

FY 2024-25

**HESSR Funding Proposal**

<b>Unit Name:</b>	<b>LGBT RESOURCE CENTER</b>
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<b>Date:</b>	<b>May 2024</b>

## A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

### 1. Mission Statement:

The LGBT Resource Center (LGBTRC) provides support, education, and advocacy regarding sexual orientation and gender identity for the UCR campus community.

### 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**

The LGBT Resource Center provides education to the campus and larger community about the lives and concerns of lesbian, gay, bisexual, transgender, queer, questioning, asexual, and intersex students, and their friends and families. The center addresses homophobia, heterosexism, biphobia, transphobia, and the impact of hate crimes and bias incidents. Throughout the academic year, the LGBTRC offers a variety of educational programs, workshops, speakers, and in-service training for students, faculty, and staff in an effort to create a campus environment in accordance with the University of California non-discrimination policy and UCR Principles of Community.

The center has actively shaped the campus inclusion of LGBTQ+ people for over 25 years, since its founding in 1993. Significant LGBTRC programs include: Tuesday Talks (since 1999), Community OUTreach Educators/CORE (since 2011), Resource Library (since 1993), and David Bohnett CyberCenter (since 2006). Significant annual events include Q-Camp Orientation (since 2005), T-Camp (since 2012), and the Lavender Ceremony, formerly called the Lambda Celebration (since 1994). The center also provides support for annual student events Dragalicious Drag Ball (since 2004) and Pride Prom, a youth outreach event (since 2003).

Within 245 Costo Hall, we are open until 7pm to provide a safe space for students to find community and use resources such as the David Bohnett CyberCenter, Resource Library, Quiet Room, hosted student organization meetings, and discussion groups such as the Trans Group, BlaQOUT, Recovery Meetings, etc. Staff 1-on-1 support and advocacy with students is a key service. The LGBTRC is a cross-cultural community that addresses the intersecting identities of students and works closely with the Ethnic and Gender Centers and other campus partners.

**Programs/Services**  
**Under Normal Operating Conditions**

1. <u>1-on-1 Student Support</u> – Professional staff members meet confidentially with students to provide support, resources, and advocacy in addressing health and well-being issues, the impact of hate/bias incidents, leadership development, community concerns, and barriers to academic success. Staff maintain close relationships with the Student Affairs Case Managers and CAPS in case students require additional advocacy or professional psychological counseling.
2. <u>LGBTQ Trainings &amp; Consultations</u> – LGBT Resource Center staff members provide group trainings and consultations for student groups and for UCR staff and faculty to increase cultural competency and improve services to students on campus. Audiences include: Police, Student Health Services, CAPS, Athletics, Residential Education, etc. In the past few years, we have focused on Gender Recognition & Lived Name Policy consultations.
3. <u>Policy Development</u> – Through involvement and leadership via the campus-wide Chancellor's Advisory Committee on LGBT Students, Faculty, & Staff (CAC), center staff advise and help develop better policies and procedures to create a more equitable and inclusive campus environment. Current examples include implementation of the Gender Recognition & Lived Name Policy through the GRLN Committee; expanding gender inclusive multi-stall restrooms on campus; addressing the need for gender inclusive housing options; and creating a trans health care support team.
4. <u>Emergency Financial Aid &amp; Scholarships</u> – The LGBTRC provides emergency financial aid to UCR students involved in the LGBTQ+ community via the Kalyn Smith-Transquil'son Memorial Fund and the LGBTRC Student Assistance Fund. The center also administers two merit-based scholarships: the Dr. Eugene A. Moynier Student Award & the LGBTQIA+ Student Leadership Scholarship.
5. <u>Tuesday Talks</u> – Every Tuesday from 5pm to 6pm, the center hosts confidential and staff-facilitated discussion groups. A specific audience or general topic is offered, to meet the diverse needs of UCR students. Examples include Grrrl Talk, Guy Talk, Queer People of Color, Fluidity, Faith Talk, Family Talk, Let's Talk About Sex!, Queering Relationships, Aces & Arrows, etc.
6. <u>Trans Group</u> – The Trans Group is a staff-facilitated discussion group that provides a safe space for transgender, genderqueer, and gender-questioning students to gain peer support and community.
7. <u>BlaqOUT Group</u> – BlaqOUT is a staff-facilitated discussion group that provides a safe space for same-gender-loving, lesbian, gay, bisexual, transgender, queer and/or questioning students who identify as Black/African-American or of African descent to gain peer support and community.
8. <u>LGBTQ Staff/Faculty Hour</u> – The LGBTQ Staff/Faculty Hour is a discussion group for LGBTQ-identified staff & faculty to talk, build community, and learn about resources.
9. <u>CORE / Community OUTreach Educators</u> _CORE is the LGBT Resource Center's peer education program. CORE members speak on LGBTQ+ student panels for classes, resident hall programs, training seminars and other trainings, etc. They may also assist with outreach tabling and program set-up. CORE members attend required trainings to learn panelist skills and how to educate about sexual orientation and gender identity. Panels educate the campus community, empower CORE members, and provide key outreach to questioning students and students with family or friends who are LGBTQ+. CORE also provides a leadership development program as the members attend a training Retreat and meetings to debrief from panels and other educational programs.
10. <u>Q-Camp</u> – Q-Camp: An Orientation to Campus Life for LGBTQ+ Students and Allies welcomes new and returning students during Week 0 of Fall Quarter. Co-sponsored by Residential Education, around 100 students meet for 3 hours to build community, meet student leaders and

