



UNDOCUMENTED
STUDENT
PROGRAM



UNIVERSITY
OF CALIFORNIA
BERKELEY

On-Campus Training for Allies

Includes:

- Funding Proposal Forms 2012-2013 and 2013- 2014
- UndocuAlly Training Summary Report from May 2013
- UndocuAlly Training Evaluation forms Day 1 and Day 2

On-Campus Training for Allies

The UndocuAlly training program helps participants better understand the specific needs and challenges facing the undocumented student community.

Supported by allies

The Undocumented Student Program and undocumented students on the UC Berkeley campus receive a great deal of support from allies. One of their key contributions has been to develop an UndocuAlly Training Program designed to help faculty, staff, and students understand the history of the undocumented community, and the present needs and challenges undocumented students face.

The two-day training program

We ran the first official UndocuAlly training in the spring 2013 semester. As of spring 2016, 190 members from dozens of campus departments had participated in the training. The two-day, eight-hour workshop is free and we offer it a minimum of once each semester, with also tailored training available.

We accept applications on a first-come-first-served basis, and limit attendance to 25 people. Preference is given to staff who are in departments that have not yet had representation in the training. UndocuAlly training covers the following topics:

- History, laws, and policies affecting undocumented youth
- Statistics on UC Berkeley's undocumented student body population
- Information about resources for undocumented students on campus
- Examples of the lived experiences of undocumented youth on campus and in the community at large
- What it means and how to become an ally to undocumented students
- Opportunities to connect with other staff to share ideas on supporting undocumented youth

Participants are also invited to sign an agreement that outlines their roles and responsibilities as an UndocuAlly and they receive an UndocuAlly sticker they can display in their offices as a symbol of support and to bolster unity on campus. We post a list of all the individuals who have completed the training and signed the UndocuAlly Agreements on the USP website to help students and allies know who is part of this growing community.

UndocuAlly funding

The start-up costs for UndocuAlly totaled \$12,000. As of 2016, the annual operating costs were \$8,000. Funds largely come through UC Berkeley's Chancellor's Advisory Committee on Student Fees.

Student Services Fee Funding Proposal (Ongoing Funding)

Proposal Narrative

Question 1

In the spring of 2012, a team of UC Berkeley staff and students came together in support of undocumented students on our campus. The team began meeting regularly to develop a campus training for staff/faculty, as well as an ally sticker project. “UndocuAlly” is a term that the team adopted to refer to campus allies for our undocumented students. With the support of one-time funding from the Office of the Vice Chancellor for Equity & Inclusion and the Center for Organizational and Workforce Effectiveness (now L+OD), the team developed and launched this project in the 2012-2013 academic year. Although this proposal is being submitted under Staff Diversity Initiatives, the project is a collaboration between Staff Diversity Initiatives, Educational Opportunity Program/Undocumented Student Program, Counseling & Psychological Services, Financial Aid & Scholarships Office, Multicultural Community Center, and Multicultural Student Development.

The plan is to offer the UndocuAlly Training Program at least once each semester. We hope for staff/faculty members to leave this training with an understanding of the history, legislation, and current/future physical, social, and emotional realities of this student community. This 8 hour training (2 half days) will directly impact the campus climate for students, particularly for our growing and diverse undocumented undergraduate and graduate student community. We estimate 250-300 students fall into this category. This training program will allow staff/faculty to support and serve the undocumented student community in a holistic and comprehensive manner, as well as contribute to a more positive and inclusive campus culture. Allies who are trained can also then spread their knowledge and skills with their home departments and networks.

Upon completing the Training Program, Berkeley staff/faculty can sign an agreement committing their support of undocumented students, and are issued an “UndocuAlly sticker” to signify this commitment. All allies are included in an UndocuAlly Directory on the Undocumented Student Program website. Our hope is that undocumented students will see these stickers and the directory and feel safe about asking for support specific to their unique realities and challenges as students.

This program has several components that allow for a well-rounded service: (1) UndocuAlly Training Curriculum, (2) UndocuAlly Sticker, (3) UndocuAlly Directory, (4) UndocuAlly Training Website (5) Videos featuring UC Berkeley student/staff stories

Continued funding will allow for the program to expand. Currently, staff members on the committee contribute time in addition to their regular work requirements, so it is difficult to manage updating/implementing more than 1 training each semester. The interest/demand for the training is much higher. Current trainings waitlist within 48 hours of opening registration, and so we would like to be able to hire a coordinator to set up meetings, assess, schedule, and organize additional training opportunities. As immigration legislation conversations in the US continue to evolve, it is important to stay educated and updated on current events/discussions/issues so that we can offer accurate and well informed trainings for staff/faculty who support our immigrant students.

Question 2

Goals

1. To implement the University’s commitment to supporting its undocumented students through establishing a sustainably funded training program, including staffing support to continue to improve the current training program and develop additional training programs (i.e. faculty focused training, departmental focused trainings, etc.). This will be possible with the hiring of a part-time coordinator who can serve as project manager (oversee marketing, liaise with departments interested in training, research immigration legislation as they evolve, manage budget, handle scheduling, update website and registration, etc.).

2. To increase awareness and educate UCB staff/faculty about the experiences and realities of undocumented immigrant students so that they can better meet the needs of these students. This goal will be met through the Training Program curriculum.
3. To collaborate in an integrative approach by including local community partners, various campus departments and undocumented students to broaden the range of skills, knowledge, and ideas for our training. This goal will be met through the Planning Committee made up of staff and students from various backgrounds, as well as their networks.
4. To continue to improve campus climate for undocumented students by building community among UndocuAllies. In addition to training more individual allies, to also foster more “UndocuSafe Spaces” like the Dreamers Resource Center, Multicultural Community Center, Chicana Latino Student Development office, and Asian Pacific American Student Development office. This will be met through the community built among UndocuAllies, particularly if funds are offered for annual educational/networking gatherings of all allies.
5. To continue to develop and market resources for supporting our undocumented students, including creating a Resource Toolkit. This will be possible with the funding of a Graduate Assistant to take on the task of consolidating resources into a Toolkit.

