

FY 2016-17

HESSR Funding Proposal

Unit Name:	LESBIAN GAY BISEXUAL TRANSGENDER RESOURCE CENTER
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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 Activates

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 LGBT people for over 20 years, since its founding in 1993. Significant LGBTRC programs include: Allies & Trans Allies Safe Zone (since 2000), Peer Connections Mentoring (since 2005), 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), Trans Remembrance Display (since 2003), T*Camp (since 2012), and the Lambda Celebration (since before 2000). The center also provides support for annual student events The Coming Out Monologues (since 2007), Dragalicious Drag Ball (since 2004), and Pride Prom (since 2003).

Within 245 Costo Hall, we are open until 8pm to provide a safe space for students to find community and use resources such as the David Bohnett CyberCenter, Resource Library, hosted student organization meetings, and discussion groups such as the Trans Group, BlaqOUT, LGBT Grad Hours, 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 other ethnic and gender program offices and the Common Ground Collective.

Programs/Services

1. 1-on-1 Student Support: 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.

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| <p>2. Tuesday Talks: 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 Grrr! Talk, Guy Talk, Queer People of Color, Fluidity, Faith Talk, Family Talk, Let's Talk About Sex!, Queering Relationships, Aces & Arrows, Deconstructing Gender, and Let's Talk About Internet Dating.</p> |
| <p>3. Trans Group: The Trans Group is a facilitated discussion group that provides a safe space for transgender, genderqueer, and gender-questioning students to gain peer support and community.</p> |
| <p>4. BlaqOUT: 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.</p> |
| <p>5. LGBTQ Grad Hour: The LGBTQ Grad Hour is a discussion group for LGBT-identified grad students to talk and build community. The purpose is to create a space for grads that does not include undergrads that they may be teaching, grading, or advising. In addition, grads can interact with staff and find out about resources on campus.</p> |
| <p>6. Allies & Trans Allies Program: The Allies Program is a network of UCR students, staff and faculty who provide support and resources for anyone with questions regarding sexual orientation or gender identity. Members attend a 3-hour seminar to learn about LGBT issues and lives, interact with a panel of LGBT students, and gain resources and referrals. The purpose is to educate the campus and provide support beyond the LGBT Resource Center space. Allies members also may attend a 3-hour Trans Allies Seminar to learn more about supporting the Trans* community. Please note that the center is evaluating this program for modification into a new training program starting in Fall 2016.</p> |
| <p>7. Peer Connections Mentoring Program: Peer Connections host anonymous online chats every Monday from 7pm to 9pm. UCR students can log-on from any computer and interact with trained peer mentors or other UCR students. Peer Connections not only provides support and resources for students who may hesitate to walk into the LGBT Resource Center, but it also is an excellent leadership development program for the Mentors. Peer Connections Mentors attend 3 days of training during Week 0 and weekly professional development the hour before the online peer chats. Please note that the center is evaluating this program for modification into an in-person peer mentoring program.</p> |
| <p>8. Community OUTreach Educators / CORE: CORE is the LGBT Resource Center's peer education program. CORE members speak on LGBT student panels for classes, resident hall programs, Allies 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 LGBT. CORE also provides a leadership development program as the 40 members attend a training Retreat and meetings to debrief from panels and other educational programs.</p> |
| <p>9. Q-Camp: Q-Camp: An Orientation to Campus Life for LGBT Students and Allies welcomes new and returning students during Week 0 of Fall Quarter. Co-sponsored by Stonewall Hall, 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 LGBT and allies life at UCR.</p> |
| <p>10. T*Camp InterCampus Retreat: T*Camp is an intercampus retreat for Trans/Genderqueer and Gender Questioning college students. The only retreat of its kind in the nation, T*Camp is held over 3 days in January. 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,</p> |

