

FY 2017-18**HESSR Funding Proposal**

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Date:	MAY 2017

A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. Mission Statement:

Student diversity at the University of California, Riverside is a hallmark of this institutions excellence and success. The Middle Eastern student community will continue to grow and weave into the fabric that shapes the UCR experience. The MESC will play an increasingly important role in providing an avenue for Middle Eastern students to access and participate in campus life and activities. We wish to create opportunities that raise the community’s awareness of Middle Eastern culture and history.

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

The Middle Eastern Student Center is in its fourth year as a Student Affairs department and has already made significant strides in supporting Middle Eastern, South Asian, and Muslim students at UCR. A Director and a small group of student employees who work alongside passionate and dedicated volunteers who advocate for the mission and growth of MESC currently staff MESC.

With an ever-growing constituency, now, it is more crucial than ever before, that we support our students during this difficult time where bias and discrimination and hate incidents are targeting the Middle Eastern and Muslim populations at UCR. Rampant hate speech and anti-Muslim, anti-Middle Eastern rhetoric is at an all time high in the media. Incidents of terror, both locally and abroad, do two things to the MESC community: increase fear, paranoia, and anxiety of hate crimes and incidents while on campus as MESC students can easily be targets of ‘revengeful attacks’, and evoke sadness, stress, and depression in worries that their families back home may or may not have survived attacks throughout the Middle East.

To make ME students feel more at home at UCR, we have created institutional changes and support programs and services for all students, including: MESC Mentors, Empowered Arab Sisterhood, The Markaz Special Interest Community, Leadership Summits, Conference Travel, Individual & Org support, free programs and talking circles, and more.

MESC Programs and Services:

Middle Eastern Student Assembly

Registered campus clubs and organizations as well as individuals with interests or ties to the region are invited to join the Middle Eastern Student Assembly (MESA). This coalition of students serves as the governing board for events and programs sponsored by the Middle Eastern Student Center.

Selected programs serve a broad range of students and events are selected by overall consensus from the board. Everyone is welcome to join these meetings and propose ideas for collaborations with MESC. The MESA board has done an excellent job of inviting a delegate from each of the 23 MESC affiliated student organizations to attend weekly meetings and address issues regarding campus climate and policy. Together, they work toward enriching UCR’s campus community and turning MESC students into leaders in higher education.

MESC Mentors

One of the newest additions to MESC is the ‘soft launch’ of the MESC Mentors Program. The goal of MESC’s peer mentorship program is to provide an effective support system for incoming freshmen and transfer students, to increase student involvement and interaction, to provide students with additional encouragement and support, to inform students of all campus resources, and to help students succeed socially, academically, and culturally. In its inaugural year, MESC Mentors served twenty-five incoming freshmen by pairing them with seniors, juniors, and graduate students. With a limited staff, limited budget and limited resources, MESC Mentors could not fully supply the demand of student needs.

Student Panel Series

With an increased climate across the country and world of an anti-Middle Eastern, anti-Arab, anti-Muslim, and mistakenly anti-Sikh sentiment, MESC has launched “True Life” – a quarterly series of student panel discussions that is designed to showcase a diverse panel of students from various backgrounds to combat discrimination and dispel stereotypes.

MESC Film and Speaker Series

Quarterly campus wide programs that include any of the following: film screenings, speakers or performances that focus on the complexities of identity within the Middle Eastern community. Featured guest speakers will include performers, the director or subject of the film, or a speaker’s panel who can host a discussion afterwards.

Educational Workshops

Educational Workshops and trainings are aimed at educating the UCR and MESC community about the varying historical, cultural, political, and religious dynamics that shape the Middle East. The Middle Eastern Student Center will accomplish this goal by providing the UCR community a wide variety of events which include but are not exclusive to; research forums, literary readings, historical displays, and cultural celebrations. By providing a wide range of educational programs, the MESC will raise awareness about the community while simultaneously offering the campus a new understanding of the cultural richness that exists within the Middle East.

With a growing number of MESC constituents, it has also been displayed that MESC students need more education regarding wellness, mental health, and sex education. Educational workshops have also been modified to include these student requests.