Timeline, Plan, Evaluation

The Planning Committee of staff and students will be selected each fall (the 2013-14 committee is finalized and has begun meeting). Depending on funding, at least 1 training will be scheduled each semester. The Committee will meet every 2 weeks to touch base on curriculum updates as well as video projects and other logistics (materials, space, etc.). Sub-teams will meet additionally as needed. Depending on funding, we will also try to expand the training offerings and consider requests we have received from specific campus departments for training. Staff who registered for this training complete both a pre-evaluation and a post-evaluation survey. Evaluation results from the two trainings offered in the 2012-2013 year showed positive change and knowledge development across all variables measured. For instance, in the pre-evaluation staff participants were asked to rate on a scale of 0-7 “How prepared do you feel to advise undocumented students in your current position on campus?” They were asked the same question in the post-evaluation, and there was a 77% increase in the average (3.1 to 5.5). A project summary report will be written at the end of each academic year (a 2012-13 report is complete and available on request).

Question 3 (N/A)

Question 4

Five student members to the Planning Committee were selected through an application process (developed by the previous year’s student members) in order to show a diverse representation and/or knowledge of the undocumented student experience (subject knowledge, community experience, graduate vs. undergraduate student, etc.). These 5 students reviewed drafts and offered edits to this proposal, including ensuring funds for an additional video project sharing stories of staff/faculty allies on campus.

Question 5

Yes, we would make adjustments based on fund availability. Priorities would focus on:

- Funds to support stipends for our student members who work 5+ hours per week.
- Minimum budget for materials, snacks, and venue for training
- Sticker production



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UndocuAally Training & Sticker Project Summary



May 2013

UndocuAlly Training & Sticker Project Summary

MAY 2013

OVERVIEW

In the spring of 2012, a team of UC Berkeley staff and students came together in support of undocumented students on our campus. The team began meeting regularly to develop their vision, which included a campus training for staff and faculty, as well as an ally sticker project. “UndocuAlly” is a term that the team adopted to refer to campus allies for our undocumented students at Cal. With the support of funding from the Office of the Vice Chancellor for Equity & Inclusion and the Center for Organizational and Workforce Effectiveness (COReWE), the team developed and launched this project.

GOALS FOR THE TRAINING & ALLY STICKER PROJECT

- **Goal #1** – To increase awareness and educate our UCB staff and faculty about the experiences and realities of undocumented immigrant students so that they can better meet the needs of these students.
- **Goal #2** – To create a sticker/logo that will help the students identify safe spaces and allies across the campus whom they can seek support from (This goal is completed).
- **Goal #3** – To collaborate in an integrative approach by including local community partners, various campus departments and undocumented students to broaden the range of skills, knowledge, and ideas for our training.

ADDITIONAL GOALS FOR YEAR 2 OF THE UNDOCUALLY TRAINING

- **Goal #4** – To implement the University’s commitment to supporting its undocumented students through establishing a sustainably funded training program, including staffing support to continue to improve the current training program and develop additional training programs (i.e. faculty focused training, departmental focused trainings, etc.).
- **Goal #5** – To continue to develop and market resources for supporting our undocumented students, including creating a Resource Toolkit.
- **Goal #6** – To continue to improve campus climate for undocumented students by building community among UndocuAllies. And in addition to training more individual allies, to also foster more “UndocuSafe Spaces” like the [Dreamers Resource Center](#), [Multicultural Community Center](#), and [Chicana Latino Student Development](#) office, and [Asian Pacific American Student Development](#) office.

THE VISION/PLAN

Establish a Staff/Faculty Training Program

Starting in the Spring 2013 semester, an UndocuAlly Training Program will be offered each semester and will allow for campus staff and faculty to be educated about undocumented student realities. We hope for

staff/faculty members to leave this training with an understanding of the history, legislation, and current/future realities of this student community. We plan to include a video featuring vignettes of UC Berkeley undocumented student experiences.

Create an UndocuAlly Sticker

Upon completing the Training Program, Berkeley staff/faculty will sign an agreement committing their support of undocumented students, and will be issued an “UndocuAlly sticker” to signify this commitment. In addition, this sticker will also be used by staff/faculty who have long been supportive of this student population.

Based on information gathered from other college campuses, for students, seeing a sticker of this kind has been very powerful. Our hope is that undocumented students will see these stickers and feel safe about asking for support specifically tailored to their unique realities and challenges as UC Berkeley students.

PLANNING COMMITTEE

The Planning Committee came together as a voluntary group of staff and students/alumni. Starting in February 2012, the Planning Committee began meeting every 2- 3 weeks for a 2 hour meeting. In addition to meetings, staff members of the committee have attended campus trainings on ETS (video equipment) and Drupal (website creation) for the purposes of this project.

All UC Berkeley staff on this committee support this project on a volunteer basis outside of their usual job responsibilities. Therefore, work for this project is completed outside of usual work hours. Student/alumni members received a \$1000 stipend/scholarship for their work on this project. The one community partner member was paid through a contract.

All members of the below original Planning Committee came together in an organic and unstructured way. Moving forward, we are discussing how to cycle out members of this Planning Committee. There is great interest from staff and students who would like to join the committee. We are currently discussing a structure to have 5 student seats and about 8 staff seats. The student seats will serve like an internship and will likely have a formal position description and application process. The staff seats will likely have representation from particular departments on campus (EOP, MSD, SDI, Financial Aid, etc.).

UC Berkeley Staff

Ruben Canedo, Research & Mobilization Coordinator (EOP)
Lupe Gallegos-Diaz, Director of Chicana/Latino Academic Student Development
Elisa Huerta, Program Director, Multicultural Community Center
Mitzi Iniguez, Academic Counselor (EOP)
Jessica Lopez, Program Development Coordinator, Undocumented Student Program (EOP)
Jenny Olmedo, Diversity Project Analyst, Staff Diversity Initiatives
Veronica Orozco, Staff Psychologist, Counseling & Psychological Services
Meng So, Academic Counselor/Undocumented Student Program Coordinator (EOP)

UC Berkeley Students/Alumni

Kevin Escudero, PhD Candidate, Ethnic Studies Department
Ju Hong, RISE (Rising Immigrant Scholars through Education), Cal alum, MPA student at SFSU
Humberto Ortiz , RISE, Undergraduate Student
Denisse Rojas, RISE, Cal alum
Linda Sanchez, RISE, Undergraduate Student

Community Partners

Laura Guillen, Licensed Psychologist

BUDGET

2012-2013 Approved Budget

For the 2012-13 Academic Year, we were fortunate to receive a total of \$12,000 in funding for this project. We received \$4000 from the Center for Organizational & Workforce Effectiveness (COReWE) and \$8000 from the Office of the Vice Chancellor for Equity & Inclusion. In addition, in collaboration with Director Elisa Huerta, we were able to use the Multicultural Community Center's space and AV equipment at no cost.

