Sustaining and Expanding a Program

Success National Convening 2024
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• Education and Leadership Foundation
Let’s get to know ourselves!

• Name
• Pronouns
• What aspect of your program brings you the most joy?
Session Outcomes

By the end of this breakout group individuals will have:

- Become familiar with strategies and resources available to individuals considering expanding and institutionalizing existing NEBOs on-campus.

- Been exposed to effective models that support the expansion of NEBO programs within your school/organization.

- Constructed plans to identify and follow-up with key stakeholders to implement next steps.

- Network with others on the same journey.
Strategies and Resources for Expansion and Sustainability

- Key on-and-off campus relationships
- Longer-term funding
- Institutional alignment
- Advancing institutional goals and missions
- Ecosystem and language

Effective models that support the expansion of NEBO programs

- Empowerment Fellowship
- ASPIRE Fellowship
Empowerment Fellowship
Education and Leadership Foundation
Agenda

• Fellowship History
• Challenges
• 2022
• Values
• Fellowship Program Overview
• Eligibility & Requirements
• Participation Benefits
• Stipend Details & Disclaimer
• Scaling up a program
• Questions?
History

• In 2007, ELF was established by seven volunteers with the aim of aiding undocumented students in graduating from Fresno State. At that time, there were no DACA or California Dream Act provisions to support students, so ELF's focus was primarily on youth.
• They devised a scholarship framework that enabled students to undertake work and receive compensation for their efforts.
• This model granted financial rewards based on the hours of service students contributed. Numerous students benefited from these programs, becoming an enduring source of support for those in need.
The scholarship model became too comparable to employment as students were receiving a per hour rate on their scholarship. Once students began graduating, they remained as participants in the scholarship model and continued for years to come.
As part of any CBO, we underwent a city where the scholarship model was deemed employment by the city of Fresno and we were not able to provide any financial compensation to students.

Change in leadership, Matias Bernal becomes the Executive Director.

AB 5- The California law that governs independent contracting and employment.

Scholarship Model officially ended on June 2022.
All college students seeking a valuable blend of education and real-world professional experiences! Introducing our paid fellowship program, where you can integrate your academic pursuits with hands-on involvement in various departments and programs within our organization, such as administration, immigration, education, special projects, outreach, community organizing, and economic justice. Under the mentorship of dedicated department managers, you'll gain insights into the professional world and collaborate effectively within a team while supporting
Fellowship Eligibility

- Enrollment in University / College / Vocational Training School
- Submit Proof of Good Academic Standing: 2.0 GPA
- Complete a LiveScan
  - *reimbursed with the stipend.
    - must present a Consular or Government Issued ID
- TB-Testing: required only for FUSD tutoring and campus
What is the Empowerment Fellowship? (2)

All or nothing program that means that students must meet all requirements in order to receive their stipend.

1. Student status (Enrolled through the entire quarter)
2. Minimum 2.0 GPA (Submit proof of GPA at the beginning and end of quarter)
3. Complete designated hours
4. Attend 3 professional development workshops
5. Complete 3 writing assignments on time*
Fellowship Program

Overview
Where Education Meets Experience

- Opportunities in departments and programs:
  - Administration
  - Immigration
  - Education (tutoring)
  - Outreach
  - Special Projects
- Time-Limited Opportunity
- Each Cohort: Minimum of three (3) months (Quarter)
- Re-apply for a Maximum of 8 Cohorts
- Total Participation Limit: Up to 2 years

The Fellowship is entirely voluntary.

Cohort 7
Opens March 2024

Each fellow will reapply if interested in being part of the next Cohort.
Fellowship Requirements

- Practical learning: 20-25 hours/week (on-site)
- Monthly Workshops: Leadership & Professional Development Training (in person or virtual)
- Writing Samples: various prompts due monthly
- Flexible Schedule: fellows track their own hours and schedules and input them in our tracking system
Participation Benefits

Skill Enhancement: Communication skills, Time Management, Interpersonal abilities

Cohort Participation: Joining other fellows

Networking & Mentorship: Working closely with managers and directors

Stipend Awards:
- Tier I ($5,000 - min 270 hours)
- Tier II ($2,500 - min 150 hours)
Stipend Details & Disclaimer

• Stipend Award Criteria: All-or-nothing opportunity and must fulfill all requirements for the stipend to be distributed at the end of the Cohort.

• Disclaimer:
  ◦ No Responsibility for Injuries or Health Conditions
  ◦ Non-Employment Status: No employee benefits provided
  ◦ Stipend Source: Direct remittance from ELF
  ◦ Tax Reporting: Stipends not reported on year-end tax forms. Self-reporting recommended
Scaling up a program

• For current organizations who are operating a program like our Empowerment Fellowship, the priority is to develop sustainable funding.
• ELF’s Empowerment fellowship is funded by 3 distinct funds:
  ◦ Contract Based Services
  ◦ Private Foundation Grant
  ◦ Grant based specific opportunities
Contract Specific Work

• Contract Specific Work: For example ELF operates a tutoring contract, fee for service, in which we hire tutors to provide direct tutoring to Fresno Unified School District.
• Each hour we bill to the district, includes the hour rate to the tutor, admin allocation, payroll tax, insurances, and small fellowship fee.
• The fellowship fee funds fellowships that can be distributed to fund fellows.
As part of our work, we align ourselves with private foundations/donors who believe in our mission and vision fellowships that can be distributed to fund fellows.

It took over a year to find a funder who believed in our work and was willing provide a $200,000 contribution.

