

FY 2023-24

HESSR Funding Proposal

Unit Name:	WOMEN'S RESOURCE CENTER
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A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. Mission Statement:

(Currently under revision)

The WRC’s mission, vision, core values, and guiding principles are noted below:

Mission

The UCR Women’s Resource Center (WRC) is a multipurpose Student Affairs department engaging students, staff, faculty, and community by promoting gender equality, awareness, inclusivity and proactive response around issues that intersect with gender.

Vision

Through its programs and services, the WRC will connect theory, research, experiential learning, co-curricular development, and/or practical application from a social justice lens.

Core Values

As a results-oriented department, the WRC values integrity, activism, excellence, and gender equity.

Guiding Principles

The WRC is guided by its core values, modeling, taking risks, communicating, and making a difference in:

- Gender Equity
- Student service
- Retention and graduation
- Empowerment
- Education & Awareness
- Campus & Community Partnerships
- Safety

2. Program Description: a. *Please list each of your programs and/or your major activities/services for your department and give detailed information that describes your department.*

Overview / Major Activates

Campus-based women’s centers have existed nationally since the 1960’s and are still being established on college and university campuses to address perennial issues of gender equity today. By nature, the organizations at the same time reflect the unique cultures of their institutions and time. Whether drawing from actions to implement women’s studies as an interdisciplinary academic field, following the first-wave feminist movement of the 1960’s, or engendered otherwise, their origins imitate the prevailing circumstance. It matters not that they’re old or new, they function as a resource and advocate for women (and others), apportioning services and support so students can achieve their educational goals.

Once embodied by campus and community founders in 1973, the WRC derived as an action-oriented women's space that provided educational programs, speakers, and other services for women that were student-prompted. With a feminist/political focus, it offered information on legal issues, medical care, welfare, prison reform, LGBT rights and responsibilities, and sexual health (including birth control, family planning, sexual harassment, and rape). However, it grew to embrace student development and academic units in advancing women's leadership and rights, peer and community-building, and programming that intersects students' lives in an effort to eliminate barriers, diminish prejudices, and strengthen a supportive campus climate.

Programs/Services

1. Program/Service: Safety Programs

Campus Safety Escort Service (CSES) – One student's efforts to walk his friends safely across campus during the 1974-1975 academic year, eventually developed into the service we know as CSES. This safety service plays an integral part in the well-being of the campus community. With a "buddy system" for a foundation, volunteers escort UCR community members to their car, classroom, residential hall, or campus apartment. Escort volunteers complete individual interviews, undergo reference and background checks, and engage in mandatory training. To make themselves easily noticeable and offer a sense of protection and identification, they wear bright yellow uniforms, carry photo ID's, tote police-monitored radios, and employ flashlights. A red-dial Escort Phone is located on the first floor in most campus buildings for individuals to reach CSES directly. Individuals may also dial a dedicated phone number for service/transport.

Self-Defense Classes – To further contribute to campus safety and student well-being, CSES works collaboratively with the UCR Student Recreation Center (SRC) to host two self-defense classes per quarter. In addition to learning physical safety techniques and relevant laws, the goal of the self-defense class is to empower UCR community members and reduce vulnerability.

CSES Cart – After 28 years of services, CSES first started using a GEM cart to transport UCR community members in Fall 2023. This enabled CSES escorts to increase their efficiency by helping them cover more distance and help more people in a shorter time. The GEM has been a vital tool for the CSES team.

(New CSES Coordinators are being recruited in Spring 2023)

2. Program/Service: Student Organization & Cross-Departmental Collaborations

The WRC recognizes that it is not the only department on campus tackling issues on gender, sexuality, sexism, healthy relationships, reproductive justice, sexual harassment, sexual assault, feminism, body image, bodily autonomy, toxic masculinity, campus safety, and student-parents. Therefore, the WRC eagerly supports campus departments, student organizations, and other student-driven efforts that align with the WRC's Mission & Vision.

