

FY 2018-19

HESSR Funding Proposal

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A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. Mission Statement:

The WRC’s mission, vision, core values, and guiding principles are noted below:

Mission

The UCR Women’s Resource Center (WRC) is a multipurpose Student Affairs department engaging students, staff, faculty, and community by promoting gender equality, awareness, inclusivity and proactive response around issues that intersect with gender.

Vision

Through its programs and services, the WRC will connect theory, research, experiential learning, co-curricular development, and/or practical application from a social justice lens.

Core Values

As a results-oriented department, the WRC values integrity, activism, excellence, and gender equity.

Guiding Principles

The WRC is guided by its core values, modeling, taking risks, communicating, and making a difference in:

Student service
Retention and graduation
Empowerment
Education & Awareness
Campus & Community Partnerships
Gender Equality
Safety

2. Program Description: a. *Please list each of your programs and/or your major activities/services for your department and give detailed information that describes your department.*

Overview / Major Activates

Campus-based women’s centers have existed nationally since the 1960’s and are still being established on college and university campuses to address perennial issues of gender equity today. By nature, the organizations at the same time reflect the unique cultures of their institutions and time. Whether drawing from actions to implement women’s studies as an interdisciplinary academic field, following the first-wave feminist movement of the 1960’s, or engendered otherwise, their origins imitate the prevailing circumstance. It matters not that they’re old or new, they function as a resource and

advocate for women (and others), apportioning services and support so students can achieve their educational goals.

Once embodied by campus and community founders in 1973, the WRC derived as an action-oriented women's space that provided educational programs, speakers, and other services for women that were student-prompted. With a feminist/political focus, it offered information on legal issues, medical care, welfare, prison reform, LGBT rights and responsibilities, and sexual health (including birth control, family planning, sexual harassment, and rape). However, it grew to embrace student development and academic units in advancing women's leadership and rights, peer and community-building, and men's programming that intersects women's lives in an effort to eliminate barriers, diminish prejudices, and strengthen a supportive campus climate. If only by default, it became interdisciplinary and endues a standpoint feminist perspective - a post-1980's stance that women's and men's movements should address issues that intersect women and men. Today we also must recognize and honor that many people are breaking out of the gender binary, and do not identify as women and men, which often causes further marginalization.

As a multifunctional department that furnishes programs and services for the campus community, the center provides educational opportunities and developmental support to champion female and male student access, outreach, equity, knowledge and skill development, safety, and retention. Not only is it a critical Student Affairs department, but it likewise encompasses a holistic perspective that envelops gender diversity and incorporates a well-rounded co-curricular experience for students as they navigate their college careers. With its core of informal counseling and advising, safety venues, national awareness month (e.g., Sexual Assault Awareness Month) activities, student groups, lectures, special-interest programs, internships, and a study room/computer workstation, it proffers a sense of self and well-being. The idea is to forward a framework for strengthening student support, while serving as a catalyst for addressing many of the University's gender-oriented concerns.

Programs/Services

1. Program/Service: Informal Counseling and Advising

Whether students make an appointment or drop in for assistance, they can receive informal counseling and advising along with referrals. Counselees, specifically, seek assistance on a range of issues or concerns from time management to personal relations. Those with complex issues are generally referred to the Case Managers or Counseling Center, while those with problems related to sexual harassment and assault, specifically, may be referred to the Title IX/Sexual Harassment Office, the CARE Advocates, other endemic offices on campus, or the Riverside Area Rape Crisis Center.

2. Program/Service: Safety Programs

CAMPUS SAFETY ESCORT SERVICE - The Campus Safety Escort Service is one of the most critical services provided by the University. As one of the WRC's most dynamic and vital services, the safety service works in alliance with the University of California Police Department and the Campus Safety Committee in playing an integral part in the well-being of the campus community. Dispatching from the first floors of the Highlander Union Building and the Rivera Library, the service is staffed by up to 60 volunteers at any one term: 30 percent of whom are female students and 70 percent of whom are male. With a "buddy system" for a foundation, volunteers escort members of the campus community to the individuals' cars, classrooms, residence halls, and campus apartments on University property. Escort volunteers complete individual interviews, undergo reference and background checks, and engage mandatory training. To make themselves easily noticeable and offer a sense of protection and identification, they wear bright yellow uniforms, carry photo ID's, tote police-monitored radios, and employ flashlights. A red-dial Escort Phone is located on the first floor in most campus buildings for individuals' use, or individuals can dial a dedicated number for service/transport.

SELF-DEFENSE CLASSES - To provide a means for individuals to better tackle issues of safety, the WRC offers quarterly self-defense classes during the academic year. In addition to the physical safety training and techniques for women and men, the goal is to minimize vulnerability and increase empowerment.

CAMPUS SAFETY ESCORT CART - Beginning fall 2003, the Campus Safety Escort Service (CSES) used, for the first time in the service's (then) 28-year history, a much-needed cart for transportation. Along with enabling the escorts to cover increased distances, the cart lessened service time. The only problems were that the cart was just made for two riders, it seemed to be in the shop more than it was out, and because it was battery-operated, it couldn't hold a charge. In light of recommendations by the University Task Force on Safety, the University has provided CSES an eight-passenger cart to transport students. CSES continues to run as a foot-patrolled program, from Sunday through Thursday, dusk to midnight.