Club Organization Support & Leadership Training

The goal of the MESC is to create an environment that fosters the growth and development of upcoming leaders through workshops and training sessions. These sessions will provide the tools necessary for open-minded discussion and healthy dialogue. Leadership qualities are instilled through bridging cultural ties, establishing common ground, problem solving skills, community involvement, and research.

Leadership training is also catered to the professional development of MESC constituents. To better prepare students for life after graduation, MESC’s leadership training entails resources that will allow students to confidently interview with future employees and graduate schools, submit impeccable resumes and cover letters to employers, and network with professionals in their field of choice to improve their chances of success and collaboration.

Individual Student Support, Advising and Referral

Individual student support and advising are valuable to the work of the center. Each student will have the opportunity to access campus resources and receive referrals to appropriate departments. Students that identify within the Middle Eastern community may encounter negativity and discrimination even within a diverse student body. In the event of such incidents our staff is well qualified to provide appropriate referrals to respective departments and campus resources.

Event Coordination and Collaborations

Clubs and organizations or individual students involved with the MESC will have the opportunity to receive assistance with event coordination and program planning. The MESC can assist with events by collaborating with multiple departments and maximizing the use of UCR campus resources.

Cultural Events and Celebrations

Cultural events, celebrations and social gatherings that support community building are essential to the work of the MESC. A strong campus community requires that individuals interact with each other and honor their heritage, customs, and historical achievements.

Professional, Academic, and Leadership Development

Through funds allocated for conference travel,

Programs/Services

1. Program/Service: Middle Eastern Student Assembly (Leadership & Org Support)
Registered campus clubs and organizations as well as individuals with interests or ties to the region are invited to join the Middle Eastern Student Collaborative. This coalition of students serves as the governing board for events and programs sponsored by the Middle Eastern Student Center, and also act as the liaison between administration and ME students on campus. Selected programs serve a broad range of students and events are selected by overall consensus from the board. Everyone is welcome to join these meetings and propose ideas for collaborations with MESC.
2. Program/Service: Women's Circle & Men's Circle (Educational, Cultural, Wellness)
The **weekly** Women's and Men's Circles meets to discuss topics that include: mental health, stress, relationships with parents and peers, career goals, religion, and culture. All discussions are moderated by a student and staff.
3. Program/Service: MESC Mentors Training (Leadership, PMP)
The MESC Mentors training is a day-long training facilitated by MESC student staff to train the mentors in best practices, resources, and protocol before they are paired with their mentee for the year.
4. Program/Service: MESC Mentors Social & Workshop (Leadership, PMP)
The MESC Mentors Fall Social introduces mentors and mentees to one another and engages them in a dialogue of expectations for one another. A senior MESC student gives a "keynote" to the attendees as to what to expect from their first year at UCR, and formally introduces the peer mentorship programs to all students.
5. Program/Service: MESC Student Staff & Volunteer Training (Leadership)
All MESC student staff are required to attend MESC's fall training to learn MESC protocol, guidelines, responsibilities, and the history of MESC and the existing Costo Hall departments. This time is also used for team building and best practices for collaborating with students, staff, and faculty.