Student organizations that the WRC collaborates with include R'Kids, the Graduate Student Parents and Caregivers Association, Womxn in the Law (WITL), and Planned Parenthood Generation Action (PPGA). UCR departments that we have worked closely with include CARE, Gender and Sexuality Studies, the Student Well-being Intervention & Follow-up Team (SWIFT),

<p>and various Ethnic & Gender (E&G) Departments. The WRC is happy to cultivate new relationships and co-sponsor additional programs and campus efforts that help address issues directly impacting women.</p>
<p>3. <u>Program/Service: Women’s History Month</u> During national Women’s History Month (March), the WRC plans a number of activities for the University community (e.g.,). Attempting to raise consciousness regarding the importance of gender equity worldwide, the activities take many forms. Most are meant to counteract prejudice and promote social and gender equality.</p>
<p>4. <u>Program/Service: WRC Mission-Driven Discussions, Lectures, Interactive Workshops, & Guest Speakers</u> The WRC organizes special-interest projects to explore aspects of the student as a whole. In some instances, this means activities like the Speaker Series, which features current event topics and speakers such as the co-founders of the Black Lives Matter Movement, Roxane Gay, Wazina Zondon, Beverly Gooden, Bree Newsome, Tarana Burke and others.</p>
<p>5. <u>Program/Service: Study Room/Computer Workstation</u> As the WRC has been inundated over the past few years with a sharp increase in students, so too has the usage of the WRC lounge. Initially designed as a rest-and-relaxation spot, the lounge morphed into a multifunctional space for Campus Safety Escort Coordinators to conduct interviews, for student clubs and organizations to conduct meetings (by reservation), for students at large to study and do computer work, and even use the microwave. (Off-line this year until it is safe to come back to campus).</p>
<p>6. <u>Program/Service: In-House Volunteer Services</u> In order to better meet the needs of the campus community, the WRC plans to design in-house volunteer opportunities. The service will be open to students, faculty, and staff who want to serve in a pivotal role for the WRC. Not only do volunteers adhere to the center’s established policies by promoting confidentiality, comfort/support, and safety, but they also honor their scheduled project times.</p>

3. Strategic Vision: Discuss your short-term (2023-24) plans and major program goals that will use HESSR funds:

The HESSR budget allowed the WRC to increase programming by 67% in the 2016-2017 school year. We have steadily maintained these programs each year since. We are grateful for these funds and the opportunity they have provided us to engage with and educate the campus community around issues pertaining to gender.

During the 2023-2024 academic year the WRC will working to accomplish the following goals:

1. Securing professional staff to lead and guide WRC mission and history.
2. Continue to provide a diverse and inclusive array of programming that meets and exceeds expectation.
3. Further develop our WRC Strategic Plan with attention to the university’s strategic plan and the VCSA Strategic Plan.
4. Maintain efforts (e.g. coalition building, more co-sponsorships) that will bring increased numbers of students, staff, faculty, and community members to our events.

Through the addition of financial resources from the Highlander Empowerment Referendum funds we are confident in our ability to accomplish these goals. We are committed to continuing our work in creating a diversity of programming and outreach. As we move forward in the 2023-2024 academic year we will continue our assessment of current programs and make updates to our frequently accessed resources (e.g. website, social media, and lounge space). The majority of our HESSR funds this year will be used to support programming and student salaries. Otherwise, the funds will be geared towards professional development and supplies for the Center.

4. Challenges: Identify obstacles that need to be overcome and/or need to be met.

The main challenges of WRC include the lack of Program Coordinators. The current WRC team has worked hard to deliver motivating, educational, and supportive programming. We look forward to hiring permanent staffing to give students a high quality experience with the WRC.

5. Please provide information on any recent evaluations your unit may have had. What recommendations were made, and what actions were taken in response to the recommendations.

N/A

B. BUDGET QUESTIONS

1. Describe any SSFAC budget requests below. Departments may not duplicate budget requests for SSAF and RSAC.

N/A

2. How many FTE positions are currently open? Which if any of the positions are newly created? Why was there a need to hire additional staff? What expanded services are provided by the new hires?

