

**Ferris State University**  
**Faculty and Staff Diversity Mini-Grant Application**

**I. Identification**

Name of Primary Applicant: Dr. Stephanie J. Thomson, Humanities Department, Communication program; Thomson has been involved in research connected to Dolores Huerta; she has been and will be involved in the PEP program in Spring 2010.

Members of Team:

Kaytlyn Sheldon, Student and President of Lambda Pi Eta (Communication Honorary)  
Dr. Wendy Samuels, Social Work  
Dr. Rick Griffin, Political Science  
Ms. Jeannette Fleury, AAUW

Department or Unit: Arts & Sciences; Humanities Department, Communication Program  
Campus Address: Johnson Hall Room 113  
Telephone: 231.591.3504  
E-mail address: thomsos@ferris.edu

**II. Event Title (25 words or less)**

*Without Fear: Dolores Huerta talks about neighbors uniting*

**III. Specific core value, strategic initiative, or goal related to diversity that the event will address. (See the University Strategic Plan and the Diversity Plan)**

Contributing to this event will provide further evidence that FSU is supporting its diversity efforts. Particularly addressed are goals: 1. create a University that is welcoming to diverse populations, and 4. create environments for student learning that are inclusive of and sensitive to a diverse student population.

**IV. Abstract (150-200 word, use additional paper if necessary). If the application is approved the abstract will be posted on the Diversity and Inclusion Office website.**

Born April 10, 1930, Huerta is one of the most prominent Chicana labor leader in the United States and has dedicated her life to the struggle for justice, and dignity. As co-founder of the United Farm Workers, Chavez referred to Huerta as a woman “without fear.” Today, her foundation seeks to engage women, children, and neighbors to actively seek solutions to community problems. She raised 11 children and has 14 grandchildren and five great-grandchildren – all while making the world a better place for all. She has been compared to a “Mother Teresa that leads like General Patton” in regards to her lifelong campaign to improve the lives of thousands of all Americans regardless of

ethnicity, race, gender, or economic status. At Big Rapids High School auditorium various communities gather to both hear Huerta and begin a dialogue on community issues and community involvement in problem solving.

**V. Event Narrative (up to 4 pages single-spaced)**

a. The conceptual framework explains how the event will augment Ferris's long-term commitment to diversity and inclusion.

This event will address issues of diversity, inclusion and collaboration. It features a speaker with diverse characteristics and diverse experiences that connect with her audience. Her background as an Hispanic woman organizing farmworkers allows audience members to see into the challenges faced by people who help to provide food for all of our tables. She was instrumental in the fight for farm worker rights.

Additionally, her primary focus for the discussion will be to implore and challenge youth and woman to become and stay active in their community, working to address community challenges and issues. Her desire to motivate and activate youth and woman to seek solutions to their community problems has inspired the work of the Dolores Huerta Foundation for the last 8 years.

Additionally, this project specifically aims to connect to various entities at Ferris, in the Big Rapids community and to GVSU.

For more information on Dolores Huerta: [www.doloreshuerta.org](http://www.doloreshuerta.org)

b. The goals and intended outcome(s) of the event.

- To encourage youth and women to become more engaged in addressing community challenges.
- To build on existing programming that features Hispanics and women as role models.
- To provide a resource to courses being offered by FSU.
- To increase awareness of Dolores Huerta and her achievements as a woman and Hispanic.

- c. A statement on how the event relates to the curriculum or a specific discipline, if appropriate.

This program is likely to appeal to a broad range of profession and discipline specific groups.

- A variety of existing courses are being identified and asked to participate. For example, instructors from courses such as honors COMM121, COMM315, will utilize the speaker as an opportunity to further course goals.
- The PEP program will incorporate the speaker into their spring series and PEP instructors will incorporate into their courses.
- The event will apply to become a 5-star program for the RSO's on FSU's campus.

- d. A timeline.

