

FY 2016-17

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

Mission Statement:

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

Mission

The Women’s Resource Center (WRC) at UC Riverside is a multipurpose Student Affairs department which promotes awareness and proactive response around issues that intersect women and men.

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, continuous improvement, excellence, and mutual respect for stakeholders.

Guiding Principles

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

- Client service
- Decision-making
- Service management
- Performance management
- Customer satisfaction
- Retention and graduation

- 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 Activities

It is generally common knowledge that 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 and delivery multifarious, 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, large or small, or operated by professional and/or student staff, 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 purported 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 men’s programming

that intersects women's lives in an effort to eliminate barriers, diminish prejudices, and strengthen a supportive campus climate. If only by default, it became interdisciplinary and endues a standpoint feminist perspective - a post-1980's stance that women's and men's movements should address issues that intersect women and men.

As a multifunctional department that furnishes programs and services for the campus community, the center provides educational opportunities and developmental support to champion female and male student access, outreach, equity, knowledge and skill development, safety, and retention. Not only is it a critical Student Affairs department, but it likewise encompasses a holistic perspective that envelops gender diversity and incorporates a well-rounded co-curricular experience for students as they navigate their college careers. With its core of informal counseling and advising, safety venues, national awareness month (e.g., Breast Cancer Awareness Month) activities, student groups, lectures, special-interest programs, internships, and a study room/computer workstation, it proffers a sense of self and well-being. The idea is to forward a framework for strengthening student support, while serving as a catalyst for addressing many of the University's gender-oriented concerns.

Programs/Services

1. Program/Service: Informal Counseling and Advising

Description: Whether students make an appointment or drop in for assistance, they can receive informal counseling and advising along with referrals. During the Fall Quarter, we benefitted from a new SAOI, who had a Masters in Counseling, MFT who helped to shape our growing Sexual Assault and Violence Education (SAVE) peer program. With the addition of this valuable member of our team, we were able to support an increase in sexual assault survivors coming into the center for referral. Counselees, specifically, seek assistance on a range of issues or concerns from time management to personal relations. Those with complex issues are generally referred to the Case Managers or Counseling Center, while those with problems related to sexual harassment and assault, specifically, may be referred to the Title IX/Sexual Harassment Office, the CARE Advocate, other endemic offices on campus, or the Riverside Area Rape Crisis Center.

2. Program/Service: Safety Programs

Description: CAMPUS SAFETY ESCORT SERVICE - The Campus Safety Escort Service is one of the most critical services provided by the University. As one of the WRC's most dynamic and vital services, the safety service works in alliance with the University of California Police Department and the Campus Safety Committee in playing an integral part in the well-being of the campus community. Dispatching from the first floors of the Highlander Union Building and the Rivera Library, the service is staffed by up to 60 volunteers at any one term: 30 percent of whom are female students and 70 percent of whom are male. With a "buddy system" for a foundation, volunteers escort members of the campus community to the individuals' cars, classrooms, residence halls, and campus apartments on University property. Escort volunteers complete individual interviews, undergo reference and background checks, and engage 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' use, or individuals can dial a dedicated number for service/transport.

SELF-DEFENSE CLASSES - To provide a means for individuals to better tackle issues of safety, the WRC offers quarterly self-defense classes during the academic year. In addition to the physical safety training and techniques for women and men, the goal is to minimize vulnerability and increase empowerment.

CAMPUS SAFETY ESCORT CART - Beginning fall 2003, the Campus Safety Escort Service (CSES) used, for the first time in the service's (then) 28-year history, a much-needed cart for transportation. Along with enabling the escorts to cover increased distances, the cart lessened service time. The only problems were that the cart was just made for two riders, it seemed to be in the shop more than it was out, and because it was battery-operated, it couldn't hold a charge, leading us to November 2013. In light of recommendations by the University Task Force on Safety, the University has provided CSES an eight-passenger cart to transport students. At present, we have stopped the use of the cart but plan to reinstate in the future. CSES continues to run as a foot-patrolled program, from Sunday through Thursday, dusk to midnight.