LGBT Resource Center staff, learn about programs and events for the coming year, and ask questions about LGBTQ+ life at UCR.
11. <u>T-Camp InterCampus Retreat</u> – T-Camp is an intercampus retreat for Trans, Nonbinary, and Gender Questioning college students. The only retreat of its kind in the nation, T-Camp is held over 3 days in Spring. UCR students build community with other college students; explore their gender identity and expression & intersections with other identities; gain resources related to self-care, accessing health care, and healthy relationships; create lasting bonds and continue the support network after the retreat. UCR is a co-founder of T-Camp and center staff plan and co-facilitate the retreat. It was honored with a NASPA Grand Gold Award of Excellence in 2018.
12. <u>Lavender Ceremony</u> – Lavender Ceremony, held during Week 10 of Spring Quarter, brings together the campus LGBTQ+ and Allies community to honor graduating students and to recognize Lambda Awards recipients. It's a capstone experience that strengthens ties with UCR as an LGBTQ+-inclusive campus.
13. <u>Cultural &amp; Educational Programs</u> – The LGBTRC presents LGBTQ+ speakers and performers to provide education and build community for all UCR students, staff, and faculty.
14. <u>Student Group Campus-Wide Events Co-Programming</u> : The LGBT Resource Center advises and provides logistical support and funding for student-initiated campus-wide events such as the QA annual events Coming Out Dance, Dragalicious Drag Ball, and Pride Prom; the Riverside LGBTQ+ History Tour (with Stonewall Hall); and conferences that in the past have included the Tabla Conference (with NAMES & Neighbors), the Asterisk Trans* Conference (with Asterisk of UCR), and the ¡Presente! Conference (with La Familia de UCR and Chicano Student Programs). These events benefit all UCR students by educating and building community.
15. <u>Building Common Ground</u> – The Common Ground Collective is a joint effort with African Student Programs, Asian Pacific Student Programs, Chicano Student Programs, Foster Youth Support Services, LGBT Resource Center, Middle Eastern Student Center, Native American Student Programs, Undocumented Student Programs, and the Women's Resource Center. Staff work with student BCG Leads to facilitate the Building our Common Ground activity during Highlander Orientation. We also program events such as Unity Hour to connect all of our campus communities.
16. <u>Conference Delegations</u> – The center assists students with funding and logistics to represent UCR at regional conferences such as the Queer Trans People of Color Conference, the Queer & Asian Conference, and the BlaqOUT Conference. Students return to UCR with new ideas and skills to empower their campus community.
17. <u>Resource Library</u> – With 500+ DVDs and 300+ books, the Resource Library is used for personal development and academic research. Campus members can check out books for a week and watch DVDs in the center's Meeting Room. The Resource Library is a key outreach tool, bringing new students and then connecting them to other center resources.
18. <u>David Bohnett CyberCenter</u> – With computers provided by a grant from the David Bohnett Foundation, the CyberCenter provides a safe space for exploring the internet, completing academic assignments, and creating student organization resources. The CyberCenter is a key outreach tool, bringing new students into the space to use a computer or printer and then connecting them to other resources (staff support, Tuesday Talks, etc).