<p>6. <u>Program/Service: MESC Fall Mixer (Cultural, Celebration, Student Org)</u> To kickstart each year, we bring together various student organizations to celebrate the beginning of the year, network with one another, and build community. This is also a wonderful time for first year students and transfer students to discover MESC and build new relationship with their peers, while signing up to take part in any of our 23 ME student organizations.</p>
<p>7. <u>Program/Service: ISIS and Cultural Destruction (Educational, Collaborative)</u> In collaboration with the Global Issues Forum, MESC and GIF brought in scholars from various universities to discuss the impacts of the destruction of artifacts and sites by Daesh (ISIS) in the Middle East, and particularly Syria and Iraq. A Q&A was hosted after to provide students with the opportunity to delve deeper into discussion with the speakers and their peers.</p>
<p>8. <u>Program/Service: Islamophobia Teach-In (Educational, Collaborative)</u> In collaboration with the department of Middle Eastern and Islamic Studies, MESC organization a student panel as a part of a teach-in to combat islamophobic rhetoric. Students shared their experiences with islamophobia at UCR, and discussed how their encounters have shaped their experiences and world view.</p>
<p>9. <u>Program/Service: True Life Panels (Educational, Cultural, Student Panel)</u> The True Life quarterly series aims to educate our campus community about the multiculturalism and diversity of MESC constituents. Panels of 5 to 7 students are asked questions regarding specific topics, and then engage in a Q&A with the audience. For more complex topics, a professional speaker or UCR faculty member is invited to give a brief lecture regarding the topic at hand. True Life panels have thus far covered topics including: Middle Eastern Minority, Middle Eastern and Queer, and more.</p>
<p>10. <u>Program/Service: MESCAfe (Educational, Cultural)</u> MESCAfe is a weekly coffee social, which offers students a unique opportunity to have an open dialogue about current affairs and news in the Middle East. There currently is not a space or program that allows for students to discuss how the events in the Middle East have hindered their daily lives. MESCAfe educates our campus about what's happening in the Middle East, while allowing for students to have an emotional outlet in a safe space.</p>
<p>11. <u>Program/Service: Cook with ME! (Health and Wellness, Educational, Cultural)</u> In collaboration with The Well and R'Pantry, MESC brings a Registered Dietician quarterly to share the nutritious value of the Mediterranean diet, and does a food demonstration to encourage students and community members to incorporate the Mediterranean diet into their busy lifestyles. This food demonstration and lecture aims to teach students and staff how to stay healthy while on a tight budget and schedule.</p>
<p>12. <u>Program/Service: Stomp Out Stigma (Health and Wellness, Cultural, Collaborative)</u> Discussion with The Well to bring mental health awareness to the forefront, paired with a t-shirt making activity to connect culture, education, and stress relief.</p>
<p>13. <u>Program/Service: "Yalla Vote!" National Voter Registration Day (Leadership, Educational)</u></p>

<p>In partnership with the Arab American Institute in Washington D.C, MESC hosted an in house voter registration and information booth for National Voter Registration Day.</p>
<p>14. <u>Program/Service: Grad Success Coffee Social (Cultural, Collaborative)</u> MESC presents to graduate students of UCR every quarter to connect with the graduate student community, respond to their needs, link them with appropriate resources, students, and faculty for research, and invite them to our programs.</p>
<p>15. <u>Program/Service: Los Angeles Arab American Film Festival Screening and Discussion (Educational,Cultural)</u> MESC leaders and alumni were invited to the LA Arab Film Festival to present about MESC and also introduce an upcoming short film, and also were invited to attend a Q&A with producer and directors. This also opened the door for networking and internships for our students in Media and Cultural Studies.</p>
<p>16. <u>Program/Service: Searching Identities in Arab American Fiction (Educational, Cultural)</u> In collaboration with various academic departments on campus, MESC hosted a Q&A and discussion with a scholar and author to learn about Arab American fiction and story telling.</p>
<p>17. <u>Program/Service: Election Night Live! (Educational)</u> In collaboration with the Costo Hall departments, MESC and all office hosted an election screening 'party' with food and information.</p>
<p>18. <u>Program/Service: MESC & De-Stress (Health and Wellness, Educational)</u> Following the 2016 presidential elections, MESC and CAPS hosted a discussion with CAPS counselor, Farid Azhir, to de-stress and cope with emotional and mental stress following the elections.</p>
<p>19. <u>Program/Service: MESC Success Preparation Week (Leadership, Educational)</u> MESC will be hosting a week of graduation preparation readiness which will be in collaboration with MESC alumni and the Career Center. Workshops will include resume writing, cover letter, mock interviews, professionalism, and an alumni panel.</p>
<p>20. <u>Program/Service: Syria Awareness Week (Cultural, Educational)</u> Syria Awareness Week will bring 2 famous Syrians to UCR (a spoken word artist and violinist) to speak on the issues in Syria, share their talent and stories, and bring awareness to the conflict and how it impacts Middle Eastern Americans. This week will also incorporate city officials, congress members, and chefs who will be doing a cooking demonstration – Syrian edition.</p>
<p>21. <u>Program/Service: Leadership Retreat (Leadership, Educational)</u> Utilizing UCR's Lakehouse, the annual Leadership Retreat invites MESC student leaders to a weekend of leadership and identity development with UCR alumni and MESC staff</p>