DONATE-A-CELL-PHONE CAMPAIGN – In October, in support of Domestic Violence Awareness Month, the WRC collects deactivated wireless cell phones. Any and all such phones turned in to the Center are donated to the nonprofit Wireless Foundation for reprogramming to access 911, providing air time to potential victims of domestic/relationship violence. Regardless of model, make, or age, the phones can be delivered in person or by campus mail to the WRC.

ANNUAL CAMPUS SAFETY WALK - Each year, interested campus volunteers are organized for the Annual Campus Safety Walk to scour the campus at night, with the WRC, UCRPD and Physical Plant staffs, to increase campus-wide safety by screening for burned-out lights and other potentially hazardous items. Their subsequent recommendations are presented to both the Campus Safety Committee and Physical Plant Department for follow-up.

3. Program/Service: Breast Cancer Awareness Month Activities

Description: The National Cancer Institute estimates that a woman in the United States has a one in eight chance of developing invasive breast cancer during her lifetime, with breast cancer as the most commonly diagnosed cancer among US women. In 2008 in the United States, for example, there were reportedly 2,632,005 women who had incidents of breast cancer. Thus, the Center's "Think Pink" campaign (as part of a national effort) during October, Breast Cancer Awareness Month, fuels activities that promote early detection of breast cancer, provides education, supports survivors, and saves lives. Though not all-inclusive, activities consist of R'Pink Day, and a visual display located at the HUB.

4. Program/Service: DOMESTIC VIOLENCE AWARENESS MONTH, STALKING AWARENESS MONTH, AND SEXUAL ASSAULT AWARENESS MONTH

Description: After a spring 2010 survey, launched by the Dean of Students/WRC and administered by the University of Wisconsin – Stout, showed that less than 1% of UCR students who experience relationship violence ever report it, the WRC has been making great strides to increase our students' education around this often sensitive subject. With activities during October, January, and April, the Center commemorates national Domestic Violence Awareness Month, Stalking Awareness Month, and Sexual Assault Awareness Month to give voice to issues of sexual/relationship violence and stalking of women and others. In addition to engaging the campus community in learning to identify and seek help around sexual violence/assault and stalking, the purposes are to support women and women's organizations (e.g., domestic violence shelters, violence treatment programs, rape crisis centers, and other similar agencies), rebuke jokes and sexist language against women, and analyze how certain attitudes and behaviors may contribute to this (rape) culture. Forwarding prevention-targeted activities to strengthen and expand the network of programs dedicated to involving individuals in promoting gender equality and demonstrating their commitment to ending violence against women is the objective. A key program is The Vagina Monologues during April.

SAVE – Sexual Assault and Violence Education Peer Group - Through interactive presentations and outreach, SAVE strengthens students' ability to counter and lessen or prevent sexual assault and violence. As part of training, peer mentors engage student groups in residence halls, fraternities, sororities, the Campus Safety Escort Service, Athletics, and more, giving interactive presentations aimed at preventing sexual assault and

