UM Diversity and Inclusivity Grants

PROPOSAL FORM Please fill in this form and send it by 04.06.2018 to diversity@maastrichtuniversity.nl	
Project Title **Engaging and Connecting Socially through Storytelling**	Purpose of proposal: ☐ research[1] ☒ diversity activity[2]
MAIN APPLICANT AND PROJECT TEAM	
Name main applicant: Tiffany Leung; Mark Kawakami Email Address: t.leung@maastrichtuniversity.nl; mark.kawakami@maastrichtuniversity.nl Faculty/Department: Faculty of Health, Medicine & Life Sciences (T.L.); Faculty of Law (M.K.)	
Project Team Please provide name, department (for staff), study program (for students), faculty Tiffany Leung, MD, MPH – Faculty of Health, Medicine & Life Sciences Mark Kawakami, JD, LLM – Faculty of Law Lianne Ippel – Faculty of Science and Engineering Julia Bacci Aggio – Faculty of Law (European Law School) Albert Mhangami – Faculty of Law (European Law School) TBD	
SELECTION CRITERIA	
Problem Statement Explain which issue related to D&I the proposed project is tackling (max. 100 words) Burnout and depressive symptoms can affect students, staff, faculty, and even health professionals. Storytelling offers an opportunity to reflect together upon our common human vulnerabilities and appreciate each others' unique perspectives coming from diverse backgrounds and experiences. Telling a story and learning to listen can be cultivated skills; and creating a safe space to share and connect meaningfully is essential component of a vibrant, supportive community. This project aims to foster such an environment: one of psychological safety[1], where participants can join to speak their mind through storytelling and listen with	

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[1] Proposals for research projects can only be submitted by a staff member as main applicant

[2] Diversity activities are, for example, (networking) events, workshops, debates involving internal and/or external collaboration

intention and respect to those stories from their peers.

Link to UM D&I Policy
Elaborate how this proposal addresses the goals and visions of UM Diversity and Inclusivity Policy (Diversity at the CORE) (max. 250 words)

As an international university, the UM community is diversity-rich and offers a fertile ground for cross-pollination of thoughts, experiences and viewpoints. This proposal aims to enable participants to engage with one another consciously and in a positive manner to enrich one another's experience.

Burnout, which includes symptoms of depersonalization, emotional exhaustion, and reduced sense of personal accomplishment,[2] is known to affect individuals of different genders differently.[3] Further, individuals of different ethnicity, race, gender orientation, health or disability status, age, beliefs and religion, may be victims of implicit bias,[4] microaggressions,[5] or even bullying. Direct linkages between these difficult experiences and burnout have not been studied, although increased stressors as one of many complex mediators between the two are not difficult to infer.

In creating a "safe space" for storytelling, this project offers an opportunity for self-reflection on difficult experiences like these, and also importantly promotes opportunities for dialogue and group reflection. In this way, this project aims to increase diversity-sensitivity, one of the stated goals of the UM Community at the CORE Program.

Importantly, this project is not intended to provide: counseling or mediation services for participants in difficult situations with colleagues; or therapeutic or emergency clinical services for possible mental health disorders or crises. However, the organizers would have available resources within and outside the UM community to enable participants to pursue help at their discretion.

Plan of execution
Elaborate on how you plan to execute your intended project (max. 200 words)

This project aims to plan a monthly storytelling event (12 in total for the duration of the D&I grant with each event having a different theme related to D&I issues). Each event will be coupled with a borrel to allow for informal social connections to continue after participants have told their stories. The group provides the physical space for assembly and set simple ground rules at the beginning of each event for returning and new participants. Those who wish to share a story would be able to notify organizers in advance, or may volunteer on the day of the event to tell their story. All UM community members are invited to participate. Social media, announcements via the UM campus-wide electronic news brief, and printed flyers posted on campus would facilitate advertisement of events. Pending availability, guest storytellers from outside the UM community may be invited to tell their story and/or facilitate some events.[6]

Impact and expected results
Elaborate on the envisioned short- and long-term outcomes of the proposal in relation to UM policy (max. 250 words)

To monitor our impact and to accumulate qualitative reflection points, we will rely on programs such as Mentimeter and Typeform to survey the attendees and to ask them to provide

anonymous feedback on our activities as well as if hearing or telling a story helped them to change their perspective. The responses will be collated regularly to improve the quality of the events throughout the year as well as assess impact of the events overall. We will also offer to participants other platforms on which to share their stories voluntarily, either in written or podcast form. We will consider the possibility of surveying additional demographic responses and a brief wellness/burnout inventory (anonymously) at the discretion of the individual; responses as a group can be collated for review.

Team composition
Elaborate on the diversity of the proposed team (students, staff, external parties) and its added value to the UM community (max. 200 words)

Staff and faculty collaborating across the UM community, including from the Faculty of Law, Faculty of Health, Medicine and Life Sciences, and Faculty of Science and Engineering provides a diversity of contexts for UM community members to engage in our planned activities.

Costs (for eligible costs, see funding criteria)
Provide an overview of estimated costs and expenses (be as detailed as possible at this point).

Space/room: 3 hours/month - €0
One possible location for our story telling meetings could be in the "secret classroom" located on the first floor of the Café Tribunal. If we reserve the space in advance and order borrels from the pub downstairs, we can rent the room out for free.

Borrel: €1800 (= €150/event for 12 events)
We would like the attendees and fellow story tellers to order coffee, tea and soft drinks as they wish. Based on previous events hosted in this location for a group of 15 attendees, the cost can range from 100 to 150 euros per each session.

Advertisement costs: €360 (= €30/event for 12 events)

Feasibility
Provide a time path of proposed activities for a period of 12 months and state how you envision to finalize it in the given 12 months. (max. 200 words)

Upon grant approval, our core team will meet to identify monthly dates for the following 12 months in order to begin advertisement, as well as identifying themes for each storytelling event. We will organize the logistics of each event, including reserving the space/borrel needed for each storytelling event, inviting participants to share stories, providing support and guidance on storytelling, developing ground rules of participants of each session, developing forms for qualitative feedback, and identifying potential platforms for participants to share their stories more broadly beyond these events (including but not limited to collaborating with Maastricht Radio to broadcast select stories collected from our events). We will also debrief as a core team periodically, to review feedback received for improvement of the quality and value of the events for future participants, and also to measure overall impact in the interim and also upon completion of the grant period.

References:

[1]https://hbr.org/2017/08/high-performing-teams-need-psychological-safety-heres-how-to-create-it

[2]https://onlinelibrary.wiley.com/doi/pdf/10.1002/job.4030020205

[3]https://bmcpublichealth.biomedcentral.com/articles/10.1186/1471-2458-11-240

[4]https://www.ncbi.nlm.nih.gov/pubmed/28658015

[5]http://www.apa.org/monitor/2009/02/microaggression.aspx

[6]https://www.facebook.com/events/919178408255118/