- Preparation for the speaking event (venue confirmed, publicity plan outlined with Advancement, reservation of buses, etc.) and finalizing of funding for the event will be completed by December 1, 2009.
- Contact and arrange for Girl Scout programming prior to Huerta's visit is to be completed by December 10, 2009.
- Creation of the assessment instrument and organization of follow-up discussion and reception to be completed by February 1, 2010.
- Creation and completion of publicity in conjunction with PEP and Advancement by February 15, 2010
- Huerta speaks on Tuesday, March 30, 2010, at 5:30 p.m.
- Huerta reception at ArtWorks, Tuesday, March 20, 2010, at 7:30 p.m.
- A follow-up discussion will be organized on campus.

- e. Description of the target audience, including the estimated number of participants. The Big Rapids High School auditorium can seat up to 575 people.
- Girl Scouts (high school age) from the area. 200 leaders will be contacted in December to set up preliminary programming and then also be invited to the speaking event on March 30. They have indicated that they will help to ensure that members of the migrant community in surrounding counties are invited to the speaking event.
  - FSU students (particularly PEP students, COMMH121, COMM315, NOW members, FCA members, Lambda Pi Eta members, Hispanic Student Organization members, Social Work Association Members, Progressive Democratic Association members)
  - Other FSU student RSO members seeking 5-star events
  - Local women's organizations (AAUW, Ferris Professional Women, ZANTA, GFWC); AAUW has planned their March programming to include the Huerta event.
  - Hispanic migrant farmers in the area (contacting through Dr. Wendy Samuels and Prof. Bernadette Fox).
  - Invitations to other universities (CMU, Traverse City)
- f. The expected impact that the event will have on Ferris.
- The speaking event will serve to bring together different groups across the FSU community and the broader area.
  - The speaking event and other activities (reception and follow-up discussion) will open a dialogue on community issues and community problem solving.
- g. A specific plan to assess the impact of the event on the University.
- A qualitative assessment by the grant team will look at the collaborative success of the planning and success of the project.
  - Number of attendees will in part allow for evaluation of publicity.
  - A brief surveys will be distributed and collected at the event and at the reception. The survey will seek to: evaluate the level of participation by the various communities targeted by this project; identify levels of community involvement of audience members; understand the audience evaluation of the success of the event; identify if the audience was familiar with Dolores Huerta and her accomplishments prior to the speaking event.

## VI. Budget

### a. Anticipated expenses (itemize and briefly explain).

Total from Diversity grant: \$1390.00

- Travel – \$1350 for airfare.

Huerta is 79 years young and while you might not know this from looking at her, her health requires that an assistant travel with her.

Because of a previous engagement on March 29, Huerta will need to travel from LAX to Grand Rapids with her assistant.

Currently, 2 airfares from LAX to Grand Rapids will cost approximately \$675 per ticket for a total of \$1350. (See attached examples.) The flight will need to leave LAX at 7:00 a.m. and Huerta has agreed that that time is acceptable. This will put her in Grand Rapids with time to travel and eat prior to the evening speaking event.

Thomson has agreed to both pickup and return Huerta and her assistant to Grand Rapids at no charge.

- Assessment \$40 for copying of 650 ½ sheet surveys and purchasing pencils.

### b. Funds anticipated from other sources (please list).

- Honorarium -- \$5,000 *FSU student government*

Note: The honorarium is donated to the Dolores Huerta Foundation for community organizing. Normally honorarium is \$12,000 through Huerta's agent; we are working directly with Huerta's office and the normal honorarium for out-of-state engagements is \$10,000; we are splitting this honorarium with GVSU based on a verbal agreement with GVSU and Huerta's office.

There are 4 FSU student organizations (Social Work Association, Lambda Pi Eta, Ferris Communication Association, and Democratic Progressives) who are currently involved in preparing a funding request for the honorarium from the *FSU student government*. The National Organization for Women, and Hispanic Student Organization on campus have been invited to also participate in this effort, as well.

Lodging – approximately \$75.00 *Arts & Lectures Senate Committee*

Lodging for two in a room with two double beds at the Holiday Inn for one night. We will need one night's lodging.

*Lambda Pi Eta* has completed the grant process for the *Arts & Lectures Senate Committee* requesting the funds for this part of the project. The committee first meets October 15; hence, formal funding requests for this cost are being processed.