<p>22. <u>Program/Service: Middle Eastern Week (Cultural, Educational)</u> A week of programming to raise awareness about historical and contemporary issues in the Middle East. Also the stories and voices of students at UCR will be highlighted throughout student panels, educational programs, and photo projects.</p>
<p>23. <u>Program/Service: MESC Gala (Cultural, Celebration)</u> A full year of programming deserves a celebration, awards and recognition for all the students, staff, and faculty that were involved in our events throughout the year. A special honor is given to graduating seniors who showed exceptional leadership in their service to MESC and the UCR community.</p>
<p>24. <u>Program/Service: Nowruz, Eid Celebration, Coptic Christmas Celebration (Cultural Events and Celebration)</u> The holidays above are celebrated with the UCR community. Two of the three holidays land on the first week of Fall and Winter quarter, which is challenging for students. To give students the feel of “home,” MESC sponsors celebrations to unite the communities to celebrate each other’s holidays and religions. Keynote speakers and UCR faculty are also invited as keynote speakers to the Nowruz Celebration.</p>
<p>25. <u>Program/Service: Lebanese Collegiate Network Convention [Club/Org Support & Leadership Training]</u> The Lebanese Social Club at UCR took an active role in organizing and planning the ever professional and academic convention sponsored by the Lebanese Collegiate Network. MESC proudly helps support LSC and MESA’s travel to the annual conference so that they can represent UCR’s and the role that MESC and the university plays in their success as an organization. There, student leaders connect and network with organizations across the country and learn essential leadership tools through a plethora of lectures, workshops, and more.</p>
<p>26. <u>Program/Service: Afghan American Conference [Club/Org Support & Leadership Training]</u> The Afghan Student Association at UCR took an active role in organizing and planning the first ever Afghan American Conference at UC Berkeley. MESC proudly helps support ASA’s travel to the conference so that they can represent UCR’s ASA and the role that MESC and the university plays in their success as an organization.</p>
<p>27. <u>Program/Service: MSA West Conference [Org Support, Leadership, Religious]</u> With the help of many departments on campus, MSA with the support from MESC, hosted one of the largest student conferences at UCR with keynote speakers including Linda Sarsour and Mahmoud Abul-Rauf</p>
<p>28. <u>Program/Service: Self Care Fair & Art with Impact [Health and Wellness, Cultural]</u> Along with The Well and various campus departments, we engaged in a self care fair and art with impact movie screening to remind students to practice self care and also get students more comfortable with discussing mental health.</p>

3. Strategic Vision: discuss your short-term (2017-20178) plans and major program goals that will use HESSR funds:

The Middle Eastern Student Center hopes to unite the community and facilitate coalition building amongst student clubs and organizations with ties to the Middle East and its neighbors. Informed by the Middle Eastern Student Assembly, we hope to create an environment of acceptance and inclusion for all these populations. The MESC hopes to raise awareness of the multiculturalism within the Middle East with respect to its cultures, languages, traditions, and religious practices. Films, educational workshops, professional development opportunities for staff, and speakers that can highlight the connection and uniqueness of this community will be hosted by MESC.

MESC would like to make more institutional and policy changes that benefit students, staff and faculty. Educational policy development and campus climate assessment will be two major driving forces this year.

MESC has accomplished a great amount of short term goals in the past four years. Our upcoming short term goals including the following:

1. Create Middle Eastern Student, Staff and Faculty Coalition
2. Create Alumni Network
3. Further develop Arab/Muslim Taskforce
4. Implement annual or biannual campus climate and program assessment and analysis of MESC programs
5. Data collection and disaggregation of data

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

The main challenges of MESC include:

1. Staffing and support: As MESC continues to grow and serve a larger community, 1 FTE is simply not enough to make the desired institutional impacts, while supporting and developing a student community with many unique challenges, especially in today's political climate.
2. Space: We have already outgrown our space, and there is not sufficient space for meetings, a work station, etc.
3. Data collection and assessment: because the SWANA category is not on most applications and surveys, it is incredibly difficult to track staff, faculty, and students and cater to their needs and challenges

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

6. Additional information or clarification you would like to provide the committee on your department's program plan for using HESSR funds:

N/A

B. BUDGET QUESTIONS

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

Funding for Student Life and Development Specialist II – Community Manager

Student Life and Development Specialist II - \$66,184

\$50,695 – Salary [hire at \$47,800]

\$13,384 – Benefits (28% of salary)

\$6,979 – UCRP

We requested \$25,000 in funds for a Community Manager (Student Life and Development Specialist II) to work at MESC to support the growing constituency and needs of the Middle Eastern community at UCR. To further develop our department and provide the proper attention, programing, and resources to our growing community, a Student Life and Development Specialist is critical to the success of MESC.