Funding Source	Item	Amount
Center for Organizational & Workforce Effectives (COReWE)	Training program budget - Food, materials, venue, etc.)	\$1,000
	Video Production – Profiling UC Berkeley undocumented students	\$3,000
Office of the Vice Chancellor for Equity & Inclusion	Stickers/logo productions	\$1,000
	Sticker Design competition – Cal undocumented students eligible to compete.	\$1,000
	Student scholarship/stipend – 5 students received \$1000 for the year of work	\$5,000
	Panelists/Workshop presenting individuals	\$1,000
	TOTAL Budget	\$12,000

2012-2013 Actual Spending

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	Panelists/Workshop presenting individuals	\$1,000
	TOTAL Budget	\$12,000

WHAT HAS BEEN ACCOMPLISHED SO FAR...

UndocuAlly Training Program Curriculum

The Planning Committee has met regularly over the last year to develop the curriculum for the UndocuAlly Training. The training developed is two days long (4 hours on each day for a total of 8 hours). A Day 1 and a Day 2 curriculum team evolved with goals to cover the following:

1. Overview of history, laws and policies affecting undocumented youth
2. Review statistics on the undocumented student body population at UCB
3. Give information about resources for undocumented students on campus
4. Reveal the lived experiences of undocumented youth on campus and in the community at large
5. Discuss what it means to be an ally and how to become an ally to undocumented students
6. Experience the opportunity to connect with other UCB staff/faculty to share ideas on supporting undocumented youth

Content for the training includes mini lectures, small group discussions, group dialogue, video clips, and a fishbowl discussion amongst current UC Berkeley undocumented students.

The Planning Committee established 25 individuals as a maximum capacity for each round of training. The reasoning behind the 25 participant limit is to ensure a sense of community and intimacy within the training cohort. It is essential for the participants to feel comfortable and to get to know each other as a group. This size also allows for the entire group to sit comfortably in a circle where everyone can make eye contact and have conversations with anyone in the group.

After the Pilot Training in late February, 2013, the Planning Committee continued to meet to make small changes to the order of pieces within the workshop as well as tweaks to the presentation slides and workshop activities. The Team also added a short homework assignment in between Day 1 and Day 2.

UndocuAlly Sticker

The UndocuAlly sticker design was the result of a contest open to UC Berkeley undocumented students and allies to represent a symbol of support on campus. The UndocuAlly Sticker Design Contest launched in September 2012 and was marketed through emails, word-of-mouth, and social media. We had such amazing designs that we ultimately selected 2 winners who each received a scholarship prize.

Nancy Ledesma, a recent Cal graduate, submitted a beautifully hand-painted design that captured the feeling of safety, support and community we were looking for, that was selected as the image for the UndocuAlly sticker. Her design will be showcased on the UndocuAlly sticker given to all staff/faculty who attend this training and sign the UndocuAlly Agreements (see details below).

Alejandro Ramirez, a third year Computer Science major, submitted a unique and professional digital design that impressed the planning committee so much that we selected him as a 2nd winner. With the help of his brother, Moises Ramirez, Alejandro created the official logo for the UndocuAlly Training that you see displayed on the cover of this report. This logo is being used on our website and all print marketing materials.

At the end of the second day of this training, staff and faculty will be invited to sign an UndocuAlly Agreements form (see details below) that outlines their roles and responsibilities as an UndocuAlly. All staff and faculty who sign this agreement will receive an UndocuAlly sticker that they can display in their offices, workspaces, and other visible locations. Students will then be able to see those stickers across campus and know that there are welcoming and safe spaces for them.

UndocuAlly Agreements

With the particular input from students on the Planning Committee, an UndocuAlly Agreements form was created (see Appendix A) to explicitly state what it means to be an UndocuAlly on this campus. This form will be reviewed at the end of Day 2 of the training with all participants. At that point, staff/faculty who agree to serve as an UndocuAlly will sign the agreement and receive the UndocuAlly sticker. Signing the agreement also gives permission to list staff/faculty member names, titles, departments, and contact information in an UndocuAlly Directory that will be available for everyone on the Undocumented Student Program website (<http://undocu.berkeley.edu/>). See “UndocuAlly Directory” below for more details.

UndocuAlly Training Website

The UndocuAlly Training website is now up and live: <http://diversity.berkeley.edu/staff/undocu-ally-training>. Included you'll notice:

1. The reveal of our logo that was designed by UC Berkeley 3rd year Computer Science major, Alejandro Ramirez and his brother, Moises Ramirez.
2. Information on the next available training (we plan to offer this training once a semester) and an online Registration Form.
3. Information on the planned outcomes of the training.
4. Overview of the UndocuAlly Sticker that will be given to all staff/faculty who attend the training and agree to serve as allies to our undocumented students.
5. Acknowledgements of our sponsors.

UndocuAlly Directory

The UndocuAlly Directory will serve as a resource for both allies and students on campus. All members of the directory will have gone through the UndocuAlly Training, or have shown awareness and service to undocumented students on campus. The directory is now live and can be viewed on the Undocumented Student Program website (<http://undocu.berkeley.edu/>).

Information in the directory includes the staff/faculty ally's name, photo (if offered), title, department, email, phone number, and notes regarding specific resources/expertise.

As more staff/faculty attend the UndocuAlly Training, this directory will continue to grow.