<p>violence. In tandem with other student-run groups that may provide education in violence prevention, e.g., REACH and Golden Arches, they encourage open dialogue, respond to campus feedback and adjust accordingly, and encourage the kind of skill-building that leads to healthy and responsible relationships.</p>
<p>5. <u>Program/Service: GendeRespect Programming</u> Description: GendeRespect is a collection of speakers, films, workshops, and events that explore the ways gender is defined and treated at UCR. The WRC coordinates this dynamic series of social, political, and cultural events organized and presented by partners across UCR's Academic & Student Affairs divisions. A calendar of events is published quarterly.</p>
<p>6. <u>Program/Service: Student Groups, Lectures, Seminars, Workshops, and Colloquia</u> Description: The WRC facilitates a number of on-site groups: The Leadership Community for Women (aka TLC) Club, Sexual Assault and Violence Education (aka SAVE) Peer Group, Sexual Assault Survivors Group, 'R Kids, and Scotty Cubs and Parents. Some of its lectures, seminars, workshops, and other colloquia are conducted on topics like the following:</p> <p>The Women's Movement, Sexuality, Sexism, Healthy Relationships, Reproductive Rights, Sexual Harassment/Sexual Assault, Divorce and Other Separations, Assertiveness Skills, Feminism, Men's Dynamics, Safety, Consumerism, Body Image, Health Care, Equity, Men's Dynamics, The Men's Movement, Student-Parent organizations, etc.</p> <p>Not only are the activities meant to promote self-efficacy, but they are also designed to provide opportunities for coalition between the sexes and collaboration among students and others.</p>
<p>7. <u>Program/Service: Women's History Month Activities</u> Description: During national Women's History Month (March), the WRC plans a number of activities for the University community, i.e. displays, posters, calendars. Attempting to raise consciousness regarding women's plight worldwide, the activities take many forms. Most are meant to counteract prejudice and promote social and gender equality.</p>
<p>8. <u>Program/Service: Special-Interest Projects</u> Description: 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; the Resources and Research in Genders Initiative, a venue of the Women's Resource Center and Women's Studies Department, whose mission is to support, enhance and connect communities interested in genders; or Think Pink, a worldwide campaign, which here includes multiple departments in building awareness and educating women on breast cancer.</p>
<p>9. <u>Program/Service: Miscellaneous Support Stations</u> Description: <u>PEDALS BIKE SHOP AND "DO IT YOURSELF" REPAIR STATION</u> Located in Parking Lot 19 (and accessible on Tuesdays and Wednesdays from 10 - 4), Pedals provides locks, parts, and accessories for bikes, scooters, and skateboards. In addition, students, faculty and staff can buy a new bike or bring in an existing bike for repairs/servicing at a discount price. Bike safety tips and brochures are part and parcel, and individuals can learn to do self-repairs.</p>
<p>10. <u>Program/Service: Internships</u> Description: Internships are offered through the WRC for undergraduate and graduate students. Where there is a match between student and Center or Center and student needs, enrolled students apply and carry out projects. Strong interpersonal and public contact skills and the ability to coordinate activities, work independently as needed in a self-supporting environment, and meet timelines are essential. Through this program, students can hone their public speaking skills and delve into researching a topic of their choice and finally presenting to a workshop audience.</p>

<p>11. <u>Program/Service: Study Room/Computer Workstation</u> Description: 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.</p>
<p>12. <u>Program/Service: In-House Volunteer Services</u> Description: In order to better meet the needs of the campus community, the WRC maintains an in-house volunteer opportunity. The service is 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: (2016-2017) plans and major program goals & HESSR fund appropriation use:

During the 2016-2017 academic year the WRC will be working to expand our core events and programs by increasing our collaborations with campus partners such as the Ethnic and Gender Program offices, Campus Advocacy Resources & Education (CARE) Office, Title IX Office, Counseling and Psychological Services (CAPS), Gender and Sexuality Studies department, Grad Division, The Well, student clubs/organizations, and other student services and academic departments.

In addition to continuing our core educational programs around sexual assault awareness and prevention, we will be growing our programs to include attention to issues of gender equity and diversity through UCR's GendeRespect series. Through this series, we will also create co-sponsorship and funding opportunities for student groups and organizations to plan events in line with the WRC and GendeRespect mission.

We also hope to do more outreach to members of the UCR campus community to increase the awareness of our programs and events. We are particularly interested in reaching out to populations that we have not directly targeted in previous years, such as graduate students and women in STEM.

During the 2016-2017 academic year the WRC will working to accomplish the following goals:

1. Revise and update our mission and vision statements to be more gender inclusive;
2. Expand our programs with attention to the university's strategic plan *UCR 2020: The Path to Preeminence*; and
3. Focus on efforts (e.g. coalition building, more co-sponsorships) that will bring increased numbers of students, staff, and faculty into the WRC and in attendance at WRC 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 around sexual

violence prevention and advocacy through the hiring of a new Student Life and Development Specialist I, who will take the lead on coordinating our growing Sexual Assault and Violence Education (SAVE) peer program, and coordinate our collaborative programming through the GendeRespect series. As we move forward in the 2016-2017 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). We will expand our programs to include increased efforts for co-programming across campus, including partnerships with Grad Division and other campus centers and departments. The majority of our HESSR funds this year will be used to support our work with SAVE, with the remainder earmarked towards co-sponsorships and departmental infrastructure (detailed below).