- Meals -- \$88.00. *PEP project*  
FSU standards for per diem would require a meal allowance of \$37.00 for March 30 and \$7.00 for the following day's breakfast X 2 people (Huerta and her assistant).

Verbal agreements from the *PEP project* for funding support have been stated; formal funding requests for this cost are being processed.

- Rental for auditorium -- \$225 *Arts & Lectures Senate Committee*  
Initial contacts were made to secure the Williams auditorium on campus. The speaking event would conflict with the spring theatrical performance and the auditorium is not available.

Big Rapids High School (BRHS) is available and deemed a suitable site due to the nature of the programming and the desire to involve community members. The venue seats 575 people.

Costs associated with this venue are approximately \$225 for four hours and the venue is currently available for this date and paperwork is being processed.

- Bus rental and driver to transport FSU students to the venue.

Verbal agreements from the *Office of Multicultural Student Services* for funding support have been agreed upon; formal funding requests for this cost are being processed.

- Publicity

The local newspaper has agreed to run a story about the events and it will be written by their reporter, who is also FSU student Kaytlyn Sheldon associated with this project.

The Girls Scouts have agreed to publicize this event to their community.

The PEP program will be tapped for \$250 to assist with on campus publicity including signage, flyers, emails, and FSU campus notices at the appropriate time. Verbal agreements for funding support have been stated, formal funding requests for this cost are being processed by the PEP project.

FSU Advancement and Marketing are aware of the project, but coordination of publicity will occur and the project will work closely with them both this semester and next semester.

Individual courses that are identified will also assist with student publicity.

- Reception at ArtWorks

c. Total amount requested from Faculty and Staff Diversity Mini-Grant.

- Travel to Big Rapids = approximately \$1390.00

**VII. Final Report**

A final report is required and it will appear on the Diversity Office's website. That report is due no later than three months after the funded activity. The final report should address:

- a: A self-evaluation
- b: Results of the event assessment
- c: Attendance figures
- d: Final budget

Applicants' Signatures:

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Submission Date: September 30, 2009

Submit applications to Patty Terryn, Diversity and Inclusion Office, CSS 312. Review of applications will begin upon receipt and continue contingent on available funds.



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Applicants' Signatures:

Kevin L. Alden  
Stephanie Thompson  
Wendy Samuels

Other signatures  
provided

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Stephanie J Thomson/FSU  
09/21/2009 10:34 AM

To "Alicia Huerta" <ahuerta@doloreshuerta.org>  
cc  
bcc  
Subject Re: Fw: Dolores Huerta Invitation

Alicia,

At Ferris, we leave for mid-semester break on Wednesday afternoon March 31 and the turnout on April 1 would be very poor. That's why we were working on the Tuesday, March 30 date.

I do understand that Dolores has a speaking engagement on March 29. I have been trying to reshuffle things here and look at options. There is a flight on March 30 (I've pasted the details in below), but it leaves very early. I am not sure if it is acceptable. I am hesitant to even ask because it is so early.

Are there some dates possible for the following week in April 6-8 perhaps? Our last day of classes is April 30, so we want to avoid having Dolores out too late in the semester if possible.

The good news is that 6 student organizations will be going to student government to ask for the honorarium including Ferris Social Work group, Ferris Hispanic Students, Ferris Communication Association, Ferris Democratic Progressives, and Ferris' NOW chapter.

Please let me know what you think is best. I look forward to hearing from you--  
Stephanie Thomson

**Tue Mar 30 2010 to Thu Apr 1 2010 (Trip length: 2 days)**

Price	Airports	Airline	Takeoff	Landing	Stops
\$580	LAX > GRR GRR > LAX	AA American Airlines	7:10a 12:05p	4:15p 4:00p	1 (6h 05m) 1 (6h 55m)

Here is a flight from Los Angeles, CA - Los Angeles (LAX) to Grand Rapids, MI - Gerald R. Ford Intl (GRR) I found on Kayak from \$580 for Tue Mar 30 2010 to Thu Apr 1 2010.

