The Arcus Fellowship
_in LGBTQ Leadership in Higher Education_

Coordinated by
_California Institute of Integral Studies_

2016-17 Application Packet
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Overview

Many LGBTQ college students are often isolated with no ‘out’ allies on campus, minimal LGBTQ representation in their classes’ curricula, and a genuine fear of homophobic or transphobic students, faculty, and administrators. The *Campus Pride 2010 State of Higher Education for Lesbian, Gay, Bisexual, and Transgender People* survey interviewed more than 5,000 LGBTQ college and university students nationwide and found that 13% of queer spectrum and 43% of trans spectrum respondents feared for their physical safety. 43% of queer spectrum and 63% of trans spectrum respondents concealed their identity to avoid intimidation. Fear for one’s physical safety and hiding one’s identity due to fear of intimidation were significantly more likely among LGBTQ and/or trans people of color.

How students experience campus climates influences both learning and developmental outcomes: academic achievement, healthy identity development, rates of substance abuse, and sense of purpose or hopelessness are all affected by students’ experiences on campus.

Best practices in higher education show that colleges and universities can change their policies and procedures to be more inclusive, resulting in improved campus climates and enhanced learning experiences for LGBTQ students. These changes include creating and enforcing non-discrimination policies for employees and students, underscoring institutional commitments to inclusivity and opposition to overt and covert harassment, integrating LGBTQ material into curricula and co-curricular programming, responding swiftly and appropriately to bias- and hate-related incidents, and improving recruitment and retention efforts to maintain a truly diverse workforce and student population.

The Arcus Fellowship at the California Institute of Integral Studies (CIIS) aims to encourage colleges and universities to improve their campus climates by building the leadership capacity of LGBTQ students who:
- Are non-cisgender (Transsexual, Transgender, and/or Gender-Nonconforming people)
- Are from communities of color, and
- Attend colleges or universities that have limited LGBTQ resources.

With support from a Home Campus Mentor (a faculty member, administrator, counselor, or student life professional from the Fellow’s college or university) and an Arcus Mentor (a PhD student from the CIIS Human Sexuality program), each Arcus Fellow will design, implement, and evaluate a project that addresses harassment, bullying, discrimination, and social isolation experienced by LGBTQ students – particularly trans students and students of color – on the Arcus Fellow’s home campus.
Timeline

- Spring 2016  
  Prospective Arcus Fellows and home campus mentors complete and submit Fellowship applications.

- April 15th, 2016  
  Application deadline

- April 30th, 2016  
  Arcus Fellows are announced; Fellows and home campus mentors are paired with Arcus Mentors.

- June 3-5th, 2016  
  Arcus Fellows, home campus mentors, and Arcus Mentors participate in an intensive three-day event. During the event, Fellows and Mentors will meet with the first (2015) cohort of Fellows to learn about their projects. There will also be workshops, panel discussions, and speakers to share, network, and learn.

- Fall 2016 - Spring 2017  
  Arcus Fellows implement their campus project with assistance from their Home Campus Mentors and Arcus Mentors

- February 2017  
  Fellows and Home Campus Mentors will meet as a group via Skype or Zoom to check in.

- *November 2017  
  Informed by their firsthand experiences in program and policy design, implementation, and evaluation, Arcus Fellows present their work to higher education professionals at the seventh annual Expanding the Circle Summer Institute. *Please note this event has not been officially confirmed.
Financial Support
Each Arcus Fellow and home campus mentor will receive the following stipends:

Arcus Fellow:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation of campus project</td>
<td>$3,000</td>
</tr>
<tr>
<td>Travel and lodging for June 2016 Event in San Francisco</td>
<td>$1,000</td>
</tr>
<tr>
<td>Travel and lodging for November 2017 Expanding the Circle Event</td>
<td>$700</td>
</tr>
<tr>
<td><strong>Total funding</strong></td>
<td><strong>$4,700</strong></td>
</tr>
</tbody>
</table>

Home campus mentor:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honoraria for mentorship and support of Arcus Fellow’s campus project</td>
<td>$1,000</td>
</tr>
<tr>
<td>Travel and lodging for June 2016 Event in San Francisco</td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>Total funding</strong></td>
<td><strong>$2,000</strong></td>
</tr>
</tbody>
</table>

Arcus Fellows and home campus mentors must be able to secure additional funding for expenses beyond what is offered by the Arcus Fellowship.
Application
Please use 12 point Times, Arial, or Cambria font to complete the application.

This application has one section for the prospective Fellow and one section for the Fellow's home campus mentor. Please complete both sections.

<table>
<thead>
<tr>
<th>Prospective Arcus Fellow</th>
<th>Home campus mentor</th>
</tr>
</thead>
<tbody>
<tr>
<td>___ Completed application form</td>
<td>___ Completed application form</td>
</tr>
<tr>
<td>___ Campus project proposal</td>
<td>___ Letter of intent</td>
</tr>
<tr>
<td>___ Résumé/CV</td>
<td>___ Résumé/CV</td>
</tr>
<tr>
<td>___ Letter of recommendation</td>
<td>___ Signature</td>
</tr>
<tr>
<td>___ Signature</td>
<td></td>
</tr>
</tbody>
</table>

Submit your completed application to Emily McKee, CIIS Human Sexuality PhD Program Coordinator, at emckee@ciis.edu by **5:00 p.m. PST on April 15th, 2016**. Emily will confirm receipt of your application.