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

The main challenges of WRC include:

The WRC is currently engaged in a search for a new Director. This represents a fourth change in departmental leadership over the past two years. We are hopeful that the current selection process will provide the WRC with the stability it needs in order to continue the process of departmental strategic planning.

The WRC is also engaged in refining and redefining its role and relationship with campus partners, especially in the coordination of peer support and staff support for students who have been the victims of sexual violence and sexual assault. The WRC is positioning itself to be a strong partner with the CARE Advocate, the Title IX Office, our Case Management Team, and the university's administrative and legal staff members in coordinating support for our student community, in addition to coordinating the collaborative efforts of the GendeRespect series in providing meaningful cultural, political, and educational programming around gender issues. Coordinating these efforts with a limited staff will be a significant challenge for 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

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.

Priority	Description
1	<p><u>NEW POSITION (Under Recruitment): Student Life Development Specialist 1 – WRC Program Coordinator – (A01427)</u> <u>Salary: \$43,500</u> <u>SLDS I Benefits at 28%: \$17,400</u> <u>SLDS I UCRP at 14.6%: \$6,351</u> <u>S&E SLDS Position and start up: \$5,000</u> <u>S&E SLDS Position and start up (TEMP): \$3,500</u></p> <p>The WRC has increased its programs in recent years and, with the hiring of a new WRC Director, we hope to continue growing core programs and adding new initiatives. As such, we require additional staff support to meet the changing needs of our center. The WRC Program Coordinator will advise and coordinate the Sexual Assault and Violence Education (SAVE) Peer Group and provides support and development services for UCR's students. The WRC Program Coordinator will assist with planning events for UCR's GendeRespect series and will organize events, activities, and educational workshops raising awareness and promoting dialogue and understanding of the role and impact of gender on campus and in our lives and society. Under close supervision of the WRC Director, the coordinator will identify student interests, issues, and campus community and global concerns and will use this information to plan, develop and implement appropriate diverse programming and events.</p> <p>For FY16, the WRC is covering this position through our Highlander Empowerment Referendum funds. Doing so, however, limits the amount of programs/services we are able to offer since the majority of our referendum funds are going towards this position. We are requesting SSFAC to fund this position with PERM funding moving forward.</p>
2	<p><u>Student Assistants (3) – (40 wks. @ 36 hrs. @ \$10.50 = \$15,120.00) – (A01427)</u> <u>Student Assistant position benefits: 4% x \$15,120.00 = \$605</u></p> <p>The WRC employs student assistants to staff the office reception desk. These students play an integral role in welcoming visitors to the center, relating information about WRC programs and services, fielding questions, answering</p>

	<p>phone calls, taking messages, maintaining the WRC computer work stations and lounge space, distributing mail and program fliers, and referring students seeking support to WRC administrative staff and other campus resources. We are interested in broadening our student staff roles to include staffing support for day and evening events, which will allow us to increase the number of programs that we offer and will provide valuable professional development skills for our student staff. Student staffers are crucial for our center as they also provide coverage in the office when administrative staff are consulting with students or are away at meetings. In order to meet these changing needs and have coverage of the staff desk, we are requesting funding for 3 student assistants. Currently, we employ two students to staff the office reception desk, and the addition of a third position will help fill the need in office coverage and event support.</p> <p>The need for additional funds also takes into consideration the increase in student salaries to \$10.50.</p>
3	<p><u>Fingerprinting of Campus Safety Escorts – (A01583)</u> <u>\$69/per person x 73 people = \$5,037</u></p> <p>Human Resources requires background checks for Campus Safety Escort Service (CSES) volunteers. At its current rate, UCPD DOJ/FBI is \$69 per person.</p>
4	<p><u>Campus Safety Escort Service – General supplies (radios, uniforms, IDs, etc.) – (A01583) - \$2,175</u></p> <p>The Campus Safety Escort Service has broadened its patrol area to keep up with UCR's growing enrollment and the increase in evening programs/events on campus. This has led to increases in the number of volunteers necessary to meet the needs of students walking campus at night and requires a steady supply of general operating supplies (radios, uniforms, IDs, etc.).</p>
5	<p><u>Mail Services – (A01427) - \$1,500</u></p> <p>The WRC relies heavily on Mail Services (direct mail and Scotmail) for outreach to the campus community about our events. We use Mail Services, in combination with social media marketing and R'Side Weekly e-mails, to publicize our events widely. Mail Services is crucial to the success of our events.</p>
6	<p><u>Annual Microsoft Licensing Fees – (A01427) - \$514</u></p> <p>The annual licensing fee is required by Microsoft for software usage.</p>