*\*If more rows are required press enter to the right of the last box\**

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

The theme of 2024-25 for the LGBT Resource Center staff is re-launching center programs and student support with new staff, student, and campus partner visions.

Goals for 2024-25 include:

1. Develop ways to infuse basic needs support for students via programming and partnerships with LGBTQ-focused student organizations.
2. Develop a Trans Care Specialist position with in-person hours at the LGBTRC, modeled on the past Trans Support Advocate position.
3. Re-launch the LGBTRC web site to reflect changes in campus & center events, programs, and LGBTQ+ policies and resources, as well as refreshing photos and videos of UCR students and center staff.

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

In 2022-23, we used temporary 19912 funds, the Trans Support Advocate provides non-clinical counseling support and referrals to any student accessing the LGBT Resource Center. Students can meet with the Trans Support Advocate 1-on-1 or they can attend a weekly Trans Group facilitated by the Trans Support Advocate. This position was for 10 hours a week, 2 of which were research and assessment hours. The position was highly successful and we documented its value in meeting the needs of UCR students. However, the person in the position moved out-of-state in summer 2023 and it's difficult to fill limited in-person positions requiring such specialized knowledge. We have turned our efforts to working with campus partners to create a Trans Care Specialist full-time position with some hours within the LGBTRC doing similar work, since the LGBTRC cannot cover the cost of a career position with any one funding source and SSFAC is currently unable to fund staff positions.

Another serious barrier has been Impact23 changes in accounting on campus, which has limited our ability to provide direct support to students in need from our gift funds. Instead, we've turned to increasing food at student events using HESSR and other funds to at least try to help address food insecurity to complement efforts by the Basic Needs department.

Another barrier has been changes in UCR policies that require "zero fee" performance agreements that take up to 6 weeks to complete review by Risk Management for speakers who in the past presented for free with a simple hold harmless form. This has resulted in us canceling multiple events that would benefit students, and may redirect staff efforts to a few larger events rather than many smaller, targeted events.

Finally, the Queer Alliance student initiated outreach event Pride Prom has been mostly funded since 2003 by SIO funding from the UC Office of the President via ASUCR. However, new UCOP requirements for data collection regarding area high school LGBTQ+ youth and

allies who attend Pride Prom are limiting participation by area youth living in an anti-LGBTQ environment who do not want to be tracked. In order to continue Pride Prom as a safe community event that encourages LGBTQ+ high school students to consider attending college, especially UCR, QA has decided to no longer request funding from UCOP. Instead, the center plans to use HESSR funds to support Pride Prom. This event not only supports LGBTQ+ youth, but it's an excellent UCR student leadership development project as students plan and run Pride Prom annually.

**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.**

Annual assessments of Q-Camp Orientation and T-Camp Retreat are available upon request.

UCR Student Affairs Assessment & Research analyzed the 2022 UCUES Survey. Below is a summary of what the data revealed.

The LGBTQ+ undergraduate student population at UC Riverside has increased steadily over the years. In Spring 2023, 12% of the undergraduate population were LGBTQ+ and 2% were transgender, nonbinary, or gender non-conforming. During the most recent administration of the UC Undergraduate Experience Survey (UCUES) in 2022, 24% of survey respondents were LGBTQ+ while 76% were heterosexual or straight. The UC Undergraduate Experience Survey (UCUES) provides the opportunity to gain valuable data beyond enrollment statistics to understand the student experience for LGBTQ+ students.