- 1. \$580 - American Airlines  
American Airlines 1580 - LAX Tue Mar 30 7:10 AM to GRR Tue Mar 30 4:15 PM  
American Airlines 4106 - GRR Thu Apr 1 12:05 PM to LAX Thu Apr 1 4:00 PM

+ bag charge  
+ taxes  
~\$675 per ticket

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thomsos@ferris.edu  
"Alicia Huerta" <ahuerta@doloreshuerta.org>



"Alicia Huerta"  
<ahuerta@doloreshuerta.org>

To <StephanieThomson@ferris.edu>  
cc



# ***DOLORES HUERTA***

P.O. Box 9189/Bakersfield, CA 93389

(661) 832-9513 or (661) 322-3033

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- Co-founder with Cesar E. Chavez of the National Farm Workers Association, now known as the United Farm Workers Union.
- Organized the Agricultural Workers Association, which became the Agricultural Workers Organizing Committee and later merged with the National Farm Workers Association.
- Lobbied in Sacramento and Washington D.C, organized field strikes, directed UFW boycotts and led farm workers campaigns for political candidates.
- Directed the UFW's national grape boycott, resulting in a three-year collective bargaining agreement with the grape growers.
- Successfully negotiated contracts as the main negotiator for the UFW.
- Established hiring halls and farm worker ranch committees, managed contracts, and conducted over one hundred arbitrations and grievance procedures.
- Established the first health and pension plans for farm workers.
- Worked to eliminate toxic pesticides that threaten farm workers, consumers and the environment.
- 1974-Instrumental in securing unemployment benefits for farm workers.
- 1975-Legislative Advocate against federal guest worker programs and spearheaded legislation granting amnesty for farm workers.
- Co-founded the National Farm Workers Service Center, which has the Farm Worker Communication Radio Network and housing for low-income residents.

## **Community Service Organization**

**Stockton, CA**

**1955- 1962**

### *Founding member*

- Battled segregation and police brutality, led voter registration drives, pushed for improved public services and fought to enact new legislation.
- As Legislative advocate accomplished the following:
  - ❖ Removed citizenship requirements from pension and public assistance programs
  - ❖ Secured the right to vote in Spanish
  - ❖ Secured right to register voters door to door
  - ❖ Secured the right to have driver's license tests in various native languages.
  - ❖ 1962 - lobbied to end the "captive labor" Bracero Program
  - ❖ 1985 – lobbied for Amnesty Program for undocumented farm workers

## **BOARDS AND COMMISSIONS:**

### **STATE/FEDERAL**

Industrial Welfare Commission, 1960, 1998

California State Library Board, 1980

Commission on Agricultural Workers, 1988 to 1990

Seasonal and Migratory Workers Advisory Committee, Department of Labor, 1998 to 2002

### **OTHER**

Escuela Popular, San Jose (Active)

Executive Board Coalition of Labor Union Women-CLUW (Former)

Executive Board for AFL-CIO (Former)

EXTRA (Former)

HERE Commission for Workers Rights (Active)

Ms. Magazine (Active)

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People for the American Way (Active)  
Robert F. Kennedy Medical Plan and Juan de la Cruz Pension Plan (Former)  
Vanguard Foundation (Former)

## **AWARDS & RECOGNITION:**

1984 - Outstanding Labor Leader Award from the California State Senate  
1993 - First Latina inducted into the National Women's Hall of Fame  
1993 - American Civil Liberties Union (ACLU) Roger Baldwin Medal of Liberty Award  
Eugene V. Debs Foundation Outstanding American Award  
Ellis Island Medal of Freedom Award  
1998- One of Three Ms. Magazine's Women of the Year  
Ladies Home Journal's "*100 most important Women of the 20<sup>th</sup> Century*"  
1999- Eleanor Roosevelt Human Rights Award from President Clinton  
2002- Nation/Puffin Award for Creative Citizenship  
2005- Smithsonian Institute, James Smithon Award  
2007- People Magazine, named one of 100 most influential Latinos

## **CITIES WITH SCHOOLS NAMED FOR DOLORES HUERTA:**

Fort Worth, Texas  
Lennox, California  
Los Angeles, California  
Norwalk, California  
Oakland, California  
Pueblo, Colorado  
Stockton, California