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Respondent  
23 Anonymous

**19:46**  
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### Application Information

1. Name: \*

Ani

2. GCC Title/Position: \*

Mnasaghianian

3. Department: \*

Pedagogy of Real Talk at GCC

4. Campus: \*

Verdugo

Garfield

5. E-mail: \*

anim@glendale.edu

6. Phone: \*

8182401000 ext. 1608

7. Dean or Department Head's Name: \*

Dr. Tzoler Oukayan

### Project Proposal

8. Name of Project/Program: \*

Pedagogy of Real Talk (PRT)

9. Please select which category best describes your project: \*

- Arts & Culture
- Athletics & Fitness
- Career & Work Training
- College Operations & Facilities
- Humanities/Social Sciences
- Science & Technology

10. Amount requested: \*

\$60,000

11. What do you propose to do? \*

For the past two years, Glendale Community College has been implementing the PRT program with funding previously provided by HSI resources. The original vision for this initiative was to recruit a new cohort each year and guide each cohort through a three-year professional learning journey that would gradually transform the way faculty and staff interact with students and with one another.

Due to the loss of HSI funding, the continuation of this work is now uncertain.

Cohort One has successfully completed its second year of training, and Cohort Two, of which I am a participant, has completed its first year. While a third cohort was originally planned for this year, the purpose of this proposal is to secure grant support to allow Cohorts One and Two to complete the three-year program they have already begun.

The PRT program has already created meaningful change in our daily practices across campus. Through this work, participants have developed stronger approaches to communication, collaboration, empathy, and student-centered engagement. The training has encouraged us to reflect more intentionally on how we support students not only academically, but also emotionally and holistically. As a result, many of us have become more mindful in our interactions with students, colleagues, and the broader campus community.

This program has helped cultivate a culture where students feel more seen, heard, and supported. It has strengthened cross-department collaboration and encouraged staff and faculty to approach challenges with greater understanding, compassion, and accountability. The impact extends beyond individual participants and influences the environment students experience every day when they seek support, guidance, and connection on campus.

Continuing the PRT program would allow Glendale Community College to fully realize the investment already made in the first two cohorts while further strengthening a student-centered culture across campus. Completing the three-year model as originally intended is critical to sustaining long-term institutional change rather than limiting the program to a short-term experience.

Grant support from the GCC Foundation would allow Cohorts One and Two to continue and preserve the integrity of the program's original structure. Continuing this work will help deepen the impact already taking place across campus and contribute to outcomes such as:

- Stronger student engagement and sense of belonging
- Improved collaboration among faculty and staff
- Increased student-centered practices across departments
- Greater empathy-informed communication and service delivery
- A more inclusive and supportive campus culture
- Long-term professional development that strengthens institutional effectiveness

The PRT program is more than a training initiative; it is an investment in people, relationships, and the culture of Glendale Community College. Supporting its continuation means investing in a campus environment where students and employees alike can thrive.

By awarding this grant, the GCC Foundation would help ensure that the transformative work already begun can continue to grow, deepen, and have a positive impact on the GCC community for years to come.

12. Who will be involved in the project/program? \*

Participants of Cohort one and Cohort Two as well as the instructor Dr. Paul Hernandez

13. What are the benefits of this project/program to the students, college, and the community? \*

- Stronger student engagement and sense of belonging
- Improved collaboration among faculty and staff
- Increased student-centered practices across departments
- Greater empathy-informed communication and service delivery
- A more inclusive and supportive campus culture
- Long-term professional development that strengthens institutional effectiveness

14. How does this project/program support the College’s Institutional Strategic Plan? \*

View ISP at <https://www.glendale.edu/home/showpublisheddocument/68172>

- Supports GCC’s Institutional Strategic Plan by promoting student-centered, equity-minded, and inclusive practices across campus
- Strengthens faculty and staff ability to support students holistically through empathy, communication, and intentional engagement
- Contributes to student success, retention, engagement, and sense of belonging
- Encourages a welcoming and supportive campus culture where students feel seen, valued, and connected
- Advances professional development and institutional effectiveness through long-term learning and reflective practice
- Improves collaboration and communication among faculty, staff, and departments
- Helps expand a culture of care and student-centered service throughout the college
- Aligns with GCC’s commitment to diversity, equity, inclusion, accessibility, and community building
- Supports employee growth while positively impacting student achievement and campus climate

This professional development directly aligns the three priorities of the ISP by fostering student-centered, equity-minded, and inclusive practice across campus through PRT as an initiative to ensure GCC complete their goals. Directly aligning with objective A.2- the professional development is designed to expand a culture of care and student-centered service, creating a welcoming campus environment where students feel seen, valued, and connected. By strengthening the ability of faculty and staff to support students holistically through empathy, communication, and intentional engagement, thus directly impacting student retention and a sense of belonging.