Video

A portion of the funds received were used to create a video with interviews of UC Berkeley undocumented students. It was not completed in time for the pilot training, but was used throughout the official first UndocuAlly Training in April 2013.

PILOT UNDOCUALLY TRAINING COMPLETE (FEBRUARY/MARCH 2013)

We offered a pilot version of the UndocuAlly Training on February 23rd and March 5th to a cohort of 24 staff members who we identified as either current allies on campus or folks who had heard about the training and showed interest in learning more. The hope was to pilot the training to a group of staff who would be “friendly” and able to offer honest feedback for changes before opening up the training to any and all staff/faculty.

Overall, participants in the 2 day pilot training were extremely engaged. There was a great sense of accomplishment for the Planning Committee to see the first cohort of trainees come together after a year of planning. Our student facilitators in particular showed great leadership through their presentations.

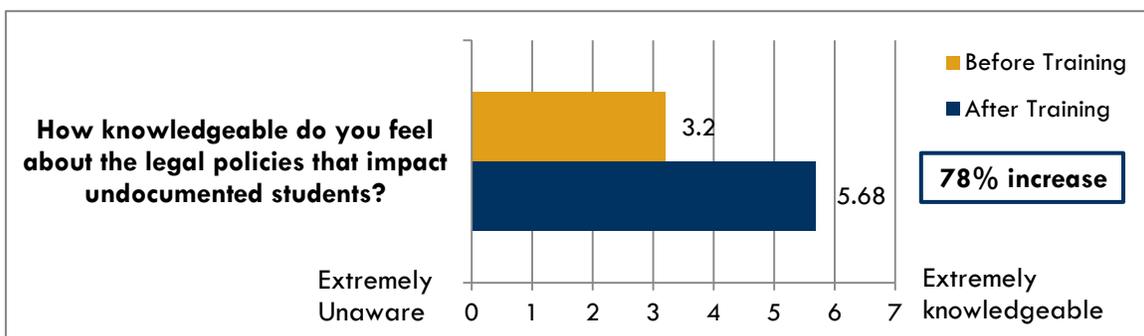
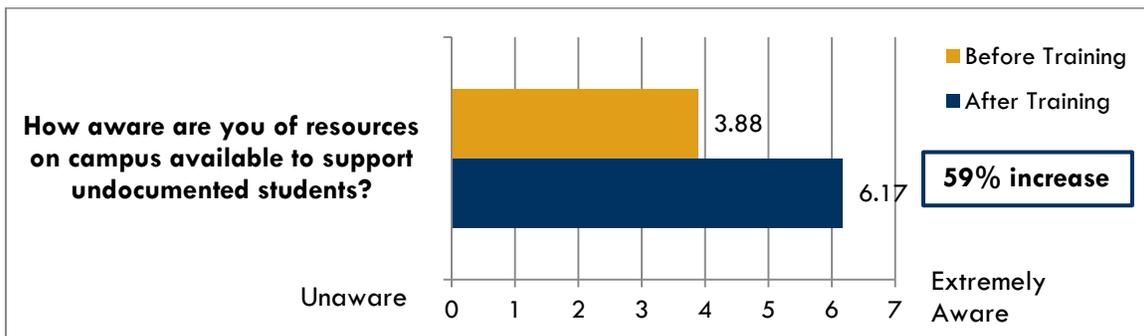
Participant Overview

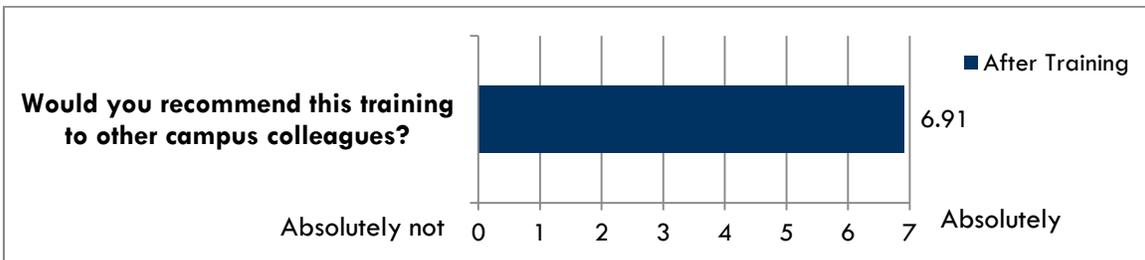
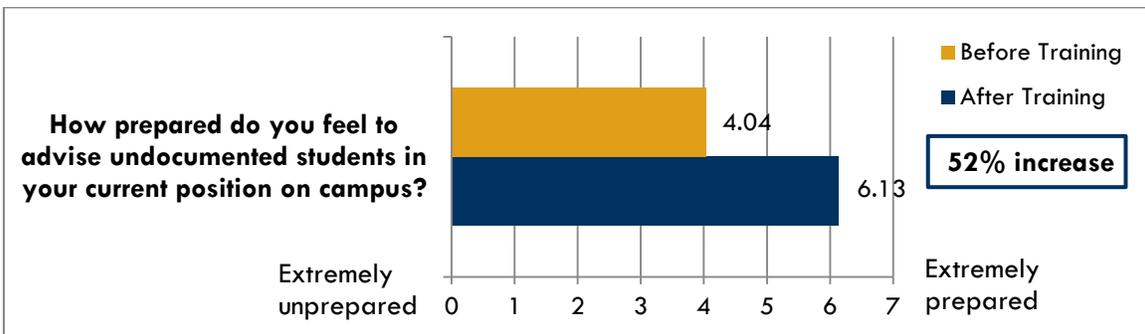
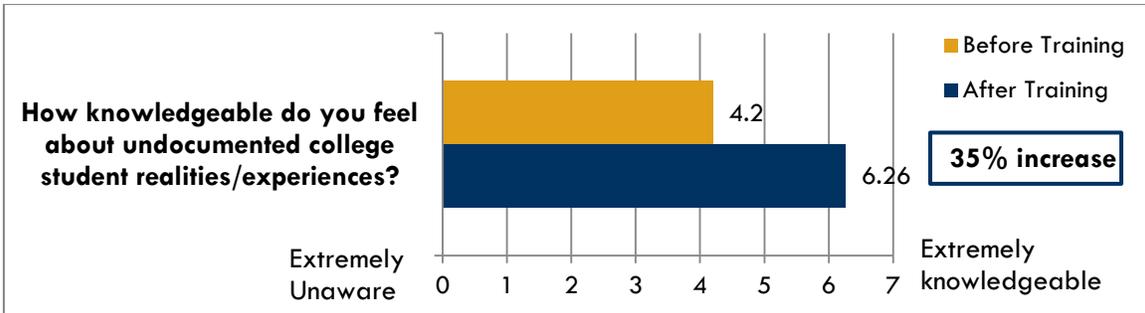
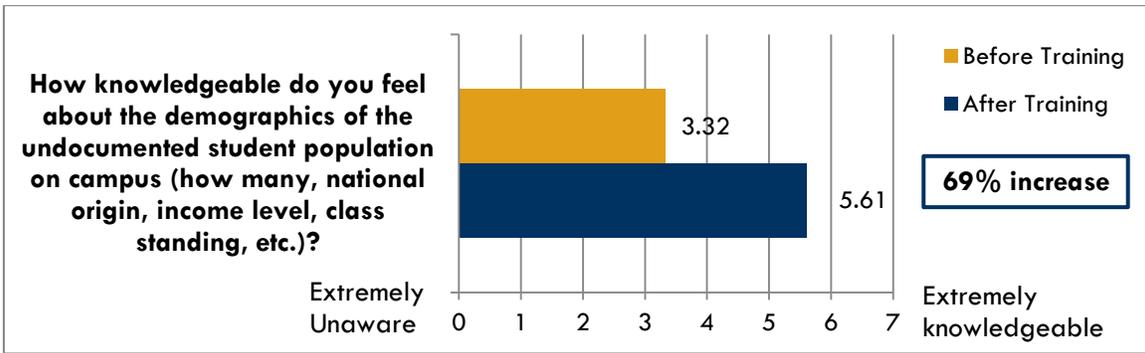
As mentioned, a cohort of 24 staff members completed the training. 13 campus departments were represented:

- Atkins Center for Weight and Health
- Cross Cultural Student Development
- College of Environmental Design
- Counseling & Psychological Services
- Ethnic Studies Department
- Financial Aid and Scholarships Office
- Greenlining Institute
- Multicultural Community Center
- Office of the Registrar
- Ombuds Office for Students & Postdocs
- Social Services
- Sociology Department
- Transfer, Re-entry, and Student Parent Center

Evaluations Summary

Staff who registered for this training completed both a pre-evaluation and a post-evaluation survey. Results showed positive change and knowledge development across all variables measured. See below for some highlights from the evaluation data.





Additional Comments included:

“It was an absolutely wonderful, thought-provoking, and moving training. it helped enhance my knowledge and awareness around undocumented student issues.”

“Wonderful job! I felt rejuvenated and energized from both days of the training. I am going to encourage as many of my coworkers as possible to attend the training.”

“awesome [video] clips - they were powerful, especially day 1. Great job to the planning and facilitating team. A big thank you! I will recommend this to all who are open to learning.”

OFFICIAL FIRST UNDOCUALLY TRAINING (APRIL 2013)

Our official launch of the UndocuAlly Training occurred Tuesday, April 23rd and Tuesday, April 30th from 1:00pm to 5:00pm. This training was marketed to all campus staff and faculty through the Council of Staff Organizations (CSO), Council of Ethnic Staff Organizations (CESO), Advisors Network Council (ANC), AB540 Coalition, and other campus lists.

Any and all staff/faculty were welcome to register, regardless of their level of experience and awareness of undocumented student realities. Registration was capped at 25 and all slots filled almost immediately (12 were waitlisted).

We again collected pre and post-evaluation survey data from all of our training participants. In collecting data through surveys, we hoped to:

1. Understand the types of staff and faculty members that are taking the training (departments, job titles, years on campus, knowledge/experience level with undocumented students, etc.)
2. Assess quantifiable impact of the training by comparing levels of understanding of and engagement with this topic before vs. after the training.

