

FY 2024-25

**HESSR Funding Proposal**

<b>Unit Name:</b>	<b>NATIVE AMERICAN STUDENT PROGRAMS</b>
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<b>Date:</b>	<b>May 2024</b>

## A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

### 1. Mission Statement:

The mission of the Native American Student Programs (NASP) office is to provide educational, cultural, and social support for UCR students, specifically for Native American/American Indian Students. The NASP office coordinates a variety of activities and programs designed to expand education awareness for our UCR campus as well as the local communities. Additionally, the NASP office encourages the development and enhancement of leadership and interpersonal communication skills through active participation of students, which makes it possible to plan, organize, and implement innovative programs that promote and educate the campus community about the uniqueness of Indigenous Peoples.

### 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**

UCR was one of the first University of California campuses to open an office focused on serving American Indian students, and remains only one of a few in the system. We are honored to have a strong history of serving the needs of Native American students and educating the campus community about the uniqueness of the American Indian. Our history is as important as our future, and we are part of a university that supports a celebration of both.

Native American students at UCR have been active as a community since the 1970s, and created continuing events such as the Annual Medicine Ways Conference and the Annual UCR Pow Wow (1981). Their hard work and efforts led to the formation of NASP in the mid-1980s. Since then, UCR has enjoyed continued growth in the number of Native American students on campus, as well as educational enrichment from our vibrant cultural presentations and events. Our history is strong, and our future is promising just like the students we serve.

NASP serves as a “home away from home” for many of our students and is an established place on campus where students can receive support, find resources, and achieve their University and career goals while at the same time celebrating their heritage and culture. NASP offers many programs and services to help Native American students succeed and connect with student organizations, alumni, Native faculty, staff, peers friends, national organizations, and local tribes. Over the last two decades NASP has worked to build a strong track record of success in research, outreach, and partnership with Native Nations. As we look to the future our hope is to continue to engage Native Nations in meaningful ways and to support and grow future tribal leaders.

An important objective of NASP is to facilitate cross-cultural awareness through student, university, and community involvement. The NASP office also serves as a community liaison between the university and neighboring Native Nations. The department also works closely with other UC and CSU campuses through the American Indian Counselors Recruiters Association.

Throughout the year, NASP partners with several campus departments and faculty such as, the California Center for Native Nations, Rupert Costo Endowment Chair, Department of Dance, Department of History, and Department of Ethnic Studies.

One of the primary areas of focus for NASP is outreach to tribal youth to provide information, guidance, access and opportunities to encourage and cultivate an interest in pursuing higher education. Educating future tribal leaders is an important and pressing concern for the Native American community. In response to this need, NASP is committed to focusing outreach efforts on Native American youth who may not otherwise be considering a college degree.

Training the future leaders of Native American communities will be key to ensuring that tribes continue to serve their people through government services, business and economic development, financial services, healthcare programs, legal guidance, resource management, historical preservation and many other social and community services important to Native Nations.

### Programs/Services

#### Under Normal Operating Conditions

#### Most programs/services will be held virtually until it is possible to hold in-person

1. Program/Service: Highlander Orientation/Common Ground (4,500 students)  
Description: Each summer, NASP staff partakes in Highlander Orientation reaching out to all incoming Freshmen and Transfer students.
2. Program/Service: NASP Welcome Event and Open House (150+ participants; students, staff, faculty)  
Description: Each year NASP hosts a welcome event and open house as part of welcoming all new incoming students and returning students.
3. Program/Service: Drumming (15 participantsx40wks = 600 ; staff, students, community)  
Description: Every week the drum circle is offered to students wanting to continue their cultural learning through song and dance. Through the drum circle, students are able to learn songs, understand the importance of them, the proper use of the songs, how to conduct themselves when at the drum and events such as the pow wow. Also through the drum circle. We include the sharing of other songs of other tribal nations. Some of these songs serve as oral history and are important to preserve.