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?

MESC saw an increase in SSFAC funds through the temporary allocation of the \$25,000 for a temporary/limited SLDS I. This funding has significantly benefited MESC. Not only are we able to organize more programs and resources, we are also able to build more community and campus partnerships, and begin working on alumni engagement, as well as completing some of our short term goals, including:

- Establishment of Middle Eastern special interest hall in UCR housing
- Creation of Empowered Arab Sisterhood
- Collaboration with Dining for more food options
- Creation of Ramadan food packages for students in housing who are fasting

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

Budget proposal may change significantly, depending on results/funding from SSFAC as well as any potential space relocation.

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.

N/A

Fund Amount	Short Description
\$26,000	<p><u>Cultural, Educational, Social, Collaborative Programs</u> Funds to collaborate with the Ethnic and Gender programs, as well as student organization, and academic programs will allow for MESC to develop leaders across campus, while further uniting and bridging the gap between students, staff, and faculty. Providing student organizations with programming support and funds is also critical in allow them to grow and foster relationships with MESC and the university.</p>
\$15,000	<p><u>Student Staff Wages</u> MESC will request funds to support student salaries to increase the support of the center while engaging these students in leadership development opportunities.</p>

\$6,000	<p><u>Staff Professional Development</u> To support the professional development of our Director and future coordinator to network with student affairs professionals, while spreading the mission and work of MESC at nationwide and regional conferences.</p>
\$10,000	<p><u>Student Conference Travel</u> Harvard Arab Weekend, The Afghan-American Conference, and The Lebanese Collegiate Network Convention, and the Islamophobia Summit are just a few of the conventions that are students are interested in attending to represent UCR and MESC. There, they develop as leaders and also begin the important process of networking to guarantee their success after graduation</p>
\$2,000	<p><u>Game Changers Program</u> As policy and social justice initiatives become more relevant for ME community, a Game Changers policy, social justice, and leadership soft launch will allow for students to be trained to be the next policy makers and leaders in the community on a local and state wide level.</p>
\$5,000	<p><u>Marketing</u> Marketing tools such as brochures, t shirts, bags, canopies, table covers, pens, and more will be purchased with the new MESC logo/symbol that was created by SACOMM.</p>
\$5,000	<p><u>Empowered Arab Sisterhood</u> As UCR launches its first ever Arab sorority, support will be provided to them for programming, leadership development and recruitment.</p>
\$5,000	<p><u>The Markaz</u> MESC would like to provide funding for the inaugural year of the Markaz special interest hall in Pentland Hills. Funds will support intentional programming, collaborations with dining, training and development, and community building across special interest communities.</p>
\$3,000	<p><u>MESC Mentors</u> MESC has attempted to launch our Peer Mentorship Program this past year; however, we have learned that more resources and training need to be given to our mentors in order for this to be a successful program. MESC has a vision of enhancing the program by inviting MESC alumni and graduate students to develop the program and teach undergraduate students important tools to know while at UCR and beyond</p>
\$8,000	<p><u>Office Supplies and Equipment</u> To continue to support our resources and functionality of the space with equipment that student groups will also be able to borrow.</p>

\$1,500	<u>UCOP Tax Reserve</u> Setting aside the amount for the UCOP Tax Reserve
\$1,500	<u>RSAC Stipend</u> Funds will be requested to support student stipends for RSAC.
\$1,500	<u>Alumni Network</u> As MESC enters our fourth year, it's time to establish an Alumni Network to assist them in job seeking, mentorship, and encourage them to give back to MESC and UCR.
\$500	<u>Diversity Council Support</u> The center would like to assist Diversity Council members in getting to know each other and their mission via a Retreat for student members. We'd like to use RSAC funds for a DC Retreat in Summer or early Fall, in addition to the programming budget.