



COMMUNITIES OF
ACTION

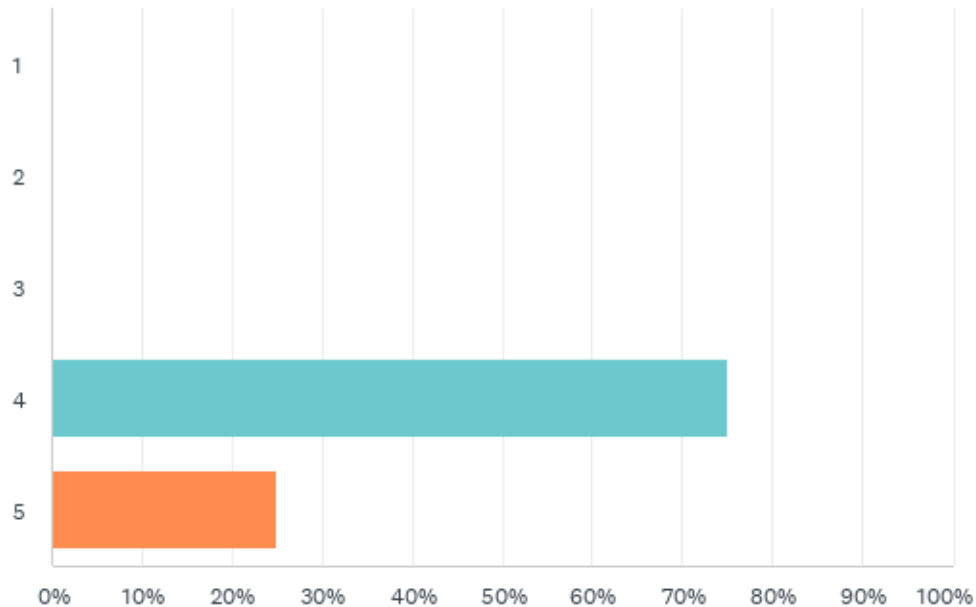
Summer Bridge: Equity in Practice Training

Agenda

- Welcome
- Introduce Dr. Tiffany Puckett, NIU
- Equity in Practice training / Q&A
- BREAK
- Introduce W. Patrick Bryan & Jacob Shirley, University of Arizona
- Summer Bridge presentation / Q&A
- QUICK BREAK
- Next steps
- Office hours / Ask us anything!

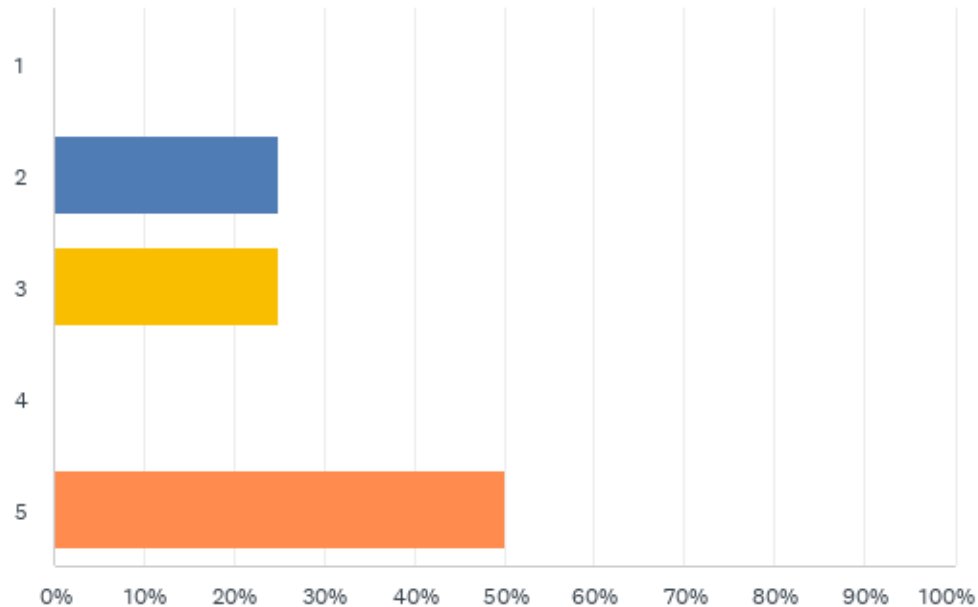
What you thought of the project management session

Q1 On a scale of 1 (low) to 5 (high), how useful was Ken Mall's Project Management session?



What you thought of the summer bridge presentation

Q3 On a scale from 1 (low) to 5 (high), how useful was Morgan Mickelson and Rosey Alberdi's CSI Summer Bridge presentation?