$140,000 of the grant was used to fund individual fellowships, while the $60,000 was used for equipment, technology support, administrative allocation, and partially fund the coordinator who oversees the program.
Grant Based Contract

• ELF often applies for different contracts that can be one
time funding or ongoing funding.
• Each grant is different and some grants do not allow any
Fellowships, while others do.
• For example, the Listos Campaign for weather
preparedness allows up to $10,000 for
scholarships/fellowships. We included four tier 2 fellows.
• California Department of Social Services allows fellows
supporting immigration work, and we included $20,000 for
1 fellow to be funded all year long.
Questions?

Contact us: 559-291-5428

https://www.elfus.org/fellowship
BREAK
ASPIRE Fellowship
University of Utah Dream Center
University of Utah
Strategic Plan

Under President Taylor Randall’s direction, the University of Utah has launched a campus-wide strategic planning process looking ahead through 2030.
EDI Strategic Priorities

- Ensuring Belonging For All
- Fostering an Inclusive Climate
- Amplifying Community Engagement
- Securing Health Equity
Many undocumented students face unique barriers to achieve their educational and career goals, including lack of federal funding opportunities, being first-generation, low-income, housing/food insecurity, and/or immigration status.

The ASPIRE fellowship aims to create pathways to gain professional development and experiential learning opportunities for students, especially those who are interested in immigration and social justice related issues, including those faced by undocumented and immigrant students.
ASPIRE Fellowship Alignment

The support provided through the fellowship further bolsters student success and achieve the University of Utah’s overall objectives of

1. promoting student success
2. generating knowledge
3. community engagement.

This fellowship also aligns with our Equity, Diversity, and Inclusion (EDI) Division strategic plan to ensure belonging for all and foster an inclusive campus climate.
Fellows receive a stipend for their participation in the program, leadership and professional development, and networking opportunities.

Fellows are appointed to an experiential learning opportunity at the Dream Center or another office on campus vetted by the Dream Center.

Fellows engage closely with the respective departments to incorporate and strengthen the role of immigrant students alongside the mission of the University of Utah, the EDI division, and the Dream Center.
Eligibility Criteria

Appointment to an experiential learning opportunity at the Dream Center or other departments on campus vetted by the Dream Center.

Be enrolled at least half-time at the University of Utah.

Be a current recipient of TheDream.US Scholarship.

Be meeting, or maintaining, satisfactory academic progress with a cumulative GPA of 2.5 or higher.

Have a valid SSN or ITIN at the time of fellowship application.

Be able to carry on a project independently and with minimal supervision.

Be open to learning and growing!

Have an interest in immigration issues and/or serving the immigrant community and be knowledgeable about undocumented students’ experiences, preferred.
General Expectations

Submit project/s based on their field of interest.

Attend a mandatory orientation, one dream center event, and a closing ceremony.

Maintain strong communication with the Dream Center and their host department.

Be an active participant in the fellowship program.

Be comfortable speaking in public and in group settings.

Demonstrate ability to participate in group settings, be responsible and organized.

Participate in professional development and networking opportunities coordinated by the Dream Center.

Participate in weekly one-on-one meetings with their ASPIRE Fellowship Program mentor.
Award

A stipend of up to $4,000

Currently funding is only available for TheDream.US Scholars.

Determined by the host department based on the number of hours required to complete the project assigned.
Experiential Learning Appointment

• A fellowship is provided to eligible students for an experiential learning opportunity at the Dream Center and other offices on campus vetted by the DREAM Center.
• The student shapes their desired professional or academic experience through projects designed in conjunction with the Dream Center and the respective host department.
• During appointments, students may develop a sense of belonging on campus and foster campus-wide engagement across divisions.
Expanding and Scaling Program

Align fellowship positions in accordance with the university’s priorities and student development frameworks

- Capture the program’s impact
- Expand positions at the Dream Center
- Advocate for fellowship positions across campus
- Increase funding for fellowship positions offered through the Dream Center
Student Testimonial

“Through the fellowship program, I have had the opportunity to gain professional development experience which I originally thought wouldn’t be possible for me. I was originally scared that I couldn’t find any way to connect with others on a professional level and get an idea of a work setting. In my mind, I felt as if this would tarnish my resume and overall experience as a student... Before the fellowship, I often felt as if there were many opportunities that were closed off to me but easily accessible to others. In many ways it felt frustrating as I couldn’t access many of the opportunities my peers often talked about. However, this fellowship opportunity gave me hope that there could be future opportunities for students like me, who could contribute back to the university. It helped give me a voice on campus when I originally felt isolated in or unheard. With the
Student Testimonial

“As an undocumented student, this program has been instrumental in shaping my professional skills and providing me with real-world experience in a professional work environment. The skills and experiences gained through this program enable students to make meaningful contributions to society, ultimately benefiting us all... Through the fellowship, I have developed strong teamwork skills, gained hands-on experience in social media marketing, event planning and have been able to connect more deeply with my community. These experiences have not only enriched my academic journey but have also equipped me with the skills and confidence to pursue my goals. By investing in this program, donors are not only supporting the education and development of undocumented students but are also empowering
Strategies

Partners

Funding
Key Partners

- Office of General Counsel
- Division Vice Presidents and Deans
- University Advancement
- Human Resources***
- Office of Financial Aid and Scholarships
- Career Center
- Other on and off campus departments and organizations
NEBOs at the U

Student Union
Office of the President
The Office of Orientation and Transition
New Leadership Academy
Associated Students
Learning Center
Women’s Resource Center*
Basic Needs*
Funding Opportunities

- **Institutional funds**
  - State dollars

- **Private funds**
  - Grants
    - Government (state* and local) funds
    - National and local foundations
  - Philanthropic funds
    - Individual donors

**Strategy:** Undocu-Student Support Departments and other departments
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Support the ASPIRE Fellowship Program!

Questions?
Let’s Assess Your Program!

Activity & Practice Time
What are the next 2 steps you will take towards the expansion and sustainability of your program?
Thank You!!!

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