7	<p><u>WRC Graduate Student Initiative - \$6,000</u></p> <p>The university’s strategic plan, “UCR 2020: The Path to Preeminence,” outlines efforts to both increase graduate student enrollment and graduate student diversity. In addition, women make up almost 50% of the total grad student enrollment (http://graduate.ucr.edu/facts_figures.html). As such, the WRC would like to incorporate dedicated graduate student programming, speaking to issues of gender, and incorporating a focus on the material reality of women’s lives. Working in collaboration with Grad Division, ethnic and gender program offices, and other campus partners, the WRC will provide events and programs targeted specifically for graduate students to support them throughout their time at UCR. Events and programs will cover topics such as the gender wage gap, raising families while being a grad student, alternative academic careers, women in STEM, work/life balance, preparing for the academic market, life as a first-year faculty, sexual violence and sexual harassment, grad student mental health, etc.</p> <p>The WRC Director, who holds a Ph.D. and has experience with planning programs for graduate students at her previous institution, will oversee this new initiative. We are unable to use our Highlander Empowerment Referendum funds for this initiative, as graduate students do not pay into the referendum. However, since grad students do pay the student services fee, we are requesting funds from SSFAC to support these efforts. Through this initiative, we hope that more graduate students will see the WRC as a resource for them.</p>
8	<p><u>SAVE Peer Group recruitment, mandatory training, event funding – (A01427) - \$2,900</u></p> <p>The Sexual Assault and Violence Education (SAVE) peer group, provides training to student clubs/organizations and other campus groups in the recognition and prevention of sexual violence. Under the advisement of the new WRC Coordinator, SAVE will also work to develop a bystander intervention model for future campus trainings and will coordinate programs and events about sexual violence and prevention, in collaboration with campus partners.</p>
9	<p><u>Speaker Fees – (A01427) - \$3,000</u></p> <p>The WRC invites various speakers throughout the year who present on topics relating to women and gender and in support of our core programs and initiatives. Topics include, but are not limited to, the following: breast cancer awareness, domestic/relationship violence awareness, sexual assault awareness, women’s history, reproductive justice, feminism, social justice, women in STEM, gender equity, professional development, and work/life balance.</p>

10	<p><u>Room Rental Fees – (A01427) - \$2,000</u> The WRC hosts several large scale events (e.g. The Vagina Monologues, Take Back the Night) and room rental fees are necessary for these events to take place.</p>
11	<p><u>Media Costs – (A01427) - \$2,000</u> Media costs are vital to the Center’s core programming and annual events (e.g. speaker/student presentations, Vagina Monologues, Take Back the Night, etc.)</p>
12	<p><u>Campus Safety Escort Service Gift Cards – (A01583) - \$5,000</u> The CSES is a completely student-run department organization, under supervision by the WRC Student Life and Development Specialist 3. Every year there are approximately 60-70 student volunteers who each dedicate 2 hours, or more, a week to escort members of the campus community to and from any campus location after dark. This service is especially useful for students navigating the campus at night. Campus safety escorts undergo an interview process, reference check, background screening, and training. We rely on student volunteers to keep the service going and, as an appreciation for their dedication, we provide bookstore gift cards in recognition of perfect attendance.</p>
13	<p><u>Campus Safety Escort Service – Transportation Cart – (A01583)</u> <u>Fleet Service Rental – \$462.41 x 9 month = \$4,162</u> <u>Trainings/Insurance deductibles = \$1,500</u> In previous years, the Campus Safety Escort Service has assisted between 2,500 and 3,000 students annually. We attribute the increase in numbers to our employment of an 8-passenger transportation cart, which we began renting from Fleet Services in 2013. The use of the cart allows for quicker dispatch and transport time. The Chancellor’s Campus Safety Committee funded the cart for two years. Due to budget constraints, we ceased the use of the cart during Fall 2015 and Winter 2016, but are hoping to reinstate it during Spring 2016 (pending available funds). We are requesting funds to cover the yearly rental costs for the cart as well as potential insurance deductibles covering unforeseen accidents. All cart drivers will complete additional safety training.</p>