<p>4. <u>Program/Service: Wellness Wednesday Partnerships (120 participants; students, staff, faculty).</u></p> <p>Description: Throughout the year The Well and NASP collaborate to host special wellness Wednesdays focused on Native American arts and crafts, games, history, and much more. We have hosted workshops such as basket weaving, Native American beading, and traditional hand games. Each workshop draws large groups over the two hour period.</p>
<p>5. <u>Program/Service: Annual Spirit of the Tribes 5K Run/Walk (300 students, staff, faculty, community)</u></p> <p>Description: This event honors the Native American spirit and culture with a morning full of fun and exercise for students, family, and friends. We invite everyone to come out and enjoy this fundraising event for UC Riverside student scholarships. The Spirit of the Tribes 5K Run/Walk traverses throughout the UC Riverside Campus giving a tour of the campus for all the 5K participants. Overall, the course has some inclines, up hills, down hills, and flat areas. In addition, medals will be awarded to the top male and female finishers in each age division. There are 3 team categories that team will compete in; Community, UCR Registered Organization, and UCR Department. Student organizations can create a team and have chance at winning a special monetary prize for your organization. Also, there is a 1K &amp; 1/2K Kids' Fun Runs.</p>
<p>6. <u>Program/Service: NASP Nooner (500+ participants students, staff, faculty, community)</u></p> <p>Description: NASP, the Native American Student Association, and Associated Student Program Board collaborate to bring Native American artists to perform at one of the nooners. Typically, the NASP Nooner is held within November in honoring and celebrating Native American Heritage Month.</p>
<p><u>Program/Service: Native Jam Night (200+ participants; students, staff, faculty, community)</u></p> <p>Description: NASP, AISES, and the Native American Student Association, collaborate to bring Native American artists to perform at Native Jam Night. Typically, the Native Jam Night is held within November in honoring and celebrating Native American Heritage Month.</p>
<p>7. <u>Program/Service: Community College Day (400+ participants)</u></p> <p>Description: Community College Day is structured to provide students with pertinent information regarding the transfer process, support services, academic programs and student life. In addition to these resources we also present workshops on Chicano/Latino and Native American cultural awareness and empowerment. Undergraduate Admissions Office offers transcript evaluations after the conference, for attendees who submit their transcripts online via UC Transfer Admissions Planner (TAP). The UC TAP tool is designed for use by UC students transferring from California community colleges, including those students who are seeking a Transfer Admission Guarantee (TAG) with one of the seven participating UC campuses. Students can use the Transfer Admission Planner to enter their coursework (completed and planned) from the very beginning of their college careers, or at any point when they decide to transfer to a UC campus. The planner helps students track their progress toward meeting UC's minimum requirements, and allows UC staff to communicate important information to prospective transfer students.</p>

8. Program/Service: Indian Time Radio Program

Description: The Indian Time radio program has been successfully operating on the KUCR 88.3 FM. for over 20 years and allows students, alumni, staff, and community members to host the program. The program is designed to disseminate accurate American Indian information on history music, and culture. Up to six individuals, majority being students and faculty host the Indian Time Radio program which airs every Thursday from 5:30 p.m. to 6:30 p.m. The program continues to be successful and maintains student interests. In addition, the program helps students improve their communication skills and research various topics that face Native people.

9. Program/Service: Collaborate with the Rupert Costo Chair in American Indian Affairs (1,000+ participants; students, staff, faculty, community)

Description: Through the creation of an Endowed Chair in American Indian Affairs at the University of California, Riverside (UCR), the Costos' were the first American Indians in the United States to provide full funding for faculty scholarship focused on the study of Native Americans and their communities. NASP works close with Costo Chair to offer a variety of services and programs that involve symposiums, conferences, presentations, outreach, research, education, and awareness.

10. Program/Service: Collaborate with the California Center for Native Nations (1,000+ participants; students, staff, faculty, community)

Description: NASP has a special relationship with the California Center for Native Nations (CCNN) and works closely to develop the center ensure its mission, vision, and goals are met. Inspired by the generosity and vision of Rupert and Jeannette Costo, the California Center for Native Nations (CCNN) was established in 2000 by the UCR Chancellor and the Dean of the College of Humanities, Arts and Social Sciences. The CCNN is dedicated to preserving the history, culture, language, and sovereignty of California's first nations and represents UCR's ongoing commitment to research and service benefiting California Indians. The CCNN is more than simply a research center and central repository for information about Native Nations. The Center serves tribes by connecting their members with UCR's research expertise, developing programs to encourage and empower tribal youth to pursue higher education, and through the preservation of the language, history and the experiences of native people.