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.
11. <u>Lambda Celebration</u> : Lambda Celebration, held during Week 10 of Spring Quarter, brings together the campus LGBT and Allies community to honor graduating students and those earning the LGBT Studies Minor; to recognize Lambda Award recipients; and to announce the LGBTQIA Student Leadership Scholarship winners. It's a capstone experience that strengthens ties with UCR as an LGBT-inclusive campus.
12. <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 The Coming Out Monologues; QPOC Coffee House; La Familia Family Night; Transgender Awareness Week (with Asterisk of UCR), the Tour of Gay L.A. (with Stonewall Hall); and conferences such as the Tabla Conference (with NAMES & Neighbors) and the Asterisk Trans* Conference (with Asterisk of UCR). These events benefit all UCR students by educating and building community.
13. <u>Trans Remembrance Display</u> : In conjunction with the International Trans Day of Remembrance, the Trans Remembrance Display on the HUB Wall includes posters of over 400 people killed by trans hate. For a week in November, this passive display educates and raises awareness.
14. <u>Student Leadership Development</u> : Center staff act as advisors to student organizations so groups can better take advantage of campus resources, address internal issues, and follow University rules and regulations. The center also hosts new student groups that often grow into Registered Student Organizations. In Fall 2015, the center hosted the first Q Org Night, an opportunity for student leaders to share information, collaborate, and make connections; as well as a platform to share challenges and problem-solve together.
15. <u>Conference Delegations</u> : The center assists students with funding and logistics to represent UCR at regional conferences such as the Queer and/or Trans People of Color Conference, the Queer & Asian Conference, and (in 2016) the BlaqOUT Conference. Students return to UCR with new ideas and skills to empower their campus community.
16. <u>Policy Development</u> : Through involvement and leadership via the campus-wide Chancellor's Advisory Committee on LGBT Students, Faculty, & Staff (CAC), as well as the UCR Trans Task Force, center staff advise and help develop better policies and procedures to create a more equitable and inclusive campus environment.
17. <u>LGBT Trainings & Consultations</u> : LGBT Resource Center staff members provide group trainings and consultations for UCR staff and faculty to increase cultural competency and improve services to students on campus. Audiences include: Police, Health Center, Counseling Center, Athletics, Housing, etc.
18. <u>David Bohnett CyberCenter</u> : With computers, a printer and scanner 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, Peer Connections Online Chats, etc).
19. <u>Resource Library</u> : With 300 DVDs and over 700 books, the Resource Library is used for personal development and academic research. Campus members can check DVDs out over 2 nights and books for a week. The Resource Library is a key outreach tool, bringing new students in to check out DVDs and books and then connecting them to other center resources.
20. <u>Common Ground Collective</u> : The Common Ground Collective is a joint effort with African Student Programs, Asian Pacific Student Programs, Chicano Student Programs, International Student Resource Center, LGBT Resource Center, Middle Eastern Student Center, Native American Student Programs, Services for Students with Disabilities, Undocumented Student Programs, The Well, and the Women's Resource Center. Staff work with students to facilitate the Building Our Common Ground activity during Highlander Orientation and plan and facilitate the Common Ground Retreat with 50 UCR students in October, and continue campus-wide educational programs throughout the year.

3. Strategic Vision: discuss your short-term (2016-2017) plans and major program goals that will use HESSR funds:

The theme of 2016-17 for the LGBT Resource Center is Evaluation & Improvement. We now have secured permanent professional center staffing and we know we can provide campus-wide cultural and educational programming using HESSR funds to educate all students and empower members of the LGBT community. We also know UCR students will benefit by attending regional LGBTQ conferences and from UCR hosting conferences such as the 3rd Asterisk Trans* Conference (with Asterisk of UCR) and the 1st Queer Latinx Conference (with La Familia de UCR). We'd like to involve students in creating a Mural on campus, a project that students have requested for many years. We look forward to collaborating with students, academic departments, and other student services departments in new and creative ways.

The center is dedicated in 2016-17 to evaluating and improving our core functions.

1. One-on-One support for students in distress and crisis: We are seeking ways to more easily connect students to additional professional resources. The amount of mental health issues with which our students struggle can be over-whelming for center staff. In addition, many students do not take advantage of resources such as CAPS. Currently the Student Affairs Case Managers and a CAPS counselor hold "drop-in" hours within the center twice a month. We are working with CAPS on a plan for "counselors in residence" with strong LGBTQ expertise to hold weekly consulting and/or counseling hours. A key part of this plan is to convert the current Library Room into a Flex Room that can be used for confidential conversations. Thus, we are seeking funding for new furniture and lighting for the center space.
2. Peer Connections Mentoring Program: When first launched as an online chat program, Peer Connections was a vital tool for reaching out specifically to students of color who hesitated to walk into the center. For many years scores of students, usually 80%+ students of color, logged on to the weekly online chats. However, in recent years, students are more likely to log on in Fall quarter, then begin coming to the center in person for services. They no longer need the online chat space after the initial interaction. We've also seen a shift to students only wanting to chat using their phones, and the online chat software requires a computer to chat. For these reasons, we will be revamping the Peer Connections Mentoring Program. We will be researching other queer peer mentoring models to learn what is best for UCR students, and implementing a new model.
3. Allies & Trans Allies Program + LGBT Trainings & Consultations: The center offers two kinds of trainings, in broad terms. The Allies & Trans Allies seminars include a component of commitment by attendees; they can sign a contract and hang a visible placard stating they are supportive of the LGBT community. These seminars are always optional to attend. All other trainings are considered professional

development and are often tailored to the needs of specific departments, that may require staff to attend. The center is evaluating the Allies & Trans Allies Program to see if other training models, including ones that require an online component, would serve UCR better.

