DEI Fellows Program
2021-2022 Pilot

Information Sessions
March 2021

Sibby Anderson Thompkins, PhD | Interim Chief Diversity Officer
Cloe Liparini, MA | Director of Education, Community Engagement & Belonging
Agenda

1. DEI Fellows Background
2. Program Overview & Applicant Profile
3. Goals
4. Fellows Design, Thematic Areas & 2-semester model
5. Application Timeline & Calendar
6. Application Prompts
7. Questions
DEI Fellows Background

- From Student Advisory Board to DEI Fellows
  - Interim Chief Diversity Officer, Sibby Anderson-Thompkins, PhD
  - Oreyane Tate, Chancellor’s Fellow
  - Cloe Liparini, Director of Education, Community Engagement & Belonging
  - Chaz Crosby, Student Advisor
  - Maya Logan, Student Advisor
  - Pree Rao, Student Advisor
  - Lamar Richards, Student Advisor
  - Teresa Song, Student Advisor
Program Overview

Through the DEI Fellows Program, students will be coached by diversity, equity and inclusion experts to further develop their own leadership skills and competencies, receive mentorship by subject matter experts, engage in community-based active learning, and have the opportunity to take part in career networking, readiness, and planning.

During the second semester, students will be placed with UNC offices, departments, schools, and business units to apply their DEI skills in a real-world setting.
Advocacy Capacity

Program Overview – cont.

- The Fellows will also actively advise and influence decision-making within the University Office of Diversity and Inclusion during monthly advisory meetings with the Chief Diversity Officer.

- Fellows will act as a liaison between the Office for Diversity and Inclusion and groups that include but are not limited to: UNC’s DEI Council, student organizations, university leadership, centers, caucuses, and the greater Chapel Hill community.

- In addition, this is also a great opportunity to build lasting relationships with campus administrators and other DEI passionate students.
Program Overview – Applicant Profile

- Rising **sophomore** or rising **junior** with a passion for leveraging diversity and inclusion efforts and understanding the importance of these endeavours inside and outside of the classroom setting.

- Seeking a **diverse student cohort** with representation across social identities (race, ethnicity, gender, age, sexual orientation, gender expression, (dis)ability, religion, nationality/geographic origin, language use, socioeconomic status, first generation, veteran/military, political ideology).
Goals for DEI Fellows

- Student empowerment.
- Student representation.
- Student leader engagement.
- Capacity building as DEI champions.
- Career networking, readiness, and planning.
- Strengthen inclusive leadership and effective team skills.
Fellowship Thematic Areas

**Career Readiness & Planning**
- Headshots
- Resume & Cover letters
- Mock interviews
- Networking
- Alumni engagement
- Online presence
- Mentorship

**DEI Champions**
- DEI Capacity building (knowledge and awareness, skill development, engagement)
- Existing programs (Safe Zone, HAVEN, UndocuCarolina, Green Zone, One ACT)
- New UODI training (inclusive leadership, effective teams, influencing for impact)
- Active learning – DEI focused intervention/2nd semester placement

**Community Engagement**
- Liaise with Student Organizations/Leadership, Centers, and Caucuses
- DEI Council
- Advising CDO on diversity, equity, inclusion and belonging efforts on campus
- Chapel Hill community
2-Semester Model

**FALL 2021**
- Kick-Off Retreat (August 2021)
- Weekly Meetings/Class
  - Monthly Advisory with CDO
  - Capacity Building Trainings
  - Guest Speaker/DEI Expert

**SPRING 2022**
- Mid-Year Retreat Support (January 2021)
- Bi-Monthly Meetings/Class
  - Monthly Advisory with CDO
  - Capacity Building Trainings
  - Guest Speaker/DEI Expert
- DEI (project based) Placement with UNC office or unit
# Launch Timeline & Calendar

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tbody>
<tr>
<td>Tuesday, March 9, 2021</td>
<td>Information Sessions</td>
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<tr>
<td>Wednesday, March 10, 2021</td>
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<tr>
<td>Monday, March 15, 2021</td>
<td>Application Launched</td>
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<td>Wednesday, March 31, 2021</td>
<td>Application Closed</td>
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<tr>
<td>Thursday, April 1, 2021-Friday, April 9, 2021</td>
<td>Application Review &amp; Selection</td>
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<tr>
<td>Monday, April 12, 2021</td>
<td>Acceptances Shared</td>
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<td>Friday, April 16, 2021</td>
<td>Participation Confirmation</td>
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<td>Week of April 19th</td>
<td>Virtual Orientation &amp; CDO Welcome</td>
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<td>Month</td>
<td>March 2021</td>
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<tr>
<td>Information Sessions</td>
<td>Application goes live</td>
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<tr>
<td>September 2021</td>
<td>October 2021</td>
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<td>March 2022</td>
<td>April 2022</td>
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APPLICATION OPEN MARCH 15-31, 2021

Application Prompts

- What does diversity, equity, and inclusion mean to you? (250-word max.)

- How do you hope to apply your DEI skills and knowledge on-campus, in your community, and in your future? (300-word max.)

- Describe one of your social identities* that mean the most to you. What privileges has this identity afforded to you and how have you used it to make your community more diverse, equitable, and inclusive? What challenges have you experienced because of this social identity and how did you overcome it? (500-word max.) *Examples of social identity include, but are not limited to, race, ethnicity, gender expression, sexual orientation, religion, national geographic origin, language use, socioeconomic status, first generation, political ideology, veteran/military.

- Please describe how COVID-19 has affected your personal/academic journey or community. What DEI opportunity(ies) might the University adopt to effectively reimagine the ways in which the needs of our campus community are met. (300-word max.)

- (Optional): Is there anything else you would like the selection committee to know about you?
Questions
Contact Cloe Liparini at cloelip@email.unc.edu