11. Program/Service: Native Nations and Community Liaison (2,000+ participants)

Description: The Director coordinates several visits to local Native Nations that surround UC Riverside. The Director organizes and encourages student participation in Native American community and reservation activities concerning social and political causes. Their involvement will educate them about tribal history, culture, and current issues. In addition, students get an insight of tribal government structure and functionality and help them expand their network.

Through an educational environment, NASP offers various class presentations, workshops, and lectures at local Middle and High schools. Community services include presentations, lectures, and consultations for service groups and schools.

In addition, The Director is a member and current chair of the American Indian Counselors Recruiters Association. The Association works on American Indian UC & CSU counseling and recruitment efforts. Every year, College Information Days are sponsored by each of the UC campuses. Moreover, closer working relationships have been established with surrounding tribal governments and education departments.

12. Program/Service: Intertribal Connect Peer Mentor Program (30 Students)

Description: NASP has developed this program dedicated to creating mentors/mentees consisting of current UCR Students providing peer to peer mentorship geared to engaging incoming freshmen and transfer students. This service establishes a foundation of support and mentorship for our students/mentees giving them the tools to be successful in their first year at UC Riverside, increasing retention rates, and creating more opportunities for student involvement on campus. In addition, this will help the development and skills for the NASP Mentors.

13. Program/Service: Gathering of the Tribes Summer Residential Program (75 participants students and family)

Description: NASP is well aware of the critical need to increase the enrollment of American Indian students, and the importance of providing these students with a supportive environment while attending the university. NASP is committed to increasing the number of graduating American Indian high school students who are qualified to enter universities, and to encourage and mentor American Indian college students so that they graduate in every professional field. More specifically, our hope is that many of these students will return to their tribes as leaders and play integral roles in the ongoing development of native communities.

To this end, the Native American Student Programs office has coordinated The Gathering of Tribes Summer Residential Program since 2005. This program has provided opportunities for Native American high school and middle school students to gain academic experience in a university setting at the University of California, Riverside. Students participate in various college courses; engage in personal development and cultural workshops, team building programs, fitness and social activities. In addition, native students have the opportunity to make meaningful connections with professors, college students, and other American Indian community members as they discover their interests and develop aspirations to explore a degree in higher education. American Indian middle and high school students from various tribal reservations and suburban Indian communities engage in educational, cultural, and recreational activities on the UCR campus. Applicants are required to submit two personal statements detailing their hopes, ambitions and life experiences. Throughout the program, students revisit their personal statements and have the opportunity to further develop and enhance their essays in preparation for submission on the official University of California student application. Participants have the opportunity to take classes offered in areas of video production, American Indian oral/traditional history, and computer skills. In addition, workshops in time management, note taking, test taking and financial management are provided. Admission requirements and financial aid information are also disseminated to the students. Students experience motivational presentations by inspirational individuals and role models who help students discover and develop their aspirational and career goals.

Cultural presentations are provided which include songs, dances, gourd making, and basket weaving. Physical conditioning is another key component to the program. Students participate in morning workouts and various sports activities. Social activities allow students to bond with their peers through field trips to the beach and the Pechanga Pow Wow. Native American UCR students act as advisors and mentors, and serve as residential coordinators and assistants for the summer program. In the end, students complete the program having been exposed to many exciting new experiences and leave the campus with meaningful UC Riverside connections and resources. This program is the foundation of our community outreach and pipeline-building efforts in support of Native American youth and their pursuit of higher education.

#### Mentoring beyond the Gathering of Tribes Summer Program

All students who participate in the program receive follow-up mentorship by NASP staff and students throughout their remaining years of high school. This includes guidance in choosing coursework, financial aid, assistance with developing personal statements, and applying to a university. The staff of NASP maintains contact with participants following up with phone calls, e-mails, and in-person meetings.