14	<p><u>Co-curricular Program Development - \$3,500</u></p> <p>The WRC is a place where students can put theory into practice, taking what they learn inside the classroom and applying it their co-curricular endeavors. Building upon our internship program, where students have been able to earn course credit for planning programs or engaging in a research project, the WRC seeks to nurture additional relationships with academic departments across campus/disciplines to create student learning opportunities related to women and gender. Potential programs include the following: Women in STEM symposium, WRC book club (reading books by women writers), women of color in academia series, etc.</p>
15	<p><u>Student Parent Programming - \$1,500</u></p> <p>The WRC serves as an important resource for student parents on campus. Our Student Life and Development Specialist 3 advises the student parent groups, R'Kids and the Scotty Cubs support group, and the WRC co-sponsors events and programs for student parents throughout the year. Student parents have a unique set of needs and challenges that traditional students do not face (e.g. balancing raising a family while attending school, child care costs, parenting responsibilities, etc.). These funds will be used for event/program costs such as printing posters, food for parent meetings, movie rentals for parent/child socials, student parent graduation celebration, etc.</p>
16	<p><u>Panic Button - \$350</u></p> <p>This is for the annual monthly alarm and assessment fees for the WRC panic buttons. These buttons connect staff to UCPD in the event of an emergency.</p>

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- 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?**

One permanent FTE is currently open in WRC. The former director left the position in March 2016, and a search is currently underway for a new director.

- 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 request.

Due to the current search process for a new WRC Director, this request will be very similar to the 15-16 request. Once hired, the new director will work with the WRC Staff to provide RSAC with an updated program and budget plan. Please note, however, that we have added a limited temp position to provide staffing during the 2016 Summer & Fall while one of the WRC staff members is on maternity leave

Amounts	2016–17 Proposed Use of HESSR Funds – 2016-17 Academic Year
<p>\$62,049 – includes Annual base salary, Benefits @ 40%, and Start-up costs</p>	<p>Student Life and Development Specialist I With the increasing need for sexual assault prevention and advocacy training on college campuses across the country, The WRC has a staff member to contribute to UC Riverside's efforts around this important issue. A brief description of the position is below: Advises and coordinates the Sexual Assault and Violence Education (SAVE) Peer Group. The WRC Program Coordinator provides support and development services for UCR's students. Program Coordinator organizes events, activities and educational workshops raising awareness and promoting dialogue and understanding of the role and impact of gender on campus and in our lives and society. Under general direction of the WRC Director, identifies student interests, issues, and campus community and global concerns and using this information to plan, develop and implement appropriate diverse programming and events.</p>

\$7,200	SAVE Student Coordinators The anticipated salary for 2 SAVE Student Coordinators.
\$1,500	RSAC Student Rep stipend
\$500	Diversity Council Along with the other Ethnic and Gender Program Offices, we are allocating these funds for the Diversity Council to use for collaborative programming.
\$2800	UCOP Assessment Reserves
\$1500	Ethnic & Gender Program Office Co-sponsorships
\$12,451	Co-sponsorships (student organizations and academic departments) The WRC has committed to earmark these funds to support student organizations and academic departments coordinating events that align with the WRC mission, including the GendeRespect Series.
\$88,000	TOTAL