Additionally, a core pillar of PRT as a professional development opportunity allows both full-time and part-time faculty, as highlight in objective B.2, with the tools and community space to engage in these practices. PRT directly supports the implementation of evidence-based, culturally responsive, and equity-minded pedagogical approaches. The approaches are then translates directly into the classroom, creating a measurably positive impact on student achievement and campus climate.

Lastly, as a collaborative initiative, PRT has allowed practitioners to breakdown silos. Although, the cohorts have run separately, and natural eco-system did develop between a cross functional group of participants. In building this understanding, faculty and staff collaborated on student centered care. As priority C and objective C.2 highlight collaboration, PRT can support driving the milestones that dictate the Student Success Allocation of the Student Centered Funding Formula.

15. Timeline for the project/program. \*

1 year to conclude the training

16. How do you propose to use the funds requested? Please include specific budget information. \*

The requested grant funds will be used to support the continuation of the PRT program for Cohorts One and Two for one additional academic year, allowing participants to complete the program as originally intended. To maximize resources and continue the program in the most efficient and collaborative way, we propose combining Cohorts One and Two within their respective groups while continuing to hold separate training sessions for faculty and staff/counselors.

The PRT program includes three professional development trainings per year:

One three-day intensive training session

Two one-day follow-up training sessions

The proposed budget includes the following anticipated costs:

Facilitator Contract and Program Implementation: Approximately \$30,000 for Dr. Paul Hernandez to facilitate training sessions

Participant Stipends: Approximately \$30,000 total to support participant engagement and continued involvement in the program

Faculty and program leads: \$2,000 annual stipend per participant

Staff and counselors: \$700 annual stipend per participant

The total estimated funding request is approximately \$60,000 for the academic year.

We understand that this amount may appear significant; however, we are actively working with campus leadership and exploring additional funding opportunities and partnerships to help distribute and offset the overall costs of sustaining the program. Our goal is to ensure the continuation of this important work through collaborative institutional support and shared investment.

These funds will help ensure the successful completion of the PRT experience for both cohorts while continuing to strengthen student-centered practices, collaboration, empathy-informed communication, and inclusive engagement across Glendale Community College.

17. Please list any other sources of funding you have applied for and include dollar amounts if already awarded. \*

Foundation Grant is the first one we have applied for. We have already started the conversation with leadership, but everything will depend on how much we be awarded through Foundation.

18. How will the Foundation's support be recognized? \*

The GCC Foundation's support will be recognized through acknowledgment in program materials, presentations, and communications related to the PRT program. Participants and campus partners will be informed that the program's continuation was made possible by the generous support of the GCC Foundation grant.

The Foundation's contribution may also be recognized through:

- Verbal acknowledgment during training sessions and campus presentations
- Inclusion in internal reports and program updates
- Recognition in professional development materials and event communications
- Sharing the impact and outcomes of the program with campus leadership and stakeholders

Most importantly, the GCC Foundation's support will be reflected in the continued growth of a student-centered, inclusive campus culture that positively impacts employees and students across Glendale Community College.

19. How do you plan to evaluate this project's success? \*

- Participant surveys and reflections after each training session (three-day and one-day sessions) to assess learning, application, and professional growth
- Pre- and post-program self-assessments to measure changes in communication, empathy, student engagement, and collaborative practices
- Qualitative feedback gathered through cohort discussions, testimonials, and reflective narratives from participants in Cohorts One and Two
- Observations of practice in day-to-day interactions with students and colleagues, focusing on increased student-centered and equity-minded approaches

20. If your project/program is successful, how will it inform your practice moving forward? \*

- We will continue applying student-centered and equity-minded approaches in all interactions with students, ensuring they feel supported, heard, and valued
- We will use reflective practice more intentionally to improve how we respond to student needs and challenges
- We will strengthen collaboration with colleagues by engaging in more thoughtful, compassionate, and solution-focused communication
- We will integrate PRT principles into program planning, student support processes, and daily decision-making within our roles in student services and across campus
- We will serve as resources and models for colleagues by sharing strategies and practices learned through the program

21. Please provide a 2 – 3 sentence summary of your project proposal. \*

This proposal requests grant funding from the GCC Foundation to support the continuation of the PRT program for Cohorts One and Two, allowing participants to complete the three-year professional development model as originally designed. The program focuses on strengthening student-centered practices, empathy, communication, and collaboration among faculty and staff across campus. Continued funding will help sustain and deepen the cultural and behavioral changes already underway, improving the overall student experience at Glendale Community College.

### Signature and Acknowledgments

22. I hereby acknowledge/certify: \*

- My Dean or department head is aware of this application and has authorized its submission.
- If my proposal involves the hiring of temporary/contracted professionals, I will obtain approval from Human Resources before proceeding and will provide documentation to the Foundation that the hiring/contracting has been reviewed and approved.
- If my proposal involves conference and/or other travel, I will complete the GCC travel approval process and adhere to GCC travel guidelines.