2 Program Coordinators

3. Additional information or clarification you would like to provide the committee on your department's Budget plan:

N/A

C. Funding Proposal and Narrative

List below each use of funds you propose, following the guidelines put forth by the Referendum:

The Highlander Empowerment Student Services Referendum will allow the seven departments to better meet undergraduate students' needs by providing:

- Increased co-programming with student organizations and student-led initiatives, including funding and advising
- Staffing to assist students in finding support and resources
- Support for conference hosting and conference travel
- Support for Common Ground Collective projects & collaborative initiatives with the ASUCR Diversity Council
- Peer mentoring and peer education programs support
- More resources in each student program office and center, such as student computer support and educational materials
- Operational support for student services programs as described above, as the costs of campus services continue to increase

1. Overview: Any Information you would like to provide the committee on this year's proposal.

As the new Director of the Women's Resource Center (WRC), I (Nina Ruedas) am requesting additional time to complete the above portion of this document. The WRC hosted an all-staff retreat on Saturday, May 6th that covered many of the topics listed above. We look forward to collectively finalizing the department's mission, vision, goals, and key programs very soon.

In addition, we are assuming \$100,000 in Referendum fee income. This amount may decrease if undergraduate enrollment drops.

Fund Amount	Short Description
\$34,300	<p><u>WRC Mission-Driven Programming & Collaborative Programming</u> Throughout the year, the WRC organizes various programs and initiatives that align with its mission. Topics include, but are not limited to, the following: women's health, reproductive justice, sexual assault awareness, women's history, feminism, social justice, women in STEM, gender equity, professional development, and wellness. The WRC also strives to help support other partners on campus (e.g., faculty, academic departments, and student organizations) in our collaborative programs. To help build community and gain visibility, WRC will also use these funds to purchase branding items to increase WRC awareness among undergraduate students.</p>

\$32,000	<p><u>Student Assistant Wages & Benefits</u> These funds are helpful in hiring additional student workers to focus on special projects, programming, and staffing our front desk area. Additionally, we may develop a paid internship program that allows students to be paid through our Center and intern at a community organization.</p>
\$3,000	<p><u>WRC Student Healthcare Supplies</u> These funds will cover supplies including, but not limited to, the following: condoms, dental dams, lube, pregnancy tests, menstrual products, and other items to support our students' healthcare needs.</p>
\$4,000	<p><u>Podcast Equipment, Supplies, & Software</u> WRC will use \$4,000 to reestablish and maintain a podcast. We will need to purchase equipment and software licenses for the best sound quality and production value.</p>
\$3,000	<p><u>Marketing</u> These funds will be directed towards our work with Student Affairs Marketing and Communications. With the new UCR branding campaign, we will need to update items (e.g., tablecloths and E-Z up) with the new UCR logo.</p>
\$17,500	<p><u>S&E Staff Support & Professional Development</u> These funds will cover conferences, workshops, supplies, and other training opportunities for professional staff. This amount should be \$5,000/FTE, which totals \$17,500 for 3.5 FTE.</p>
\$500	<p><u>Diversity Council Support</u> These funds support the work of the Diversity Council by funding food for meetings, retreats, and to launch projects important to the group's mission.</p>
\$200	<p><u>RSAC Support</u> These funds support the work of the RSAC by funding food for meetings, materials, and any other expenses related to the group's work.</p>
\$1,500	<p><u>RSAC Student Stipend</u> We greatly value the work of our RSAC representative, as the HESSR funding enables our department to achieve our goals in a way that would not be possible without this money. RSAC Representative Stipend – funds to pay the RSAC representative \$500 per quarter for their service.</p>

\$4,000	<u>VCSA Assessment Fee</u> This is a required fee assessed based on 3.7% of HESSR income from the previous fiscal year. This is an estimate because we do not yet know the amount of HESSR income for 2022-23.
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Total = \$100,000