Dr. Tiffany Puckett



Occupation

Assistant Professor, NIU College of Education



Areas of Expertise

Cultural competence and responsiveness development, education law

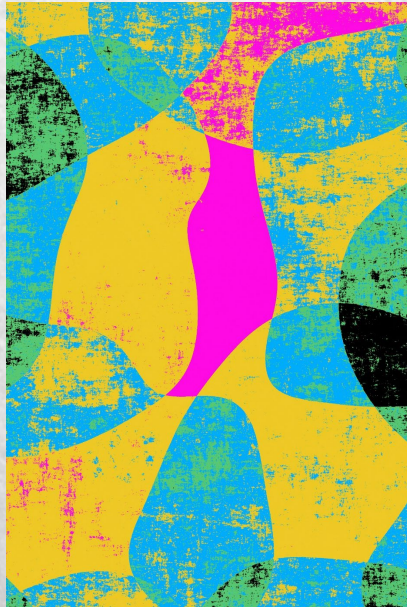


Contact Information

e: tpuckett@niu.edu



Pause recording



Equity in Practice: Developing Cultural Competence!!

Tiffany Puckett, J.D., Ph.D.

tpuckett@niu.edu

Cultural Competence

“Cultural competence is a set of congruent behaviors, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations.”

Cross et al, 1989

What is Cultural Competency

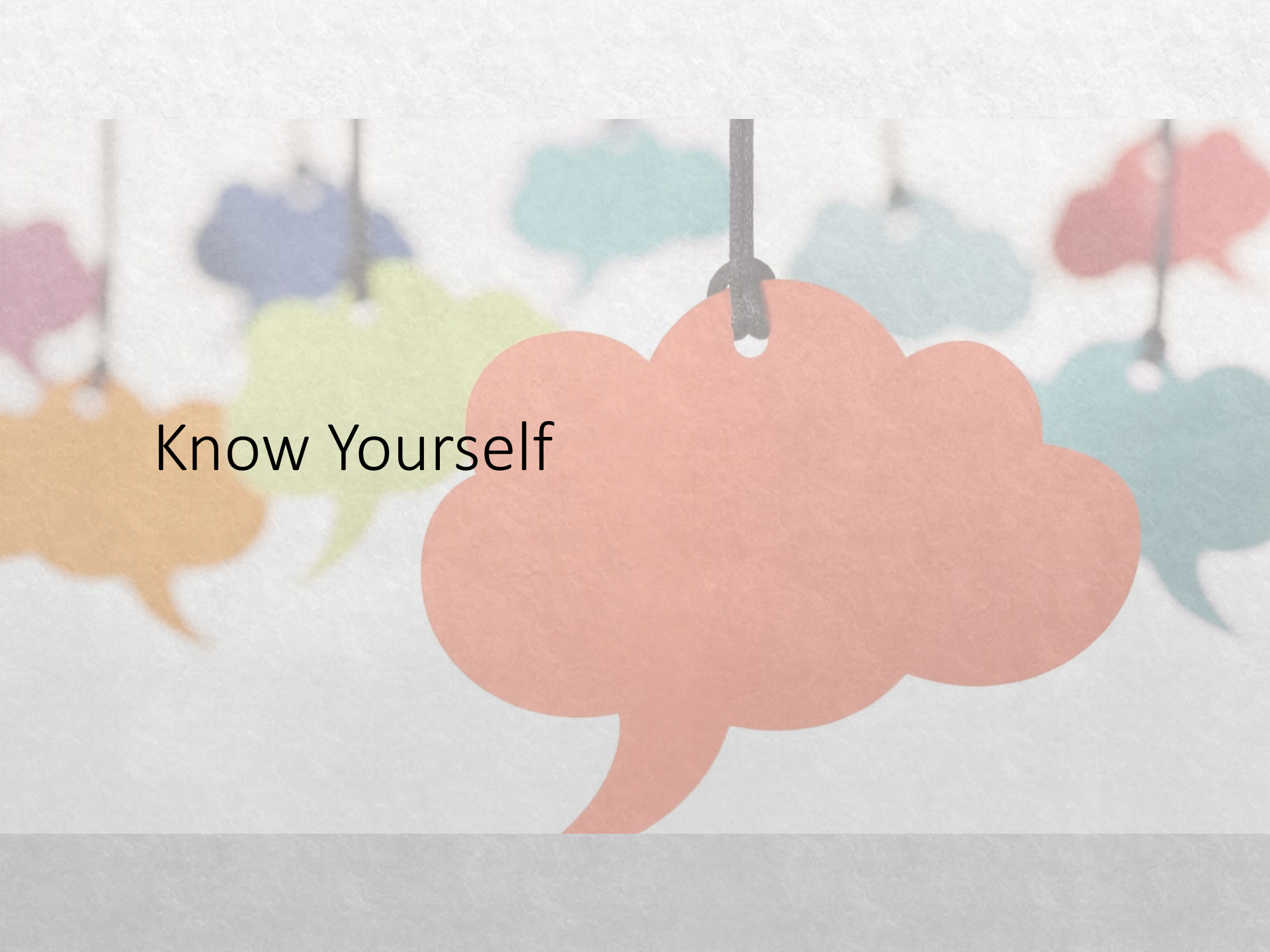
“Cultural competence is the **social awareness** that everyone is **not like I am**, that their different cultures and backgrounds affect how they think and behave, and that this awareness allows me to **behave appropriately** and **perform effectively** in culturally diverse environments.”

