23-24 EDI Fellowship Job Description

# Overview

The EDI Fellowship Program is organized by the Office of Equity, Diversity and Inclusion (OEDI) and has the overarching goal of providing a solid foundation in equity practitioner work on the TCC campus. Through the EDI Fellows program we hope to see staff from all areas of campus afforded the opportunity to deepen their equity, diversity, and inclusion (EDI) work and embrace challenges that will allow their personal and professional foundation in EDI values to flourish. This program is a 9-month cohort-style professional development program that will be compensated in the form of a stipend.

As TCC continues to develop into an anti-racist institution, the EDI Fellowship Program is a critical piece of this work. In connection with the institution’s [8-point plan](https://www.tacomacc.edu/_attachments/about/EightPointPlan_FINAL.pdf), this fellowship seeks to address many of the goals and values expressed in the plan through a year-long commitment to access, equity, inclusion and diversity for systemically non-dominant populations. This fellowship is a dynamic and interactive learning opportunity open to all TCC employees who are **not** overtime eligible.

EDI Fellows can expect the following from the program:

* To be introduced to new and recurring EDI-related topics
* To explore and revisit the theme of intersectionality in their work throughout the academic year
* To strengthen their understanding of the connection between their personal and professional commitment to advancing EDI outcomes
* To develop projects and presentations over the course of 9 months related to their research as a fellow
* To present their work to the college individually and/or with other fellows at a minimum of two Professional Development (PD) events.
* To collaborate with a cohort of fellows to create meaningful shared learning experiences

# Project Description

The positions associated with this work are considered a special project and will consist of employing 5 EDI Fellows from May 2023 through April 2024.

The project the EDI fellows will work on for their term could include, but is not limited to a presentation/workshop, article, podcast, video, policies and procedures, etc. Fellows will work within a framework of EDI, anti-racism, intersectionality, etc. to this end.

# Outcomes

Through the EDI Fellows Program, participants will be able to:

* Provide insight and recommendations on how the TCC community can support institution-wide strategic goals to foster an environment of equity, diversity, inclusion, and belonging.
* Use critical analysis and written and oral communications to present topics around EDI, anti-racism, Intersectionality to create an inclusive environment.
* Build a foundation to understand EDI professionally and personally
* Bring awareness, recognition, and education to our campus about Equity, Diversity and Inclusion, and Intersectionality at our Professional Development Day(s).

# Compensation

The Fellowship participants will be paid through a stipend. Their work will include the deliverables outlined in the next section.

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| Eligible Employees | * All TCC employees who are not overtime eligible |
| Coordinates with | * Associate Director of OEDI * Professional Development Coordinators |
| Compensation | $3k Stipend |
| Time Commitment | Approx. 2 – 4 hours a week |
| Duration | May 2023-April 2024 |