

FY 2024-25

HESSR Funding Proposal

Unit Name:	AFRICAN STUDENT PROGRAMS
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A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. Mission Statement:

The mission of African Student Programs is to transform the lives of undergraduate and graduate Black scholars from the Pan African Diaspora (including Black American, Caribbean, Afro-Latinx, and African continent) and cultivate a safe, inclusive community where their Black identity is affirmed. Through innovative programming, collaborations, and services, our Black scholars will be able to develop academically, culturally, and holistically on their journey at UCR and beyond.

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

Born from the historic struggles against oppression in all forms, African Student Programs was created in 1972 to sustain a socially just and inclusive campus community. At a time when students of African descent experienced a lack of support due to low numbers in population, African Student Programs served as a safe haven for students to congregate, discuss, plan and share as a community. As people of the African Diaspora, we honor our multiple identities and cultures and advocate for their inclusion in defining the values of the university.

Recognizing the connection between individual academic success, social responsibility and community success, we promote multiple opportunities for students and the University of California, Riverside to engage in continuing growth as a learning community.

Our purpose is to promote academic excellence by providing opportunities for students in their development as role models, leaders, scholars and professionals.

In the context of the campus and student populations we were created to serve, we carry out our mission by providing the following:

- Academic enrichment and development
- Student leadership development
- Non-academic advising, counseling, and crisis intervention
- Educational and cultural programming
- The African Student Programs Mentorship Program
- Assessment and enrichment of campus climate
- Community outreach and involvement
- Collaborative programming with student clubs and organizations, academic departments, faculty and alumni

Programs/Services

<p><u>1-on-1 Scholar Support</u> – Professional staff members meet with Black scholars to provide support, resources and advocacy in addressing health and well-being issues, basic needs, academic support, the impact of anti-Blackness, leadership development, community concerns among many other topics.</p>
<p><u>PATH Support</u> – In collaboration with Residential Life, we support/host programming and initiatives for our PATH scholars to ensure their successful transition onto campus as well as through their first academic year living on campus.</p>
<p><u>Unity Day:</u> Community partnership that brings together numerous organizations in the Inland Empire to discuss health disparities and create awareness to develop a healthier Black community in the Inland Empire.</p>
<p><u>Academic Advising/Support:</u> Through our partnership with Undergraduate Education (UE), we have an unique opportunity to provide academic advising, tutoring, and more via the Black Student Success Coordinator position.</p>
<p><u>Mental Health Talks</u> –ASP with the support of CAPS, hosts a therapist in the center to engage with our scholars to ensure that they have the support they need for mental health. Not only does our therapist conduct workshops, they also hold sessions in our space to give 1-1 counseling sessions to scholars if/when needed.</p>
<p><u>The Shop: Black Male Orientation</u> – ASP in collaboration with community partners hosts a space for incoming Black male identified scholars to discuss how to successfully navigate campus, healthy relationships with the Black community, and connect with Black male professionals on campus and in the local community.</p>
<p><u>Black History Month Programming</u>– During Black history month a variety of events hosted by ASP and other campus organizations are done throughout the month of February. These events range in theme from education, history, and celebration of Black/African American culture.</p>
<p><u>BFASA Drop-In Hours</u> – ASP in collaboration with Black Faculty and Staff, invites numerous Black professionals from departments across campus to visit the center’s lounge to informally connect with scholars hanging out. BFASA members can play card games or just engage with the scholars.</p>
<p><u>Student Organization Leadership & Development Retreat:</u> This quarterly retreat is an all-day event in which student organizations come together to discuss, collaborate and plan for the upcoming academic year. Additionally, staff share expectations for working with African Student Programs. The student leaders also heard a keynote address by a prominent community leader who expressed to them the importance of being a leader and how to do that while also maintaining academic success. A workshop/presentation by an UCR alumni is also part of the retreat. Icebreakers and team building activities are also part of the agenda to help the leaders establish trust amongst each other. The leaders have an opportunity to discuss collaborative efforts and community building. There is a portion at the end where organizations share their quarterly programmatic calendars.</p>
<p><u>Melanin Masterclass</u> – A three-day orientation for our incoming first year and transfer Black Scholars developed to teach Black scholars how to not just survive, but thrive during their time on campus. We start with our mini-open house for families and continue on Monday and Tuesday with</p>

a variety of workshops hosted by Black Faculty and Staff as well as many of our current student leaders.
<u>Black Grad Celebration</u> – Black Graduation is a celebration, an opportunity for students of African descent and their non-Black friends to personalize this milestone in their academic career. It is a way participants can share their accomplishment with all the members who make up ‘their village’ in an intimate setting. Black Graduation is not an ‘alternative’ ceremony in that students who participate are encouraged to experience the pageantry of commencement by participating in the regular ceremonies as well. One advantage for graduates and their families is that with our large venue and smaller number of graduates, there is no limit to the number of guests each student can invite. We understand that teachers, coaches, mentors, preachers, faculty, staff, alumni, relatives and community members from a multitude of ethnicities have all played a vital role in the success of these young scholars and we are happy to be able to provide a place for them to celebrate together.
<u>Cultural & Educational Programs</u> – ASP presents speakers and performers to provide education and build community for all UCR students, staff, and faculty.
<u>Student Organization Support & Co-Programming:</u> ASP advises and provides logistical support and funding for student-initiated campus-wide events such as the Nigerian Student Association Culture Show, BSU, EASA, Black Women’s Appreciation, etc.
<u>Common Ground Collective</u> – The Common Ground Collective is a joint effort with African Student Programs, Asian Pacific Student Programs, Chicano Student Programs, Foster Youth Program, LGBT Resource Center, Middle Eastern Student Center, Native American Student Programs, Undocumented Student Programs, and the Women's Resource Center. Staff work with students to facilitate the Building our Common Ground activity during Highlander Orientation; plan and facilitate the Common Ground Retreat with 50 UCR students; and continue campus-wide educational programs throughout the year, including Unity Hours in Winter Quarter.
<u>Student Conference Delegations</u> – ASP assists scholars with funding and logistics to represent UCR at numerous conferences such as the NSBE, ABCC, Next Wave in Business, among many others.
Computer lab with five computers and a printer. Resource library with books available for checkout; Lounge space for students to study, congregate and host programs; Conference room for staff/student organization meetings