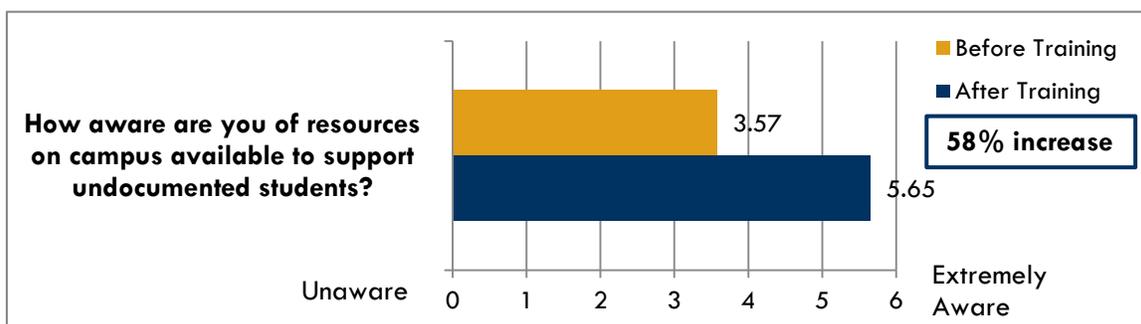
Participant Overview

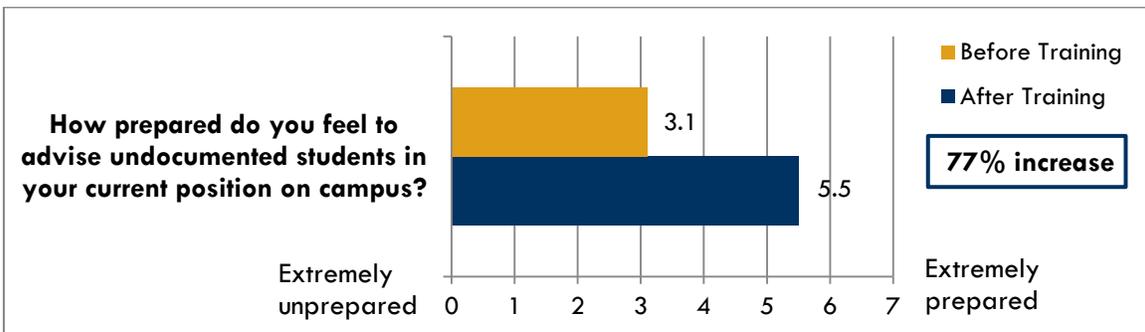
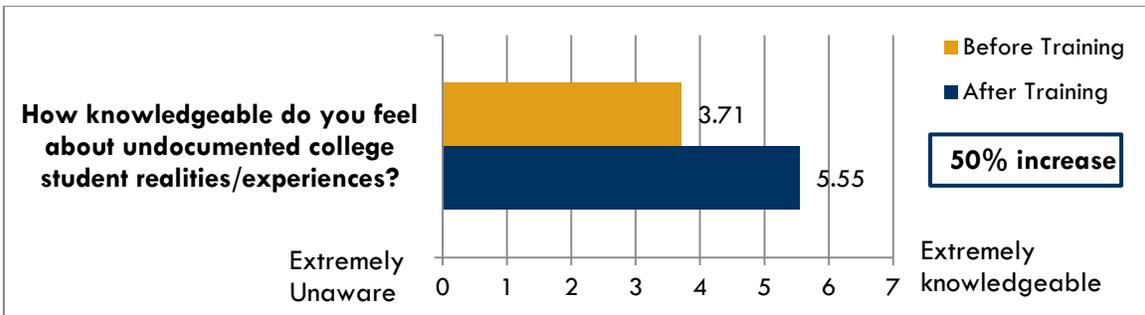
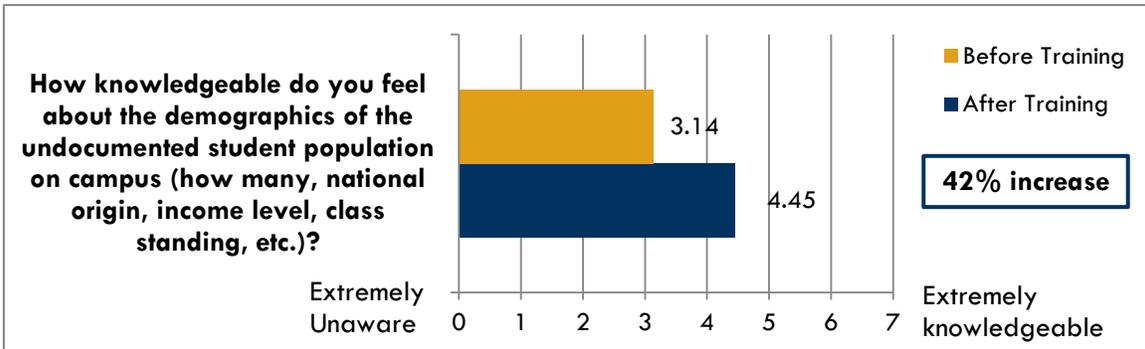
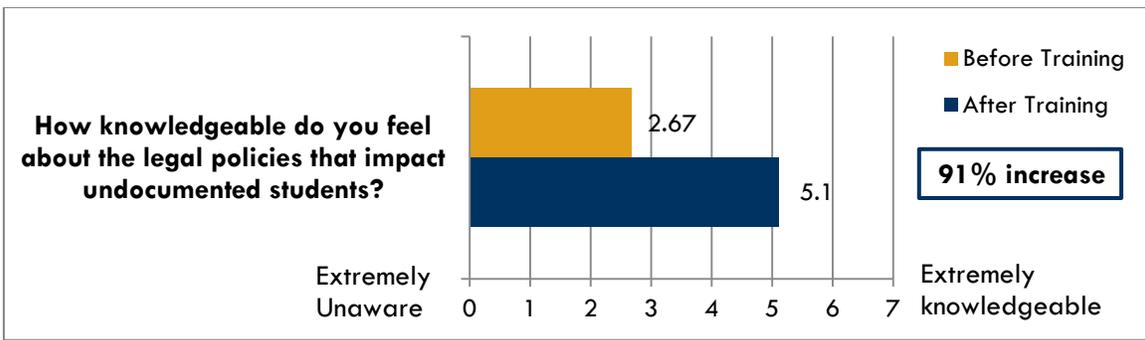
22 engaged participants went through the training, and the group was very energized and participatory. Overall, the participants in this cohort were less familiar with undocumented student issues at the start of the training, but were very motivated to learn. We started with 25 participants, but unfortunately lost a few participants due to illness. 18 campus departments were represented:

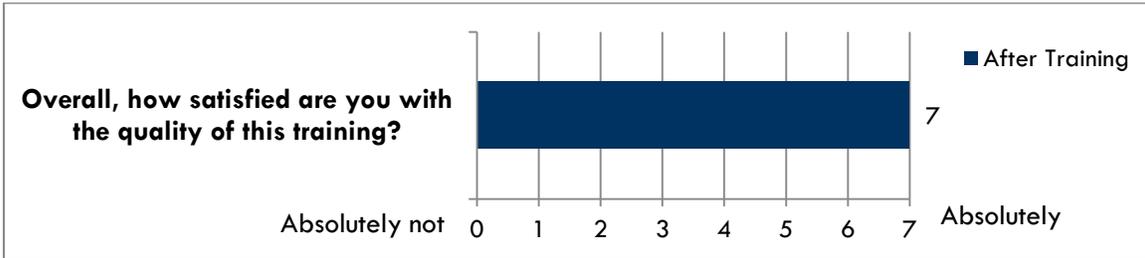
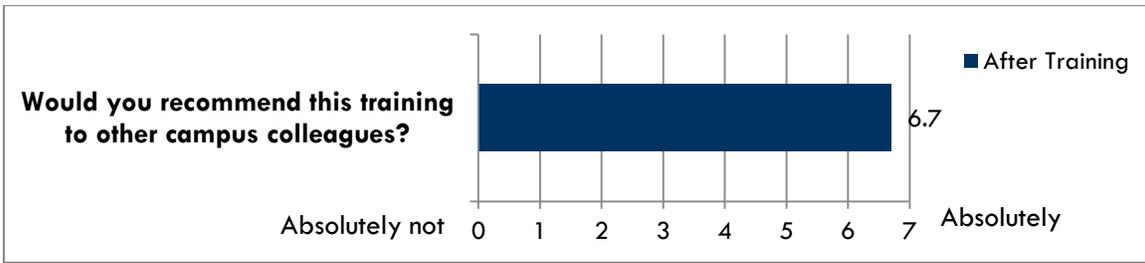
- Cal Corps Public Service Center
- Disability Students' Program
- Counseling & Psychological Services
- Sociology Department
- College of Natural Resources
- Comparative Literature
- Office of Student Development
- Student Affairs
- Division of Equity & Inclusion
- Financial Aid & Scholarships Office
- College of Environmental Design
- LEAD Center
- Social Services
- Early Academic Outreach Program
- College of Letters & Science
- Statistics Department
- College of Engineering
- French Department