Over the years, the Gathering of the Tribes Summer Residential Program has reached out to nearly 300 students. Participants have come from the surrounding Native Nations in southern, central, and northern California, as well as New Mexico, Arizona, Washington, Oregon, and Alaska. Tribes that have been represented are Serrano, Cahuilla, Luiseño, Chumash, Cupeño, Tongva, Kumeyaay, Lakota Sioux, Hualapai, Tohono O'odham, Navajo, Hopi, Costanoan Rumsen, Yakama, Cherokee, Purepecha, Yoreme, Yaqui, Mexika, Zapoteco, Odawa, Pomo, Pit River, Taos Pueblo, Creek, Juaneno, Choctaw, Paiute, Mountain Ute, Yurok, Quechan, Chemehuevi, Shohone, and Iowa Tribe of Kansas/Nebraska.

Within the past few years, more than sixty percent of student participants in the Gathering of Tribes Summer Residential Program have pursued higher education, either through a trade school, community college, or a four year university. The summer 2013 saw great success with students interested in furthering their education. Of the 30 participants, two were in 8th grade, five were in 9th grade, thirteen were in 10th grade, seven were in 11th grade and three were in 12th grade. All three of the 12th grade participants applied and were accepted to either a university campus or community college; one is currently attending UC Riverside. Six of the 11th grade students have submitted their college applications to one of the California State Universities, University of California campuses or an area community college.

#### 14. Program/Service: Advise the Native American Student Association (25+ students)

Description: The Native American Student Association (NASA) consists of students from many Native American/Indigenous communities throughout the United States, Mexico, and Canada. These students are dedicated to establishing strong working ties with neighboring Native American communities and increasing the enrollment of Native

American students at UCR. NASP and NASA work close together in providing a rich cultural environment in which Native American students can prosper. NASA organizes and sponsors the annual Medicine Ways conference and UCR Pow Wow at UCR.

15. Program/Service: Advise the American Indian Science and Engineering Society (25+ students)

Description: The American Indian Science and Engineering Society (AISES) consists of students from many Native American/Indigenous communities throughout the United States, Mexico, and Canada. These students are dedicated to establishing strong working ties with neighboring Native American communities and increasing the enrollment of Native American students at UCR. NASP and AISES work close together in providing a rich cultural environment in which Native American students can prosper. AISES organizes and sponsors the annual Healing the Earth Conference at UCR.

16. Program/Service: Outreach/Native American Education Program (2,500 +)

Description: An initiative was charged to NASP and CCNN in which we focus on providing resources and outreach to prospective Native American students and families, and also the campus community in an innovative way. Through our efforts of the Native American Education Program "Cultivating the Leaders of the Future", we have established a website (<http://naep.ucr.edu/>) and will continue to provide resources through media in order to increase the awareness of resources, access to the University, and first hand experiences of Native Americans navigating through the system of Higher Education. We will be conducting interviews with current UCR Native American students, alumni, staff, and faculty, and highlight all the Native American resources, programs, and events we have to offer here at UC Riverside. On-going efforts throughout the year include campus visits by families, group visits from schools, local Native Nation and Native American clubs, organizations, and agencies.

17. Program/Service: Cultural Activities (2,000+ participants; staff, students, community)

Description: Since students come from various tribal backgrounds with different experiences, including the Indigenous people of South and North America, NASP strives to maintain and integrate tribal values into their UC experience. Considering the unique cultural background of each student, cultural programs are designed to focus on commonalities, which form a basis of unity.

Due to limited American Indian faculty and American Indian studies courses, NASP assists the University population through cultural activities; such as the Annual Medicine Ways conference and Pow Wow, Indian Times newspaper, Indian Time radio program. Students are also given the opportunity to engage in various community activities, such as participating in Pow Wows and Sweat lodges (Temazkalli's) from around the area. Basket weaving, ribbon work, leatherwork, beadwork and others are also demonstrated in the NASP office. Individuals interested in singing come and join the session, while others just ask questions. Field trips to various historical sites have been made. Various trips to local reservations have been made to partake in the events and gatherings.