4. Tuesday Talks: This weekly facilitated discussion group series was revamped in 2015-16 with new topics and new marketing. Like all our core services, it will be evaluated for possible improvements.
5. Community OUTreach Educators: CORE is also a vital function of the center, trainings and organizing students to volunteer as peer educators. Like all our core services, it will be evaluated for possible improvements.

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

Increased Student Distress

Students who frequent the center deal with a multitude of issues, including:

- a) Students continue to struggle with rejection by family and friends when they “come out” as LGBT. Students also struggle to reconcile messages from organized religion regarding their sexuality or gender identity. LGBT students of color must navigate racism in LGBT spaces and homophobia in people of color spaces.
- b) Students increasingly seek access to emergency funding resources, due to the current economic climate and family issues related to the “coming out” process. More students are experiencing food insecurity.
- c) LGBTQ students are experiencing a high level of anxiety regarding their personal safety, due to crime on and near campus and the recent mass shooting in San Bernardino.
- d) Students struggle with general mental health issues, often made worse by the need to navigate spaces and resources that are heterosexist, homophobic, biphobic, and/or transphobic.

Working Within Capacity

Another challenge is center staff working within capacity. The center averages 350 activities a year, while also assisting students in distress, developing campus policies, etc. It is not our intent to increase our activities in 2016-17, but rather to evaluate and improve the ones we currently offer.

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

While the center has not been directly evaluated, we do use information from research to inform our work.

1. The 2014 UC Undergraduate Experiences Survey (UCUES) found that: “LGBTQ students were much less likely to agree or strongly agree that students of their sexual orientation

are respected on this campus compared to heterosexual students (68% vs. 86%).” The center continues to provide campus-wide education in response, such as the “Creating a Trans-Inclusive Workplace” training for staff and faculty and 37 educational trainings by request last academic year. The trainings are on top of the over 300 other programs the center offers.

2. The 2014 National College Health Assessment of UCR students found many student health concerns specific to Lesbian, Gay, Bisexual, and Undecided students (see below). The center provides resources such as 1-on-1 staff support, Tuesday Talks, and online Peer Chats so that students can benefit from peer support and referrals to campus resources such as the Student Affairs Case Manager and CAPS.

LGBU students reported higher rates of:

- Being verbally threatened (26% vs. 11%)
- Being sexually touched without their consent (9% vs. 4%)
- Having sexual penetration attempted without their consent (9% vs. 1%)
- Being in an emotionally abusive relationship (16% vs. 5%)
- Feeling less safe on UCR campus during the day and at night
- Feeling less safe in the surrounding UCR community during the day and night

LGBU students reported higher rates of:

- Feeling hopeless, lonely, sad, depressed, and angry
- Self-injury, seriously considering suicide, and attempting suicide
- Being diagnosed or treated for anxiety, depression, insomnia, and panic attacks
- Having difficulty handling:
 - Career-related issues (39% vs. 29%)
 - Family problems (46% vs. 30%)
 - Intimate relationships (46% vs. 26%)
 - Other social relationships (46% vs. 23%)
 - Finances (49% vs. 39%)
 - Personal appearance (37% vs. 26%)
 - Sleep difficulties (44% vs. 25%)
- Receiving mental health services from a therapist (48% vs. 25%), psychiatrist (25% vs. 8%), and other medical providers (25% vs. 8%)
- Experiencing more than average stress within the last 12 months (55% vs. 35%)

LGBU students were more likely to have the following affect their academic performance within the last 12 months:

- Anxiety, depression, finances, sleep difficulties, and stress

LGBU students were also more likely to have experienced:

- Discrimination, relationship difficulties, and work issues

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.**

The center requested permanent funding for the Student Life & Development 1 position (including benefits and \$5,000 S&E). This request was approved.

- 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?**

N/A

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

Because we needed to prioritize the permanent funding of the Student Life & Development 1 position, the center did not request any other funding items from SSFAC. Thus, we no longer receive temporary funding for student assistant wages, new programming funds for core functions, or computing support. These items have been moved to the HESSE funding request.

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 budget request has been organized for programming flexibility. In 2015-16, for example, the center's Cultural & Educational Programs included the ONE Archives History Exhibit, QT Org Night, The Sexual Politics of Topping with Sinclair Sexsmith, The Coming Out Dance, Midterms Study Breaks, Tangerine film screening, One Mic, One Voice spoken word night, Body/Mind Justice: The Art and Practice of Disability Justice with Leah Lakshmi, Reading of Bodymap and Dirty River by Leah Lakshmi, The Lacks Family, Trans Pride Reception, Peer Connections Monthly Socials, Unity Hour, Bex Kwan Spoken Word, Talent Show for Syrian Refugees, Sister Spit, Mosquita Y Mari film screening, Dragalicious Drag Ball XIII, Feminist Zine Workshop, and a Marga Gomez writing workshop. Some of these events may be presented in 2016-17, such as a collaborative spoken word event, Midterms Study Breaks, Unity Hour, and support for Dragalicious Drag Ball. Other events will depend on programming opportunities, collaborations with students and departments, and current issues (such as the Fall Election).

