

**FY 2017-18****HESSR Funding Proposal**

<b>Unit Name:</b>	<b>LGBT RESOURCE CENTER</b>
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## A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

### 1. Mission Statement:

2. The LGBT Resource Center (LGBTRC) provides support, education, and advocacy regarding sexual orientation and gender identity for the UCR campus community.
- 3.

### 4. 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 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 Dragalicious Drag Ball (since 2004) and Pride Prom (since 2003). Please note that the formal Allies Program was phased out for 2016-17, although we still offer campus-wide training classes twice a quarter. Also, the online Peer Connections mentoring program was been phased out starting 2016-17, as its mission to bring in more students to the center is now met with other center programming & visibility efforts.

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, Quiet Room, 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

<p>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.</p>
<p>2. <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 &amp; Arrows, Deconstructing Gender, and Let's Talk About Internet Dating.</p>
<p>3. <u>Trans Group</u> – 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. <b>In 2016-17, we are using a one-time UCR Mental Health Grant to pay an outside Trans Woman of Color skilled facilitator to host and facilitate the group.</b></p>
<p>4. <u>BlaqOUT</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.</p>
<p>5. <u>LGBTQ Grad Hour</u> – 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 who they may be teaching, grading, or advising. In addition, grads can interact with staff and find out about resources on campus.</p>
<p>6. <u>CORE / Community OUTreach Educators</u> _CORE is the LGBT Resource Center's peer education program. CORE members speak on LGBT 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 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>7. <u>Q-Camp</u> – 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>8. <u>T*Camp InterCampus Retreat</u> – 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 &amp; 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.</p>
<p>9. <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.</p>
<p>10. <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; QTPOC Coffee House; 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 &amp; Neighbors), the Asterisk Trans* Conference (with Asterisk of UCR), and the ¡Presente! Conference (with La Familua de UCR). These events benefit all UCR students by educating and building community.</p>
<p>11. <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.</p>
<p>12. <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 &amp; Asian Conference, and (in 2016) the BlaqOUT Conference. Students return to UCR with new ideas and skills to empower their campus community.</p>
<p>13. <u>Policy Development</u> – Through involvement and leadership via the campus-wide Chancellor's Advisory Committee on LGBT Students, Faculty, &amp; 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. Recent achievements include implementing a Preferred Name policy and system using Banner.</p>
<p>14. <u>LGBT Trainings &amp; 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. We also offer quarterly campus-wide courses on “LGBTQ Cultural Competency” and “Creating a Trans-Inclusive Work Environment.”</p>
<p>15. <u>Resource Library</u> – With 300+ DVDs and 300+ 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.</p>

16. David Bohnett CyberCenter – 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, etc).
17. Quiet Room / Future Counseling Space – The center has converted the former library room into a Quiet Space for studying and self-care. Our plan is to eventually work with CAPS to offer confidential counseling or consulting in the room.
18. Common Ground Collective – The Common Ground Collective is a joint effort with African Student Programs, Asian Pacific Student Programs, Chicano Student Programs, LGBT Resource Center, Middle Eastern Student Center, Native American Student Programs, Undocumented Student Programs, 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, including Unity Hours in Winter Quarter.

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

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

**The first theme of 2017-18 for the LGBT Resource Center staff is Evaluation & Improvement.** We now have secured permanent professional center staffing from SSFAC 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.

**The center is dedicated 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 was to convert the current Library Room into a Quiet Room that can be used for confidential conversations. UCLA, UCSD, UCI, and UCD all use CAPS Counselors-In-Residence inside their LGBT Resource Centers. We want to bring this model to UCR to benefit students. We’re piloting in Spring 2017 “CAPS Drop-In Hours” with two counselors alternating weekly time in the center lounge with the option of 1-on-1 consultations in the Quiet Room.
2. We now have access to SOGI (sexual orientation & gender identity) data from the UCR Admissions application, and soon current students can update SOGI data in

Banner. Using analysis of this data and data from UCUES and the national collegiate health survey, we hope to learn about new directions in center outreach, programs, and support services.

3. Students' financial and food insecurity continues to grow. While more mental health resources can address some stress symptoms, students also need other safety nets. We successfully raised over \$8,600 from donors for the new Student Assistance Fund, but we need to address barriers that keep us from transferring financial support to students in need.
4. We piloted the hiring of a skilled trans-identified facilitator for the Trans Group by partnering with a UCR mental health grant. Qualitative evaluations show students perceive better support and access to resources because of the facilitator. This is a resource we wish to continue in 2017-18.
5. 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 have ended the Peer Connections program in 2016-17, and we are examining this year the impact on student support.
6. 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. For 2016-17, we have ended the formal Allies Program and replaced it with quarterly campus-wide training classes: "LGBTQ Cultural Competency" and "Creating a Trans-Inclusive Workplace." We'll continue to respond to specific departmental training requests, from departments such as Residence Life & Campus Health Center.
7. Tuesday Talks: This weekly facilitated discussion group series was revamped in 2015-16 with new topics and new marketing., and we witnessed an increase in attendance. We'll continue to update topics based on students' needs.
8. 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. We've seen an increase in CORE members, and new opportunities for student-led programs.