NASP's cultural activities are usually co-sponsored with the Native American Student Association, ASUCR, and California Center for Native Nations, various UCR departments,



and non-university organizations. Activities are intended to facilitate American Indian awareness and are open to the university community and the general public.

18. Program/Service: Annual Healing the Earth Conference (100+ participants; students, staff, faculty, community)

Description: The Healing the Earth Conference has become an annual event has been hosted by the American Indian Science and Engineering Society and Native American Student Programs at the University of California, Riverside and has invited people from near and far to partake in this unique event. AISES and NASP work together to put on this wonderful event in which guest presentations and workshops are held according to the theme the conference focuses on each year.

19. Program/Service: Annual Medicine Ways Conference (300+ participants; students, staff, faculty, community)

Description: For over three decades, the annual Medicine Ways Conference has been hosted by the Native American Student Association and Native American Student Programs at the University of California, Riverside and has invited people from near and far to partake in this unique event. Each year the Native American Student Association, NASP, California Center for Native Nations, and the Rupert Costo Chair work together to put on this wonderful event in which guest presentations and workshops are held according to the theme the conference focuses on each year.

20. Program/Service: Annual UCR Pow Wow (2,000+ participants; students, staff, faculty, community)

Description: This event is an inter-tribal social gathering celebrating Native American culture and traditions through singing, drumming, and dancing. Traditional Native American dancers, drum groups, bird singers, and other artists will be present, and vendors will sell food, handmade Native American jewelry, arts and crafts, and other merchandise. Every year, over the course of two days, over a thousand people attend this UCR staple event.

21. Program/Service: Native American Yield efforts (300+)

Description: Each year, NASP staff conducts over 300 calls, send emails, and coordinates campus visits with students that have applied to UCR, and have been accepted to UCR.

22. Program/Service: Counseling (300+)

Description: The NASP office provides academic and personal counseling for Native American students and non-Native Americans. Students are often referred to faculty members to be mentors to help the students. Students in academic difficulty are referred to the Academic Resource Center for further assistance. Personal counseling is continuous, depending on the nature and severity of student's needs. The majority of the students have problems that are easily remedied. Students mainly need companionship and guidance. These students are also introduced to other students for companionship. Occasionally students come in with severe problems and they are referred to appropriate departments for professional assistance.

23. Program/Service: American Indian Alumni Association (45 participants; students and alumni)

Description: The American Indian Alumni Association's mission is to empower and provide support by creating a lifelong community with alumni, students, friends, and faculty through increased engagement in order to increase awareness, pride, networking, volunteer involvement, and philanthropic commitment to local and national American Indian communities.

While they have several key goals rebuild the networks among our alumnus, and to build networks with current students, graduate and undergraduate.

In 2008, the organization had gone dormant, and despite the fact that this is only the beginning of their second year since reactivation, we want to ensure that we continue to get the American Indian Alumni involved. NASP would like to enhance retention efforts for current UCR Native American Students by establishing a UCR Native American Alumni Mentorship Program. This program is dedicated to creating mentors/mentees to provide a more structured process in developing and preparing our graduating Native American students. With the slow economy, high unemployment rate, and potential tuition increases, it is getting more and more difficult for our students to find jobs or pursue a Master's or Ph.D. program after they obtain their undergraduate degree. This program will establish a foundation of support and mentorship for our students giving them the tools to be successful in graduate school or in the work field.

24. Program/Service: Financial Assistance

Description: The Director helps students with the Bureau of Indian Education (BIE) financial aid grant process and does follow-up with Tribal agencies. Students having difficulty establishing tribal lineage are also assisted with the aid of tribal agencies throughout the United States. The Director also coordinates a list of scholarships and students are able to utilize the list for scholarship assistance. In addition, the Director coordinates the Spirit of the Tribes 5K scholarship which provides funds for UCR graduate students, current students, and incoming freshman and transfer students.

25. Program/Service: Employment and Internship Assistance

Description: The Director assists students with employment by hiring student assistant(s) whenever possible, referring them to outside Indian agencies, and after graduation assists them with job searches, letters of recommendation, job recommendations, and job referrals.