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3. Strategic Vision: Discuss your short-term (2023-2024) plans and major program goals that will use HESSR funds:

<p>Our focus for African Student Programs for 2024-2025 is to increase the amount of academic, identity, and sense of belonging programming that are in alignment with our strategic plan and feedback received from scholars.</p> <p>Our goal is to be intentional about capacity, programming, and support that we provided for our community.</p> <p>Our HESSR funding will focus on programmatic initiatives/incentives, professional development for ASP staff (student/professional), support student org programming, and outreach to scholars.</p>
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4. Challenges: Identify obstacles that need to be overcome and/or need to be met.

One of the challenges that we're having is increased pressure to bring more Black scholars into the university but limited monies to support these efforts. For example, there's a desire to increase the amount of scholars participating in our summer bridge experience, however, the funds have not increased to support the initiative which means we will need to be creative in our work. Finally, increased costs continue to impact our work.

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.

For many of our programs and experiences, we conduct surveys and additionally we host a sense of belonging series to better understand our community and the usage of our funds. Finally, we are going to do ongoing quarterly check-ins with our scholars to ensure that we're providing the best service possible. We incorporate our scholars' feedback into our programs and experiences.

B. BUDGET QUESTIONS

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

FY24-25 Department Requests					Temp Request
Request Name	Description	Priority	Functional Area	BC Category	
828 Summer Bridge Program	and staff where first year Black Scholars are taught how to navigate the new	1	Existing Program Enhancement/Continuation/ Existing Program Enha		\$25,000
Student Staff Salaries	Funds to cover salaries for Black scholars	2	Student Assistant Salary		\$10,000
Professional Development Funds	Funds to encourage professional staff to enhance their knowledge base	3	Travel/Professional Development for Career Staff		\$10,000
No Boundaries Alternative Break Spring	Funding for supporting more scholars to attend this HIP	2	Existing Program Enhancement/Continuation		\$10,000
Upgrading Technology & Office	Funding to purchase new furniture and desktops	4	Software/Hardware		\$15,000

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?

We only have one new FTE, our inaugural Assistant Director. This person focuses on community outreach, advising, and developing grant opportunities for the scholars.

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

ASP is working diligently to secure additional grant funds and opportunities to help provide Black scholars impactful experiences such as the 828 Summer Bridge program, an alternative break experience, and additional leadership/professional opportunities.

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.

We are submitting this funding proposal before we know the amount of carryforward that we're going to receive and is strictly on the assumption that we have the \$100,000 in referendum fee income.

Fund Amount	Short Description
\$43,000	Cultural Programming & Scholar Support- funds to support campus-wide events in an environment that build community and educate on Black issues/concerns. This includes but is not limited to: bringing in guest speakers/facilitators, welcome week activities, leadership development.
\$10,000	Student Organization Support- These funds will be utilized to support our campus approved, Black student organizations' programmatic efforts.

\$5,000	Conference Attendance/Support: These funds will be utilized to support Black scholars to attend professional development/career/leadership related conferences.
\$5,000	Student Staff Salary & Benefits – funds to pay the salary and benefits of 2 IMPACT interns
\$12,000	Outreach and Yield Experiences- As the university continues to press for more Black scholars to attend UCR, ASP will continue do outreach events/experiences to increase the amount of scholars engaging with our center. These funds will be used for events and programs focused on bringing more transfer/first year Black scholars to campus.
\$5,000	General Operating Costs- This allocation will be used for the purchase of necessary technology equipment, Canva, and some of our unmet general office costs, such as computing, office supplies, copy machine costs, GEM Cart insurance, to name a few.
\$7,000	Marketing- These funds will be used to increase visibility of the center’s programs and services. We will purchase useful branded items and awareness to strengthen connections to the center’s services and programs. This includes brochures, business cards, banners, shirts, and any other promotional/marketing materials that include the UCR logo.
\$7,000	Professional Development/Staff Supplies- These funds will be used to support the supplies and expenses, as well as the professional development, of center staff. This includes, but not limited to virtual conferences, webinars, books, etc. Other needs such as software, office supplies, etc. continue to require support.
\$1,500	RSAC Representative Stipend – funds to pay the RSAC representative \$500 per quarter for their service.
\$500	Support for Diversity Council – funds for Diversity Counsel to hold retreats and launch projects important to their mission. Additional funds for programs may also be requested separately.

\$4,000	VCSA Assessment Fee – a required fee assessed based on 3.75% of HESSR income from the previous fiscal year.
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Total = \$100,000