Burke, Monica G.; Keaster, Ric; Norman, Hideko; and Pereira, Nielson, "Global Pathways: Cultural Competence Curriculum Module" (2014). Counseling & Student Affairs Faculty Publications. Paper 71.
https://digitalcommons.wku.edu/csa_fac_pub/71



Developing Cultural Competence

- Know yourself
- Learn about different cultures
- Interact with different cultures
- Practice positive communication across cultures



Know Yourself

BIAS

PREJUDICES

JUDGEMENTS

RELATIONSHIPS

INTERPRETATIONS

POSITIONALITY

LENS

Strategies to Get to Know Yourself

Take self Assessments

List out your values

List out your hopes and dreams

List out your likes and dislikes

Outline your strengths and weaknesses

Journal

Counseling

Meditation

List out your frustrations

List out things that trigger certain behaviors

Ask a close friend

Take a personality test

Learn about other
cultures



Learning about other cultures

Read books about different cultures

Diversify course materials

Require students to take a diversity related course

Watch movies about different cultures

Take a class about different cultures

Read Antiracism Literature

Engage students in programs, activities, and discussions surrounding multiculturalism

Offer extra credit to students who attend a cultural event

Engage staff in programming, activities and discussions around multiculturalism

Encourage International Travel and Study Abroad

Use classroom group assignments and create random diverse groups

Web field trips

Role Playing

Guest Speakers

Visit Cultural Centers

Some of my favorite classroom activities:

- Something Good, Bad, or Just Want to Share
- Name your unique characteristics
- Culture Board
- A day in the life of presentation
- 2 truths and a lie
- Would you rather
- Diversity Conversation Starters
- Allowing off topic conversations
- Group assignments/presentations with diverse groups





Interact with
diverse groups

Interact with diverse groups

Join or attend	Join or attend the meetings of a diverse student organization, staff organization, or professional organization
Volunteer	Volunteer for a community project
Join	Join diverse social organizations
Attend	Attend ethnic events and festivals
Invite	Invite a friend or coworker to coffee/lunch/dinner
Visit	Visit local ethnic communities; Travel around the country and internationally
Offer	Offer extra credit to students to attend a culturally diverse events

Positive Communication



Learn to communicate conflict effectively



Utilize constructive criticism



Help students understand how to effectively communicate with individuals that have opposing views



Teach students to be good listeners



Create a healthy climate for communication



Diversity Calendar

<https://www.kazoohr.com/resources/library/inclusive-workplace-calendar>



BREAK

University of Arizona



W. Patrick Bryan



Jacob Shirley



Resume recording



THE UNIVERSITY
OF ARIZONA

New Start Summer Program

THE UNIVERSITY OF ARIZONA – THRIVE CENTER
AUGUST 18, 2022 – COMMUNITY OF ACTION





New Start Overview

HISTORY AND MISSION

- Established at the University of Arizona in 1969
- Six-week summer bridge program for incoming first-year students
- Here to serve students of color, first-generation students, and students from low-income backgrounds
- Comprehensive transition to university life



STUDENT WORDS

“

New Start was the place that I was first able to call home at the university and pushed me to grow as a person and leader.

Ezequiel J. – New Start
2018 Alumnus



STUDENT WORDS

“
I’ve grown up a lot in these last six weeks. At first, campus seemed so intimidating. But I feel a lot more at home now.

Natalie R. – New Start
2022 Alumna

Quoted in the *Arizona Daily Star*

Why New Start?

KEY BENEFITS

- Students build social capital through peer leaders, instructors, and campus contacts
- Earn 6-7 credits before fall begins
- Navigational capital and resources
- Unveiling the hidden curriculum
- Feel like sophomores in the fall!