26. Program/Service: Chancellor's Native American Advisory Committee (40 participants; students, staff, faculty, community)

Description: The Director helps assists by providing a report to the Native community and Chancellor.

27. Program/Service: Native American Graduation Banquet (100 participants; students, staff, faculty, community)

Description: Every year the Native American Student Programs and Costo Chair come together to honor and celebrate our graduating class of students, recognizing Native American student leaders with traditional Pendleton blankets. In addition, we celebrate our accomplishments and highlights of the school year.

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

**3. Strategic Vision: Discuss your short-term (2024-2025) plans and major program goals that will use HESSR funds:**

As we move towards achieving our goals of being a world-class university, Native American Student Programs will continue to serve as a resource to the campus community (Students, Staff, and Faculty) and provide access for prospective students to the University of California, Riverside. For the 2024-2025 academic year, as a department we will be focusing on making sure the department staff are working together with our students and student organizations cohesively. This past year was the first full year that NASP Pro-Staff have worked together in the office hosting all our programs and events. Our staff and students have slowly transitioned from being remote and hosting all in-person events again.

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

One substantial obstacle we must overcome is the permanent budget cut we took in 2020. We were hit with a \$30,000 permanent budget cut that has taken away resources to support student staff, programming, initiatives set forth by our department, and specifically with our outreach and support for our graduate students. As we transition to being more on campus, the impact of the pandemic still lingers. Engaging students and our campus and local community has changed a bit. There are also new policies and restrictions that have been put into place.

In addition, we have another major financial obstacle due to a lawsuit brought by UC students seeking a refund of Referendum fees from Spring 2020 when the campus went remote during the pandemic. All of the HESSR-funded departments must take a \$32,000 cut from current funds. Our office has been using carry-forward funds to off-set the permanent pandemic budget cut in the short-term. However, now we have no carry-forward and we will need to utilize HESSR funds cover the lawsuit settlement budget cut.

**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.**

Through our events and programs we are incorporating surveys and evaluations to enhance our abilities to align our vision and strategic processes. I will continue to review and further develop our strategic and smart goals that reflect our work and demonstrate the positive impact HESSR funds have had on students and our department.

## B. BUDGET QUESTIONS

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

We have requested to have SSFAC cover the increase of minimum wage expenses for all our department student assistants. Since 2009, when we began to received funds the minimum wage has continued to increase, but the funds to cover the wages have not increased. We are now in need to cover student assistant wages with the minimum wage now at \$16.00/hr. We have also requested funds to support our Native Grad Banquet. This is a temporary fund request and is still being

- 2. How many FTE positions are currently open? Which if any of the positions are newly created? Why was there a need to hire additional staff? What expanded services are provided by the new hires?**

We currently have no FTE positions open.

- 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 assuming \$100,000 in Referendum fee income.

Fund Amount	Short Description
\$67,100	Campus Wide Programming- (Special Events, Speaker Series, Special Projects, Signature events, Performers/Presenters, Mentorship program, and Co-sponsorships)
\$10,000	Staff S&E; Staff support and professional development- S&E provides supplies, computing, professional development, etc... for professional and student staff.

\$8,000	Student conferences/retreats- These funds will be allocated to help support students and student organizations to attend conferences and/or support organization retreats and also network with other Native student organizations.
\$4,500	Native Nations Liaison Development- Currently there is a major need to continue to engage in new partnerships and further develop the relationships that have been established with Tribal governments, education departments, Native American non-profit organizations, schools, and communities. The Native Nations Liaison Development will lead current UCR students to more opportunities such as internships, jobs, and research.
\$4,000	VCSA Assessment- a required fee assessed based on 3.75% of HESSR income from the previous fiscal year.
\$3,900	Marketing for Native American Student Programs and HESSR Marketing Materials.
\$2,000	RSAC Stipend and RSAC Support- This allocation will be used for a \$500 per quarter stipend for our RSAC representative. In addition, \$500 will be allocated for general support and materials needed
\$500	Diversity Council Support & Development- Help with cost of training council members.

**TOTAL = \$100,000**