Evaluations Summary

Staff who registered for this training completed both a pre-evaluation and a post-evaluation survey. Results showed positive change and knowledge development across all variables measured. See below for some highlights from the evaluation data.







Additional Comments included:

“Excellent idea to have the UndocuAlly Agreement which ensures an ongoing commitment and participation – not just a one shot deal.”

“Many thanks to everyone involved. It was a wonderful experience and I feel connect to the point where if I don’t know – I have resource to find out.”

“This was really awesome – I enjoyed and learned a lot from every component of the training.”

“This training is a beacon of hope! Thank you for all of your hard work!”

“Thank you for offering this amazing program. I am humbled and grateful for all the sharing in this space and forum!”

WHERE WE ARE NOW...

The Planning Committee is thrilled at the energy and enthusiasm surrounding this training. So far representatives from 26 departments have completed the training and are reflected in the growing UndocuAlly Directory. Those departments include:

1. Atkins Center for Weight and Health
2. Cal Corps Public Service Center
3. College of Engineering
4. College of Environmental Design
5. College of Letters & Science
6. College of Natural Resources
7. Comparative Literature
8. Counseling & Psychological Services
9. Cross Cultural Student Development
10. Disable Students' Program
11. Division of Equity & Inclusion
12. Early Academic Outreach Program
13. Ethnic Studies Department
14. Financial Aid & Scholarships Office
15. French Department
16. Greenlining Institute
17. LEAD Center
18. Multicultural Community Center
19. Office of Student Development
20. Office of the Registrar
21. Ombuds Office for Students & Postdocs
22. Social Services
23. Sociology Department
24. Statistics Department
25. Student Affairs
26. Transfer, Re-entry, and Student Parent Center

Planning for the Next Training

The response and reactions to the 2 rounds of the UndocuAlly Training have been immensely positive. The word is getting out about the value and quality of the training. There is clear demand and interest in offering more training opportunities for staff and faculty. The Planning Committee is excitedly looking to the next training, planned for Fall 2013. With the conversations around comprehensive immigration reform continuing, the Planning Committee is working to stay up-to-speed on all the latest developments. We plan to incorporate any new information into the curriculum as needed.

We are continuing to meet periodically to touch base on logistics and solidifying the project management of the committee. In efforts to formalize the committee's procedures, we are also developing descriptions and role responsibilities for our student and staff Planning Committee members. Many staff and students have already shown interest in joining the Planning Committee, and we are actively recruiting new committee members to ensure that the Planning Committee remains robust and diverse (several of our student members are now or soon will be graduates).

Budget Proposal for 2013-2014 Cycle

The Planning Committee has worked on a budget proposal for continuing this training in the next fiscal year. See Appendix B and C for details on this proposal.

Thanks to Director Elisa Huerta, we have already received confirmation that the Multicultural Community Center will donate their space, AV equipment use, and snacks for future trainings.

Appendix A



UNDOCUALLY
UNIVERSITY OF CALIFORNIA, BERKELEY

UC Berkeley UndocuAlly Agreements

2013

As an UndocuAlly, you have identified yourself to be committed to actively learning about yourself, others and the experiences and challenges that undocumented students face both locally (on and off-campus) and nationally. We, as an Ally community focus on creating and keeping respect and communication at the center of our relationships with each other in the campus community.

Your commitment will be demonstrated by your involvement in all aspects of the program which include, but are not limited to, continued learning of undocumented student issues, continued exploration and awareness of power and privilege, and supporting and advocating of undocumented students.

In joining the UndocuAlly community, you are also agreeing to have your name, department, title, and contact information available to students and staff on an online UndocuAlly Directory.

As an UndocuAlly, I will make my best efforts to:

- Advocate for opening access to campus and off-campus opportunities (i.e., scholarships, fellowships, internships, professional development, graduate school preparation programs, etc.) for undocumented students.
- Make an intervention if colleagues and/or the campus community make anti-immigrant and nativists remarks.
- Be knowledgeable of the campus resources that are available to undocumented students, so as to direct any students towards those support networks.
- Incorporate undocumented-friendly language and frameworks into my pedagogy and into my programming, as faculty and staff.
- Understand that the identities and experiences of undocumented students are diverse and not always necessarily hinged upon migrant legal status, but sometimes on varying racial-ethnic, sexual, socioeconomic and gender factors.
- I will not “out” an undocumented student.

Ally Training

- Participation in UC Berkeley’s UndocuAlly Training Program. Two half-days (8 hours total) of attendance is required.
- Make an Ally commitment via signature of this Ally Commitment form.

Future Meetings/Events

- Attend at least one future training meeting in the next academic year. Future meetings/events will be a time for the ally participants to learn additional and up to date information pertaining to undocumented student issues. This may include local/regional/national resources and information.
- Know you can always consult with the Ally Training Committee members, as needed.

----- (Detach Here) -----

Your signature below delineates your understanding and acceptance of the ally agreements to best support undocumented students.