Upon review of applications, the award selection committee may contact prospective Fellows for follow-up phone or Skype interviews.

Please feel free to email Emily McKee with any questions before the application deadline.
Arcus Fellow

Name
Last Name: ____________________________ First Name: ____________________________
Preferred Name: ________________________________________________________________

Contact Information
Street Address: _______________________________________________________________
City: ____________________________ State: ______ Zip Code: ____________________________
Telephone Number: (____) ___________ Email: ________________________________
Personal/Professional Website (if applicable): __________________________________________

Academic Background
Please circle the degree you are working toward:
BA    MA    PhD    Other: ________________________________

What is your major/minor? __________________________________________________________

Demographic Information
What is your racial or ethnic identification?
Please select all that apply.
___ American Indian or Alaskan Native
___ Asian
___ Black or African American
___ Hispanic or Latin@
___ Native Hawaiian or other Pacific Islander
___ White
___ Other ______________________________
___ I prefer not to respond

What is your gender identity?
Please select all that apply.
___ Female
___ Male
___ Cisgender
___ Trans*
___ Genderqueer
___ Agender
___ Other ______________________________
___ I prefer not to respond

What are your preferred pronouns?
______________________________________________
How would you describe the need for LGBTQ support systems or programs at your college or university? (500 words or less. Feel free to attach an additional document.)

Please describe your previous experience organizing programs and support systems for underrepresented communities. If this work is new to you, please describe specific instances in which you were successful in bringing about positive change and what you learned from those experiences. (500 words or less. Feel free to attach an additional document)

Please attach a proposal describing possible ideas for your home campus project. Include a goal statement and a description of the project’s activities and target population. Keeping in mind your $3,000 budget, estimate the project’s cost. Describe how you imagine being able to evaluate the impact of your project. (1-3 pages)

Please attach a résumé or curriculum vitae and a letter of recommendation from an academic or professional colleague who is familiar with your work.
Home campus mentor

Name
Last Name: ___________________________ First Name: ___________________________

Preferred Name: ____________________________________________________________

Contact Information
Street Address: ______________________________________________________________

City: __________________________ State: _____ Zip Code: __________________________

Telephone Number: (_____) ___________ Email: _________________________________

Personal/Professional Website (if applicable): ______________________________________

Academic Background
Please circle the degree(s) you have completed:

BA MA PhD Other: __________________________

Please describe your field of study or your role as a higher education professional.

____________________________________________________________________

Demographic Information
What is your racial or ethnic identification?

Please select all that apply.
___ American Indian or Alaskan Native
___ Asian
___ Black or African American
___ Hispanic or Latin@
___ Native Hawaiian or other Pacific Islander
___ White
___ Other __________________________
___ I prefer not to respond

What is your gender identity?

Please select all that apply.
___ Female
___ Male
___ Cisgender
___ Trans*
___ Genderqueer
___ Agender
___ Other __________________________
___ I prefer not to respond

What are your preferred pronouns?

___________________________________________

___________________________________________

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Why do you wish to mentor this prospective Arcus Fellow? (500 words or less. Feel free to attach an additional document.)

Please describe your previous experience with mentorship and organizing programs and support systems for underrepresented communities. (500 words or less. Feel free to attach an additional document.)

Please attach a letter of intent describing how you plan to mentor and support the prospective Arcus Fellow during their Fellowship. (500 words or less. Feel free to attach an additional document.)

Please attach a résumé or curriculum vitae.
Signatures

Prospective Arcus Fellow

Your signature below indicates that:

- The information provided in this application is correct.
- You understand the time and resource commitments required by the Arcus Fellowship.
- If awarded a Fellowship, you agree to attend the June 2016 Arcus Fellows event, the online conference call in February 2017, and the Expanding the Circle conference in November 2017.
- If awarded a Fellowship, you will use Arcus Fellowship funding only for its intended purpose and provide documentation of all expenses.
- Fellows will receive a W2 form for their stipend, as it will be considered income for the 2016 tax year.

Signature: _______________________________ Date: ____________

Home campus mentor

Your signature below indicates that:

- The information provided in this application is correct.
- You understand the time and resource commitments required by the Arcus Fellowship.
- If partnered with a Fellow who is awarded a Fellowship, you agree to attend the June 2016 Arcus Fellows event and the online conference call in February 2017.
- If partnered with a Fellow who is awarded a Fellowship, you will ensure that the Fellow uses Arcus Fellowship funding only for its intended purpose and provides documentation of all expenses.
- Home campus mentors will receive a W2 form for their stipend, as it will be considered income for the 2016 tax year.

Signature: _______________________________ Date: ____________