Although the LGBTQ+ student population on campus has grown significantly, the results from the present analysis reveal LGBTQ+ students continue to face many significant challenges and barriers to student success. LGBTQ+ students who responded to UCUES reported experiencing many issues at higher rates than heterosexual/straight student respondents, including:

- Feeling less respected on campus due to their sexual orientation.
- Having more mental health concerns such as feeling nervous, anxious, or on edge.
- Having higher rates of disabilities and conditions, particularly emotional or mental health concerns or conditions.
- Feeling less safe from crime and violence on campus.
- Feeling more negatively toward UCPD responding to mental health emergency calls on campus and less comfortable with UCPD in general.
- Having more difficulties with basic needs such as food security, housing security, and financial security.
- Having more obstacles to academic success such as poor study behaviors, feeling depressed, stressed, or upset, and having difficulty concentrating on work.
- Less likely to report believing sexual misconduct on campus would be handled seriously and fairly.

- Less likely to report believing that top campus administrators are genuinely committed to promoting respect for and understanding of group differences at UCR or that channels for reporting discrimination and harassment are readily available to students at UCR.

**B. BUDGET QUESTIONS**

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

We did not request funds from SSFAC this cycle.

- 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?**

Currently the Assistant Director position is open and in recruitment. The position is a career, full-time position with permanent SSFAC funding.

Please read above regarding efforts to fund a Trans Care specialist at UCR.

- 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.**

The LGBTRC overcame a major funding limitation between the last HESSR budget cycle and the current one, when the partial salary and benefits for the Budget, Payroll, and Program Assistant position was moved from HESSR funding to a new funding source. The salary and benefits had been moved from 20000 funds (SSFAC) to HESSR in 2021 as a result of the COVID pandemic permanent budget cut.

Fund Amount	Short Description
\$25,000	<b>Student Intern Wages &amp; Benefits</b> – funds to support student interns. Student interns provide office coverage when pro staff are unavailable, including keeping the center open in the evening to serve students; maintain social media for the center; assist with center programs and outreach; and serve on campus-wide committees like the Diversity Council. This amount covers benefits, including benefits for the RSAC Rep.
\$55,000	<b>Cultural, Educational, And Wellness Programs</b> – funds to support campus-wide events that build community and educate regarding sexual orientation, gender identity, and intersections of identities. of these events are collaborations with student groups, academic departments, and other departments supporting student success.

	<p>Funds support student organization collaborations such as the Coming Out Dance, Dragalicious Drag Ball, and Pride Prom.</p> <p>Funds support our nationally-recognized T-Camp: InterCampus Retreat for Transgender, Nonbinary, and Gender-Questioning College Students.</p> <p>Funds also may support annual event including Q-Camp Orientation, Unity Hour, and Lavender Ceremony, as well as Community OUTreach Educators / CORE (our peer education program), when SSFAC funding is insufficient.</p> <p>Finally, these funds support marketing the LGBTRC to increase the visibility of the center's programs and services and to create a more welcoming campus environment by sharing branded giveaway items and awareness t-shirts.</p>
\$13,800	<b>S&amp;E for Staff Support &amp; Professional Development</b> – funds to support the supplies and expenses, as well as the professional development, of center staff. The amount is derived from the VCSA standard of \$5,000/FTE, with some reductions since the current Director is unable to travel due to health.
\$1,500	<b>RSAC Representative Stipend</b> – funds to pay the RSAC representative \$500 per quarter for their service.
\$500	<b>Support for Diversity Council</b> – funds for Diversity Counsel to hold retreats and launch projects important to their mission. Additional funds for programs may also be requested separately.
\$200	<b>Support for RSAC</b> – funds for RSAC to support food, materials, and any other expenses related to their work.
\$4,000	<b>VCSA Assessment Fee</b> – a required fee assessed based on 3.75% of HESSR income from the previous fiscal year. This is an estimate because we do not yet know the amount of HESSR income for 2023-24.

**Total = \$100,000**