Ally Name (Print)

Signature

Campus Department, Title

UC Berkeley Email

Work Phone

Appendix B

2013-2014 Funding Request

Funding Source	Item	Amount
Center for Organizational & Workforce Effectiveness (COrWE) \$28,000	Training program budget – Food, materials, venue, etc.	\$1,000
	Video Production – With the student video near completion, we would like to make an additional video showcasing UndocuAllies. This idea is based on feedback from training participants. The UndocuAllies video would profile current staff and faculty UndocuAllies offering advice and sharing their experiences serving as allies on campus.	\$3,000
	Professional Development for Planning Committee – Allow Planning Committee members opportunities to stay educated on new/changing issues through workshops, conferences, etc.	\$2,000
	UndocuAlly Training Program Coordinator - .50 FTE staff to manage all logistics, meetings, communications, materials, and event planning responsibilities for the training.	\$22,000*
Office of the Vice Chancellor for Equity & Inclusion \$15,000	Stickers/logo productions	\$1,000
	Student scholarship/stipend – We plan to again reward \$1000 to 5 students who work on this training project planning for the 2013-2014 year.	\$5,000
	Panelists/Workshop presenting individuals	\$1,000
	Graduate Assistant – Create a UC Berkeley Resource Packet (print and online) including online, campus, and community resources.	\$5,000
	1st Annual Gathering of UndocuAllies – This lunch/dinner event would bring together all past cohorts of UndocuAlly training participants to network and touch base on any key updates.	\$2,000
	Local community partners – To bring their expertise in their respective fields to help develop and/or present in future trainings.	\$1,000
TOTAL Budget		\$43,000

*This salary was based on the roles/responsibilities outlined for a Project/Policy Analyst 1 position at .50 FTE. We estimated that the hiring range would fall between the Minimum (\$34,800 fulltime) and Midpoint (\$51,500 fulltime) pay range (~\$43,150).

Appendix C

UndocuAlly Training Program Coordinator (.50 FTE)

During the 2013-2014 year, the staff members of the Planning Committee completed all work for the project voluntarily outside of their usual work hours. All staff members remain committed to continuing this work, but recognize that in an ideal situation it would be most efficient and sustainable to have one staff person lead and manage the project's logistics. Other committee members could then cycle through to work on subprojects and curriculum development. This position would fit well under Staff Diversity Initiatives.

The trainings have been filling (and wait listing) fairly quickly so it is clear that there is demand and interest. There have also been requests to offer it more than once a semester (fall and spring), and even offer one in the summer. In addition, individual departments have interest in having their staff trained in groups. This would not be sustainable at this point without extra staffing support.

Responsibilities would include:

- Project management of all training logistics.
 - Event planning, including space reservation and set up.
 - Registration and wait list management.
 - Ordering of materials and food.
 - Preparing equipment including camera, laptop, and LCD projector.
- Support marketing efforts of training and Undocumented Student Program through outreach presentations to various campus departments.
- Liaison with staff at the Undocumented Student Program in regards to interest in the training.
- Stay up-to-date with news, laws, and policies relevant to this training.
- Manage pre and post evaluations creation and conduct analysis of data. Prepare summary reports.
- Manage and track budget spending and payment processing.
- Organize meeting schedules for Planning Committee, including reserving room locations and scheduling on bCal.
- Support the Graduate Assistant in the creation of the Resource Packet.
- As needed, support Planning Committee, Staff Diversity Initiatives Diversity Project Analyst, and Undocumented Student Program with all relevant administrative support.
- Manage website editing for training.
- Serve as first point of contact for the training.



UNDOCUALLY
UNIVERSITY OF CALIFORNIA, BERKELEY

UC Berkeley UndocuAlly Day 1 Training Evaluation 2016

Thank you for your participation in the Day 1 UndocuAlly Training. Your feedback is very important to us and will help shape future trainings. Please take a couple minutes to complete this short evaluation.

Reflecting on today's activities, please answer the following...

Q1. What information from our slides on undocumented population statistics and federal & state legislation do you feel will help you better serve undocumented students?

Q2. What did the student video clips and case studies reveal about student experiences at Cal that you were not aware of before?

Q3. After learning about resources for undocumented students at Cal do you feel there is at topic you would like more information on (ex. scholarships, legal resources, internships, housing options)?

Q4. As you reflect on Day 1 training, what would you say was most beneficial?

Q5. Would you change anything about today's activities? What could be improved?

Other comments?



UNDUCUALLY
UNIVERSITY OF CALIFORNIA, BERKELEY

UC Berkeley UndocuAlly Training Post-Evaluation 2016

Thank you for your participation in the UndocuAlly Training. Your feedback is very important to us and will help shape future trainings. Please take a couple minutes to complete this short evaluation.

Now that you have been through the UndocuAlly Training...

How aware are you of resources on campus available to support undocumented students (Circle 1-7)?

Unaware	1	2	3	4	5	6	7	Extremely Aware
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List all of the resources that you are aware of on campus

How knowledgeable do you feel about the legal policies that impact undocumented students (Circle 1-7)?

Extremely unaware	1	2	3	4	5	6	7	Extremely Aware
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How knowledgeable do you feel about the demographics of the undocumented student population (Circle 1-7)?

Extremely unaware	1	2	3	4	5	6	7	Extremely knowledgeable
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How knowledgeable do you feel about undocumented college student realities/experiences (Circle 1-7)?

Extremely unaware	1	2	3	4	5	6	7	Extremely knowledgeable
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How prepared do you feel to advise undocumented students in your current position on campus (Circle 1-7)?

Extremely unprepared	1	2	3	4	5	6	7	Extremely prepared
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Overall, how satisfied are you with the quality of this training (Circle 1-7)?

Extremely Unsatisfied	1	2	3	4	5	6	7	Extremely Satisfied
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FLIP OVER...

Would you recommend this training to other campus colleagues (Circle 1-7)?

Absolutely Not	1	2	3	4	5	6	7	Absolutely
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As you reflect on the training, what would you say was most beneficial?

Would you change anything about the training? What could be improved?

Other comments?



UNDUCUALLY
UNIVERSITY OF CALIFORNIA, BERKELEY

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FLIP OVER...

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As you reflect on the training, what would you say was most beneficial?

Would you change anything about the training? What could be improved?

Other comments?



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