PERC Fellow Description

OVERVIEW

SF State is exploring new ways to address and repair systemic inequities and the interactional events of racist and sexist actions and microaggressions as well as other harms to faculty and staff. We seek a team to create restorative strategies that address harms to our campus faculty and staff. The primary role of the PERC Fellows is to address bias at SF State by participating in a new institutional mechanism to respond to bias related complaints before they reach the level of Title IX. PERC Fellows will receive extensive training and a small stipend so that they can participate in restorative or educational conversations with complainants and respondents. While we cannot anticipate the full scope of complaints, we might expect to receive complaints about microaggressions, racial slurs, gender discrimination etc. Please join us!

BENEFITS

- Being part of a systematic effort to eradicate/respond to bias.
- Supporting your colleagues - improving campus climate
- Training in conflict resolution
- Repairing harm among colleagues
- Training in equity and inclusion
- Preparing for leadership roles Collaborating with diverse groups
- Connecting with DEI focused groups across campus
- Participating in campus wide service
- Honing interpersonal skills
- $1500 stipend for YR 1

MAJOR RESPONSIBILITIES

- Fully participate in trainings
- Help disseminate services across campus in collaboration with project leads
- Serve as intake portal in collaboration with BIET for bias related concerns from Faculty and Staff
- Decide upon and implement appropriate responses (such as education or a mediated restorative conversation) to complaints
- Assist with assessment and feedback around effectiveness
- Mentor new PERC Fellows

PARTICIPATION & TIME COMMITMENT

- 1 year term beginning 1 January 2022 and renewable up to 2 times
- Attendance at, and participation in, PERC Trainings, Mediations, and Meetings.
- Although it is acceptable to miss one of the short trainings, the two full day trainings are mandatory. Must attend the all day trainings
• Dates/Times of PERC Trainings are as follows:
  ○ January 18th, all day
  ○ February 18th, 1 to 3
  ○ March 11th, 1 to 3
  ○ April 8th, 1 to 3
  ○ May 6th, 1 to 3
  ○ August 16th, all day
• Time expectations - 5-10 hrs month

The time commitment can vary widely from week to week. Initial time commitment will focus on trainings by campus and community experts. After the training period, the time commitment will vary depending on the case load. This job requires a level of awareness of and responsiveness to ongoing PERC Fellow work.