportation Services, ATUS, WWU Rec Center, WWU Residence Life, Etc.
- The JEDI Committee provided a small snack for students, as well as three gift cards to various eateries around town that were distributed to raffle winners.
  - o Due to lack of resources, the JEDI Committee paid for the raffle tickets and some food for participants.
- The Fair was highlighted on the Athletics' website and through their social media.
- It was well received and was requested to become an annual event.



- October 5<sup>th</sup> – Latine Heritage Month
- WWU Soccer Doubleheader
- Programming at the games. Includes Spanish speaking announcers and Food Truck for community members who attend games.
- The JEDI Committee collaborated with multicultural student services, ethnic student center, LatinX student union, and Latine Heritage Planning Committee to coordinate the event. The student union was able to fundraise during the games.

# LATINE HERITAGE DAY

## WWU SOCCER AT HARRINGTON FIELD



**OCTOBER 5, 2023**  
GAMES AT 4 PM & 7 PM

- October 6<sup>th</sup> – Cordata Bubble Run
- Men’s and Women’s Basketball Teams and Coaching Staff collaborate with Cordata Elementary to hold pep rally and volunteer during their annual “Bubble Run.”
  - o For events like this in the future, we would like to provide tee shirts for youth participants.
- October 14<sup>th</sup> - Pride Night Volleyball
- Collaboration with LGBTQ+ Western
- Pride Night Tee shirts for attendees on sale
- Proceeds are donated to Bellingham Queer Collective
- Pride Night Stickers handed out to first 400 fans.
- LGBTQ+ Clubs and Resources tabled in Carver during the game.



- October 19<sup>th</sup> - NCAA Inclusion Week
- Social Media Campaign collaboration with Athletics Marketing and Communications

- Created video content for department in collaboration with student-athletes to engage in a dialogue surrounding diversity, equity, inclusion, and belonging at WWU.

**November 2023**  
**Native American Heritage Month**

- November 2<sup>nd</sup> - Unity Night- Volleyball Game
- Native American Heritage Month Celebration in the Multicultural Center
- Pizza for students.
- Funded by MSC instead of by JEDI.
- Performance from Lummi Drummers
  - o Performers are unpaid. We would like to provide funding in the future for performers.
- Unity Walk from MCC to Carver Gymnasium
- Honors Song Performance by Lummi Performers at the game
- Unity Pledge Video created by Athletics Department Marketing and Communications
- Ceremonial first serves by ESC student groups.
- Black Student Coalition will fundraise during the game in Carver.
- Guest PA Announcer throughout the game
  - o Announcer is unpaid. We would like to provide funding in the future for guest announcers
- November 26<sup>th</sup>
- Women's Basketball will lead a basketball clinic for Lummi Nation School from 1:00 – 3:00 p.m.
- Men's Basketball will lead a basketball clinic for Lummi Nation School from 3:00 – 5:00 p.m.
  - o For events like this in the future, we would like to provide tee shirts for youth participants.
- November 28<sup>th</sup> - Educational programming for the Athletics Department
- Invite a guest speaker (Chairman Hillaire) to share their perspectives and lived experiences as a member of the Coast Salish community.
  - o Cost associated with bringing a guest speaker to campus to speak to student-athletes.
- Provide a meal for student-athletes who register for the event.
  - o Cost associated with catering a meal for student athletes who register for the event.
- Collaborate with athletics marketing and communications team to showcase student-athlete participation and perspectives during the game on the November 30th
- November 30<sup>th</sup> - Native American Heritage Night
  - o WBB v Biola University
  - o Pregame social open to campus and greater community
  - o Guest coach and performers for the game
    - Cost associated with bringing performers to campus.
- Lummi Nation Boys & Girls Club (basketball program) Halftime game

**January 2024**  
**MLK Day Event**

- Athletics Department participates in a department-wide day of community service in honor of MLK. Projects geared towards environmental sustainability.
- Intentional invitation from coaches and staff to participate in campus-wide MLK Celebration.
- Collaborate with athletics marketing and communications team to showcase student-athlete and staff participation and perspectives during 1/18 Men's Basketball game

**February 2024**  
**Black History Month Celebration**

- Create an educational video and pamphlet related to the history and importance of the Black National Anthem. Content will be created by athletics marketing and communications team in collaboration with American Cultural Studies Department.
  - February 1<sup>st</sup> : WBB v. Alaska Fairbanks
  - Guest Coach and Performers for the game
  - Singing of Black National Anthem
  
  - February 8<sup>th</sup> : MBB v Seattle Pacific
  - Guest Coach and Performers for the game
  - Singing of Black National Anthem
  
- Date (TBD) Educational programming for the Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as a Black Student-Athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Engage all coaches in intentional conversation on the importance of Black History Month
    - Incorporate WWU faculty in discussions related to BHM
    - Partner with the American Cultural Studies Program
    - Provide a meal for student-athletes who register for the event.
      - Cost associated with catering a meal for student athletes who register for the event.