**The second theme of 2017-18 for the LGBT Resource Center is Visibility & Awareness.**

While we are proud of our ongoing services within the LGBT Resource Center space, we recognize that many students still feel stigmatized walking into the center space. Or, they simply do not know the center exists. This we wish to focus funding on ways to connect students to our resources.

1. High profile regional conferences bring attention to the excellent work of the center. These events build UCR community but also bring improve our reputation to prospective students and in the media. We are hosting one conference a quarter: CCC + LGBTQ Summit in Fall, Geek Out UCR in Winter, and the 5<sup>th</sup> BlaqOUT Conference in Spring.
2. Our 25<sup>th</sup> Anniversary is an opportunity to bring attention to the center's accomplishments and increase awareness on the UCR campus that we exist and we are amazing. The UC Riverside Pride Alumni event in Spring will strengthen our alumni network and contribute to a "25 for 25" fundraising campaign. Commemorative items will continue to remind people of our services and accomplishments.
3. We wish to increase our marketing by using our logo on giveaways that students will keep and share. We also will continue to use the UCR Guide mobile app as an outreach tool to prospective and current students.

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

The center is greatly concerned that the Highlander Empowerment Referendum must be reaffirmed by student vote in 2020. While we see the tremendous benefits to students because of the HESSR-supported services, programs, and staffing, we want to make sure the entire campus is educated about this impact.

Our short-term vision above details other challenges we are attempting to address.

**7. 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.**

- 1) Data showed our Peer Connections online chat program is no longer useful, so we ended the program.
- 2) Requests for campus-wide staff & faculty have increased, so we established 2 trainings every quarter as well as department-specific trainings for Housing, Residence Life, Campus Health Center, CAPS, and academic departments.
- 3) An increase in suicide attempts by UCR trans students led us to secure funding from the UCR Suicide Prevention mental health grant to hire a TWOC experienced facilitator to host and facilitate the Trans Group. This is a pilot program for 2016-17.
- 4) The collegiate health survey showed particular challenges for bisexual and pansexual UCR students. We have yet to act on this information with specific programming but it is

part of our strategic plan to increase outreach and programming. Below are the survey results.

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 Student Counseling Center. The triage work of the SLDS1 is a key component of the center's student support system.

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



**B. BUDGET QUESTIONS**

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

We requested funds from SSFAC to make the Budget, Personnel & Program Assistant for the LGBTRC and WRC a 12-month position by adding one month of wages and benefits.

- 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:**

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.**

N/A
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Fund Amount	Short Description
\$18,000	<b>Geek Out UCR &amp; 5<sup>th</sup> BlaqOUT Conference</b> – funds to support two high-profile regional conferences. These events are open to the entire UCR campus community, raise awareness and educate regarding the LGBTQ community, and are rad. Geek Out UCR will be on February 17, 2018 and the 5 <sup>th</sup> BlaqOUT Conference will be on April 27-28, 2018.
\$12,000	<b>Student Travel to Conferences</b> – funds to support UCR delegations to regional and national conferences. These might include: Queer Trans People of Color Conference, Queer & Asian Conference, Asterisk Trans* Conference, and Creating Change Conference.

\$10,000	<b>25<sup>th</sup> Anniversary Celebration</b> – funds to support special events such as a UC Riverside Pride Alumni event (April 7, 2018), and to support commemorative items.
\$10,000	<b>Cultural &amp; Educational Programs</b> – funds to support campus-wide events that build community and educate regarding sexual orientation, gender identity, and intersections of identities.
\$9,000	<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 staff based on \$5,000/FTE. Funds also be used to purchase a shared gem cart.
\$7,000	<b>Student Assistant Wages &amp; Benefits</b> – 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.
\$7,000	<b>Marketing the LGBTRC &amp; HESSR</b> – funds to increase visibility of the center’s programs and services, as well as educate students on the Highlander Empowerment Referendum’s impact on campus. This includes funds for the UCR Guide mobile app.
\$5,000	<b>Support for Core Center Programs</b> – funds to support key center programs, which no longer receive temporary SSFAC funds. These include Q-Camp Orientation, Coming Out Dance, Community OUTreach Educators/CORE, Pride Prom collaboration, and Lambda Celebration.
\$4,000	<b>CCC + LGBTQ Summit</b> – funds to support an event on November 11, 2017 to address support for LGBT students at California Community Colleges and the pipeline to 4-year institutions.
\$3,000	<b>Facilitator for Trans Group</b> – funds to hire a skilled trans-identified facilitator for the Trans Group.

\$3,000	<b>Summer Graduate Intern Wages, Benefits, &amp; S&amp;E</b> – funds to support a 6-week internship for a graduate student in Summer 2018. The intern will assist with Building our Common Ground and complete an LGBTQ services or resources project.
\$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.

**TOTAL = \$90,000**