The University of Arizona



More than “summer school”

KEY COMPONENTS

- Optional housing component
- Signature events: BLAST, Monte Carlo, Academic Conference, Su Casa Programs
- Student staff-driven
- Robust financial aid packages
- Strong alumni network

The University of Arizona



NEW START SCHOLARSHIPS AND AID



NEW START TUITION SCHOLARSHIP

- 60% for filing two FAFSAs
- Does not require specific EFC



PELL PROMISE

- Supplements any amount of Pell Grant to fill tuition + fees
- Looks at EFC from earlier FAFSA



FRIENDS AND ALUMNI SCHOLARSHIP

- Intended for students who narrowly miss Pell eligibility
- Pool of alumni/supporter donations

What do the students do?

THE TYPICAL DAY

8:00-10:30am GENERAL EDUCATION

Students take Math, English, Anthropology, or Psychology— whichever will yield the greatest benefit to them based on major and placement exams.

Small class led by an instructor, with the aid of a tutor who attends class every day.

11:00-12:15pm TOPICS IN LEADERSHIP

HED 297a serves as the “programmatic hub” of New Start. With the guidance of a Peer Mentor, students build their networks, explore social justice topics, and learn valuable resources to navigate campus.

Monday-Thursday discussions
Friday lecture with all students

AFTERNOON EXPERIENCES

Students can “choose their own adventure” based on several opportunities.

- Tutoring and mentoring
- Passport to Health
- College partnerships
- Su Casa dorm programs
- Many other opportunities

Funding Structure

HOW DO WE PAY FOR IT?



STUDENT FEES

There are two main program fees:

\$250 program fee

\$300 residence hall fee

\$850 for non-residents



BASE BUDGET

About 66% of the budget comes from a base budget allocated by the University



TUITION

We have a revenue sharing agreement with the College of Education for the HED 297A course all New Start participants are required to enroll in for the summer

Funding Structure

WHAT DO WE PAY FOR?



PERSONNEL

Associate Director

Coordinator

Academic Coordinators

Student Staff (~50)



HOUSING

Fees generally only cover about 25% of the costs to house students over the summer



OPERATIONS

Funding to support marketing, travel, signature events, and outreach to schools.



THANK YOU

JACOB SHIRLEY

jshirley@arizona.edu

520 621 9565

W. PATRICK BRYAN

wbryan@arizona.edu

520 621 5584



BREAK



Pause recording



SUMMER
B R I D G E



COMMUNITIES OF
ACTION

Roadmap to Success
August 2022 - April 2023



Resume recording

August 2022

- Identify data metrics for SB (and how they relate to KPIs)
- Upload SB Project Plans to Basecamp
- Determine/refine population(s) that will be served/recruited
- Confirm steering committee has recruited all critical members to serve until May 2023

October 2022

- Establish budget
- Identify potential funding sources
- Share project plan with campus partners
- Identify and recruit SB program staff, responsibilities, and time commitment

September 2022

- Finalize committee/working groups for SB
- Develop/refine recruitment strategies and messaging for Admissions teams (See [UMKC example](#) in Basecamp)
- Determine dates, modalities, and course offerings (tentative)
- Develop/refine application/intake procedures (See [UMKC example](#) in Basecamp)

November 2022

- Identify preferred courses for SB; work with Registrar for scheduling
- Gather potential students from Admissions and Financial Aid applications
- Establish plan for tuition costs and faculty fees with Finance office and Registrar
- Work with marketing/graphic design to create logos, graphics, etc.



January 2023

- Draft weekly and day-to-day schedule of events, speakers, meals, courses, etc.
- Draft handbook for program (i.e. required forms, policies, etc.)
- Develop/refine communication plan for scholars being admitted into the program (before and during program)

February 2023

- Determine housing and meal plan options
- Identify Orientation date(s) for all SB participants
- Buy swag/materials for SB students

March 2023

- Confirm/finalize guest speakers, senior leader attendance, room reservations, etc.
- Confirm/finalize housing contracts and meal plans
- Identify participation tracking method

April 2023

- Final recruitment/confirmation emails
- Create maps of campus and SB-related rooms or buildings
- Determine due date for fees, tuition, or other SB costs (FAFSA from prior year)



Next steps

- If you have not already done so, please upload your Data Exercise Sheet and draft Project Plan into Basecamp.
- Before our next session, please let us know in Basecamp what cultural competency practice you will embed into your Summer Bridge experience. This could be from Dr. Puckett's list or one you created on your own.
- Per the roadmap we created, you should also:
 - Determine/refine population(s) that will be served/recruited
 - Confirm steering committee has recruited all critical members to serve until May 2023