**March 2024**  
**Women's History Month**

- March 16<sup>th</sup> – SB v Northwest Nazarene
  - Guest Coach at game
  - Additional programming for the game TBD
  
- Date (TBD) Educational programming for the Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as a female student-athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Provide a meal for student-athletes who register for the event.
    - Cost associated with catering a meal for student athletes who register for the event.
  
- Professional Development Series - Date (TBD)
  - Partnership with Career Services Center
  - Round table Q & A with former WWU Student-athletes on their career trajectories and the importance that their athletic experience as it relates to their career
  - Provide a meal for student-athletes who register for the event.
    - Cost associated with bringing 5 guest speakers to campus to discuss academic and professional routes to career.
    - Cost associated with catering a meal for student athletes who register for the event.
  
- Date (TBD) Professional Development Series
  - Resume and Cover Letter 101
  - Interview Prep and Practices (virtual and in-person)
  - Graduate School Application 101
  - Professional Attire Clothing Drive

- Etc.

**April 2024**  
**Sexual Assault Awareness Month**  
**Arab American Heritage Month**

- Date (TBD) Presentation by Western's Counseling and Wellness Center to student-athletes and staff regarding SAAM.
  - Provide a meal for student-athletes who register for the event.
    - Cost associated with catering a meal for student athletes who register for the event.
- Programming during April 20<sup>th</sup> softball game related to Arab American Heritage Month
  - Collaborate with student club to allow for fundraising opportunity.
- 
- Ralph Vernacchia Invitational – April 29<sup>th</sup>
  - Acknowledgement during track meet over PA and additional information and tabling opportunities for student groups
  - Athletes wear teal in solidarity and recognition of SAAM
    - Cost associated with providing student athletes Teal athletic gear

**May 2024**  
**Asian American & Pacific Islander Month**  
**Mental Health Awareness Month**  
**Jewish American Heritage Month**

- Programming during April 4<sup>th</sup> softball game related to AAPI and Jewish American Heritage Month
  - Collaborate with student club to allow for fundraising opportunity.
- 
- Date (TBD) Educational programming for the Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as an AAPI Student-Athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Provide a meal for student-athletes who register for the event
    - Cost associated with catering a meal for student athletes who register for the event.
- Date (TBD) Educational programming for the Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as a Jewish Student-Athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Provide a meal for student-athletes who register for the event
    - Cost associated with catering a meal for student athletes who register for the event.
- Date (TBD) Educational programming in partnership the WWU Health and Wellness Department
  - Collaborate with Health and Wellness to speak to student athletes regarding mental health, specifically as it relates to the issues of athlete mental health.
    - If possible, find a guest speaker to discuss this topic.

**June 2024**  
**Pride Month**

## **Juneteenth**

- Acknowledgements of both Pride Month and Juneteenth through social media campaigns in collaboration with athletics communications and marketing team.

## **Academic Year 2024/25**

### **October 2024**

#### **Latine Heritage Month**

- October (TBD) - Student-Athlete Resource Fair
  - Out of a desire to ensure our student-athletes are recognized as students first, we coordinated with the various student resource departments across the university to participate in a fair where programs can highlight and provide materials to the student-athletes. There were approximately 20 groups at the fair tabling in Carver from 10:30 – 1:30. The resource groups included: Civil Rights & Title IX Compliance, Health & Wellness, Academic Advising, Career Services, LGBTQ+, Ethnic Student Services, Disability Access, Center, University Police, Transportation Services, ATUS, WWU Rec Center, WWU Residence Life, Etc.
    - The JEDI Committee provided a small snack for students, as well as three gift cards to various eateries around town that were distributed to raffle winners.
- WWU Soccer Doubleheader (Date TBD)
  - Programming at the games. Includes Spanish speaking announcers and Food Truck for community members who attend games.
  - The JEDI Committee collaborated with multicultural student services, ethnic student center, LatinX student union, and Latine Heritage Planning Committee to coordinate the event. The student union was able to fundraise during the games.
- Pride Night Volleyball (Date TBD)
  - Collaboration with LGBTQ+ Western
    - Pride Night Tee shirts for attendees on sale
      - Proceeds are donated to Bellingham Queer Collective
      - Pride Night Stickers handed out to first 400 fans.
      - LGBTQ+ Clubs and Resources tabled in Carver during the game.
- Date (TBD) Educational programming for Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as a Latin/Hispanic Student-Athlete
  - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
    - Provide a meal for student-athletes who register for the event.
      - Cost associated with catering a meal for student athletes who register for the event.
- 