While UCR will be hosting the 3rd Asterisk Trans* Conference, the BlaqOUT Conference has moved to UC Davis in 2017. However, the center will collaborate with La Familia de UCR and Chicano Student Programs to support the new Queer Latinx Conference. Both of these conferences will address the intersections of students' identities and educate UCR and students from California and beyond on LGBTQ issues. Funding will be invested in speakers, performers, and logistics for these two conferences.

We do not yet know which campus will host the Queer and/or Trans People of Color Conference, so the costs for delegation travel may go down for QTPOCC if a SoCal campus hosts. However, because both the Queer & Asian Conference and BlaqOUT Conference are hosted in NorCal, delegation expenses will still require a healthy funding commitment. We place a very high value on conference experiences for students to feel empowered, make connections beyond UCR, represent our campus, and bring back tools and ideas for improving life at UCR.

S&E provides supplies, computing, professional development, etc, for professional staff. The divisional standard is \$5,000 per FTE (full time employee). Currently, one staff member has permanent \$3,500 S&E, one staff member has permanent \$5,000 S&E, and two staff members have no dedicated S&E (1 FTE, .5 FTE). By dedicating HESSR funds to get every FTE up to \$5,000, the center can cover any current deficits.

The center is able to stay open until 8pm most evenings because of student assistants' coverage. We are also hiring students to assist with social media and to develop marketing for events in a timely fashion. We must use HESSR funds to replace past SSFAC funds for student assistants.

In 2016-17, the center will be evaluating and possibly revamping our training programs, peer mentoring program, and peer education program. We also no longer have temporary SSFAC funds for these programs. HESSR funds will allow us to be creative as we develop these core services for UCR students.

For many years, students have requested a mural celebrating LGBTQ lives and history. The center would like to partner with students and queer studies faculty on a project to bring public queer artwork to UCR. Whether inside the LGBTRC or part of UCR's new public art initiative, a mural will provide a lasting impact on campus.

Marketing will increase campus awareness of center programs and services. LGBTQ visibility creates a more inclusive campus climate and helps connect students to center resources and programs. The center will again provide pride wear T-shirts to students at Q-Camp Orientation and the LGBTRC Open House, as well as T-shirts for CORE members and Peer Connections mentors. The center will be creating new print marketing for Tuesday Talks and CORE, and will be designing new print marketing for other LGBTQ programs and resources. We will be looking at other marketing possibilities so every student knows about the center's services.

Creating a confidential space for a CAPS counselor within the center will require us to move out bookshelves and add seating and better lighting to what is now the Library Room. We may need to reconfigure some of the rest of the center in the process if we need to find new locations for items in the Library.

The UCOP assessment and RSAC stipends are required budget items.

We hope the Diversity Council will use funding support to develop relationships between representatives and prepare for council projects and activities. Any campus-wide programs can still be requested from the center separately.

Fund Amount	Short Description
\$20,000	Cultural & Educational Programs – funds to support campus-wide events that build community and educate regarding sexual orientation, gender identity, and intersections of identities.
\$13,000	Asterisk Trans* Conference & Queer Latinx Conference – funds to support UCR hosting two regional conferences, in collaboration with Asterisk of UCR and La Familia de UCR & Chicano Student Programs.
\$12,000	Delegations to QTPOCC, QACON, and BlaqOUT Conference – funds to support student delegations to regional LGBTQ conferences.
\$9,000	S&E for Staff support & professional development – funds to support the supplies and expenses, as well as the professional development, of staff based on \$5,000/FTE.
\$6,000	Student Assistant wages – funds to support student assistants to keep the center open in the evenings, to assist with social media and marketing, and to assist with tabling.
\$5,700	Support for core center programs (Peer Connections, CORE, Trainings) – funds to support key center programs, which no longer receive temporary SSFAC funds.

\$5,000	Mural Project – funds to support the development and creation of a mural artwork celebrating LGBTQ lives and history.
\$5,000	Marketing (posters/cards, t-shirts, notebooks, etc) – funds to increase visibility of the center’s programs and services.
\$5,000	New office furniture & lighting for Flex Room – funds to reconfigure the center space so that CAPS staff can provide confidential consultations and/or counseling within the center.
\$3,000	Students to attend national conferences, e.g. Creating Change – funds for individual students to attend national conferences and present their experiences and new resources to peers upon return.
\$2,000	Reserve for UCOP assessment – funds for the required UCOP assessment.
\$1,500	RSAC stipend – funds to pay the RSAC representative \$500 per quarter for their service.
\$500	Diversity Council support & development – funds for Diversity Counsel to hold retreats and launch projects important to their mission. Additional funds for programs may also be requested separately.

TOTAL = \$88,000