

FY 2022-23

HESSR Funding Proposal

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| Unit Name: | WOMEN'S RESOURCE CENTER |
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| Date: | May 2022 |

A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. **Mission Statement:**

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: Informal Counseling and Advising

Whether students make an appointment or drop in for assistance, they can receive informal counseling and advising along with referrals. 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 CARE Advocates, Title IX, other offices on campus, or the Riverside Area Rape Crisis Center.

2. Program/Service: Safety Programs

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. 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 address issues of personal safety, the WRC offers quarterly self-defense classes during the academic year. In addition to the physical safety training and techniques, 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. In light of recommendations by the University Task Force on Safety, the University has provided CSES an eight-passenger cart to transport students. CSES continues to run as a foot-patrolled program, from Sunday through Thursday, dusk to midnight.

(Unavailable until it is safe to return to campus)

3. **Program/Service: Political Engagement Programming**

Women are drastically underrepresented in US Government. California ranks 19th in the nation when it comes to the number of women in elected office. We are far from reaching parity, as national averages of women in government at every level are around 20%. Because of this, the WRC has created targeted programming aimed at engaging more women in the political process. In 2017, we started the Persist Women's Political Engagement Conference, the first of its kind in the Inland Empire region. We will continue to do this conference annually in the Fall, with other programming throughout the year as well.

4. **Program/Service: Student Groups, Lectures, Seminars, Workshops**

The WRC facilitates a number of on-site groups: The Leadership Community for Women (aka TLC) Club, 'R Kids, PPGA, and IGNITE. Some of its lectures, seminars, workshops, and other colloquia are conducted on topics like the following:

The Women's Movement, Sexuality, Sexism, Healthy Relationships, Reproductive Rights, Sexual Harassment/Sexual Assault, Feminism, Healthy Masculinities, Safety, Conscious Consumerism, Body Image, Health Care, Equity, Student-Parent organizations, etc.

Not only are the activities meant to promote self-efficacy, but they are also designed to provide opportunities for collaboration among students and others.

5. **Program/Service: International Women's Day**

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 the importance of gender equity worldwide, the activities take many forms. Most are meant to counteract prejudice and promote social and gender equality.

6. **Program/Service: Speaker Series and Other Events**

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.

7. **Program/Service: Internships**

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.

8. **Program/Service: Study Room/Computer Workstation**

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).

9. Program/Service: In-House Volunteer Services

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.

3. Strategic Vision: Discuss your short-term (2022-23) 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.

In addition to continuing our core educational programs around sexual assault awareness and prevention, we have integrated in a number of other areas of programming where women are underrepresented (the arts, STEM, politics, for example). We have added a new HESSR funded program to our line-up called Feminist Fridays. This series provides lunch and conversation about various feminist topics and has been very successful.

During the 2022-2023 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; There may still be hybrid programming based on need.
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 2022-2023 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: lack of professional staff. The past quarter has looked different with interim provisions set in place to sustain current student staff and programming, but we are working hard to solidify permanent staffing as much as possible to still 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?

3 (1 Director, 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.

We are submitting this funding proposal before we know the impact of budget cuts to our SSFAC departmental budget. While the center carried forward HESSR funds to attempt to cover a likely loss of SSFAC funds, we are not budgeting out in detail the costs for campus-wide and annual programs beyond Fall quarter.

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

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| \$35,000 | <p><u>Speaker Fees/Collaborative Programming</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. The WRC also strives to help support other partners on campus, including faculty and academic departments in our collaborative programs.</p> |
| \$32,000 | <p><u>Student Assistant Wages & Benefits</u></p> <p>These funds are helpful in hiring additional student workers to focus on special projects, programming, and staffing our front desk area (virtually during COVID-19). Additionally, we may be part of a pilot internship program that allows students to be paid through our Center and intern at a community organization.</p> |

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| \$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. This includes \$500 for the RSAC 2019-20 Student Rep extending their term into Summer 2020 due to the delay in the budget proposal process caused by COVID -19.</p> |
| \$5,000 | <p><u>Marketing for events</u> These funds will be directed towards our work with Student Affairs Marketing and Communications. With the new UCR brandify campaign, we will need to update many of our posters, paraphernalia, etc. to reflect the UCR logo.</p> |
| \$5,000 | <p><u>Podcast Equipment and Marketing</u> With the popular emergence of the WRC podcast, we will need to purchase and upgrade equipment for best sound quality and production value.</p> |
| \$4,050 | <p><u>VCSA Assessment Fee</u> – a required fee assessed based on 3.7% of HESSR income from the previous fiscal year.</p> |
| \$500 | <p><u>Diversity Council Support</u> These funds support the work of the Diversity Council, including food for meetings.</p> |
| \$200 | <p><u>RSAC Support</u> These funds support the work of the RSAC.</p> |
| \$2,500 | <p><u>COVID-19 Supplies/WRC Promotional Items</u> These funds will continue to support upgrades to the Center that need to be made due to the COVID-19 pandemic (plexiglass, etc.) as well as WRC promotional items including masks, hand sanitizer, etc.</p> |
| \$9,000 | <p><u>S&E for 3 FTE (Staff Professional Development)</u> These funds will cover conferences, workshops, and other training opportunities for staff. Staff can receive up to \$3k in addition to attachment from staff that are on-boarded.</p> |

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| \$5,250 | <u>WRC Supplies</u> These funds will cover supplies, including, but not limited to condoms, lube, pregnancy tests, and other items to support our students' healthcare needs. |
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