### **November 2024**

#### **Native American Heritage Month**

- Unity Night- Volleyball Game (Date TBD)
  - Programming TBD

- Native American Heritage Night (Date TBD)
  - o MBB and/or WBB
    - Pregame social open to campus and greater community
    - Guest coach and performers for the game
      - Cost associated with bringing performers to campus.
    - Lummi Nation Boys & Girls Club (basketball program) Halftime game

#### **December 2024**

- Coordinate a potluck dinner for student athletes to share in coordinate and thoughtful discussion related to faith-based practices and cultural traditions during the winter holiday season.
  - o Due to scheduling, this is unlikely to occur during 2023.

#### **January 2025**

##### **MLK Day Event**

- Athletics Department participates in a department-wide day of community service in honor of MLK. Projects geared towards environmental sustainability.
- Intentional invitation from coaches and staff to participate in campus-wide MLK Celebration.
  - o Collaborate with athletics marketing and communications team to showcase student-athlete and staff participation and perspectives during Men's or Women's Basketball game

#### **February 2025**

##### **Black History Month Celebration**

- Educational video and pamphlet related to the history and importance of the Black National Anthem. Content will be created by athletics marketing and communications team in collaboration with American Cultural Studies Department.
  - o WBB (Date TBD)
  - o Guest Coach and Performers for the game
  - o Singing of Black National Anthem
  
  - o MBB (Date TBD)
  - o Guest Coach and Performers for the game
  - o Singing of Black National Anthem

#### **March 2025**

##### **Women's History Month**

- SB Game (Date TBD)
  - o Guest Coach at game
  - o Additional programming for the game TBD
- Date (TBD) Educational programming for the Athletics Department
  - o Invite a guest speaker to share their perspectives and lived experiences as a female student-athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - o Provide a meal for student-athletes who register for the event.
    - Cost associated with catering a meal for student athletes who register for the event.
- Professional Development Series - Date (TBD)
  - o Partnership with Career Services Center

- Round table Q & A with former WWU Student-athletes on their career trajectories and the importance that their athletic experience as it relates to their career
- Provide a meal for student-athletes who register for the event.
  - Cost associated with bringing 5 guest speakers to campus to discuss academic and professional routes to career.
- Professionalism Workshop
  - Resume and Cover Letter 101
  - Interview Prep and Practices (virtual and in-person)
  - Graduate School Application 101
  - Professional Attire Clothing Drive
  - Etc.

### **April 2025**

#### **Sexual Assault Awareness Month Arab American Heritage Month**

- Date (TBD) Presentation by Western's Counseling and Wellness Center to student-athletes and staff regarding SAAM.
  - Provide a meal for student-athletes who register for the event.
    - Cost associated with catering a meal for student athletes who register for the event.
- Programming during softball game related to Arab American Heritage Month
  - Collaborate with student club to allow for fundraising opportunity.
- Date (TBD) Educational programming for the Athletics Department regarding Arab American Heritage Month
  - Invite a guest speaker to share their perspectives and lived experiences as a Arab American student-athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Provide a meal for student-athletes who register for the event.
    - Cost associated with catering a meal for student athletes who register for the event.

### **May 2025**

#### **Asian American & Pacific Islander Month Mental Health Awareness Month Jewish American Heritage Month**

- Programming during softball games related to AAPI and Jewish American Heritage Month
  - Collaborate with student club to allow for fundraising opportunity.
- Date (TBD) Educational programming for the Athletics Department
  - Invite a guest speaker to share their perspectives and lived experiences as a Jewish Student-Athlete
    - Cost associated with bringing a guest speaker to campus to speak to student-athletes.
  - Provide a meal for student-athletes who register for the event
    - Cost associated with catering a meal for student athletes who register for the event.
- Date (TBD) Educational programming in partnership the WWU Health and Wellness Department
  - Collaborate with Health and Wellness to speak to student athletes regarding mental health, specifically as it relates to the issues of athlete mental health.

- If possible, find a guest speaker to discuss this topic.

**June 2025  
Pride Month  
Juneteenth**

- Acknowledgements of both Pride Month and Juneteenth through social media campaigns in collaboration with athletics communications and marketing team.
- Date (TBD) End of year Keynote Speaker in Carver.
  - Cost associated with bringing a speaker to campus