DONATE-A-CELL-PHONE CAMPAIGN - In October, in support of Domestic Violence Awareness Month, the WRC collects deactivated wireless cell phones. Any and all such phones turned in to the Center are donated to the nonprofit Wireless Foundation for reprogramming to access 911, providing air time to potential victims of domestic/relationship violence. Regardless of model, make, or age, the phones can be delivered in person or by campus mail to the WRC.

ANNUAL CAMPUS SAFETY WALK - Each year, interested campus volunteers are organized for the Annual Campus Safety Walk to scour the campus at night, with the WRC, UCRPD and Physical Plant staffs, to increase campus-wide safety by screening for burned-out lights and other potentially hazardous items. Their subsequent

recommendations are presented to both the Campus Safety Committee and Physical Plant Department for follow-up.

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

Women are drastically underrepresented in US Government. California ranks 32nd in the nation when it comes to the number of women in elected office. We are far from reaching parity, as national averages of women in government at every level are around 20%. Because of this, the WRC has created targeted programming aimed at engaging more women in the political process. In 2017, we started the Persist Women's Political Engagement Conference, the first of its kind in the Inland Empire region. We will continue to do this conference annually in the Fall, with other programming throughout the year as well.

4. Program/Service: **Domestic Violence Awareness Month. Stalking Awareness Month, and Sexual Assault Awareness Month**

After a spring 2010 survey, launched by the Dean of Students/WRC and administered by the University of Wisconsin – Stout, showed that less than 1% of UCR students who experience relationship violence ever report it, the WRC has been making great strides to increase our students' education around this often sensitive subject. With activities during October, January, and April, the Center commemorates national Domestic Violence Awareness Month, Stalking Awareness Month, and Sexual Assault Awareness Month to give voice to issues of sexual/relationship violence and stalking of women and others. In addition to engaging the campus community in learning to identify and seek help around sexual violence/assault and stalking, the purposes are to support women and women's organizations (e.g., domestic violence shelters, violence treatment programs, rape crisis centers, and other similar agencies), rebuke jokes and sexist language against women, and analyze how certain attitudes and behaviors may contribute to this (rape) culture. Forwarding prevention-targeted activities to strengthen and expand the network of programs dedicated to involving individuals in promoting gender equality and demonstrating their commitment to ending violence against women is the objective. A key program is Take Back The Night during April.

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

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

The Women's Movement, Sexuality, Sexism, Healthy Relationships, Reproductive Rights, Sexual Harassment/Sexual Assault, Divorce and Other Separations, Assertiveness Skills, Feminism, Healthy Masculinities, Safety, Consumerism, Body Image, Health Care, Equity, Men's Dynamics, Student-Parent organizations, etc.

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

<p>6. <u>Program/Service: International Women’s Day</u> During national Women’s History Month (March), the WRC plans a number of activities for the University community, i.e. displays, posters, calendars. Attempting to raise consciousness regarding women’s plight worldwide, the activities take many forms. Most are meant to counteract prejudice and promote social and gender equality.</p>
<p>7. <u>Program/Service: Speaker Series and Other Events</u> The WRC organizes special-interest projects to explore aspects of the student as a whole. In some instances, this means activities like the Speaker Series, which features current event topics; the Resources and Research in Genders Initiative, a venue of the Women’s Resource Center and Women’s Studies Department, whose mission is to support, enhance and connect communities interested in genders.</p>
<p>8. <u>Program/Service: Internships</u> Internships are offered through the WRC for undergraduate and graduate students. Where there is a match between student and Center or Center and student needs, enrolled students apply and carry out projects. Strong interpersonal and public contact skills and the ability to coordinate activities, work independently as needed in a self-supporting environment, and meet timelines are essential. Through this program, students can hone their public speaking skills and delve into researching a topic of their choice and finally presenting to a workshop audience.</p>
<p>9. <u>Program/Service: Study Room/Computer Workstation</u> As the WRC has been inundated over the past few years with a sharp increase in students, so too has the usage of the WRC lounge. Initially designed as a rest-and-relaxation spot, the lounge morphed into a multifunctional space for Campus Safety Escort Coordinators to conduct interviews, for student clubs and organizations to conduct meetings (by reservation), for students at large to study and do computer work, and even use the microwave.</p>
<p>10. <u>Program/Service: In-House Volunteer Services</u> In order to better meet the needs of the campus community, the WRC maintains an in-house volunteer opportunity. The service is open to students, faculty, and staff who want to serve in a pivotal role for the WRC. Not only do volunteers adhere to the center’s established policies by promoting confidentiality, comfort/support, and safety, but they also honor their scheduled project times.</p>

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

The HESSR budget allowed the WRC to increase programming by 67% in the 2016-2017 school year. We steadily maintained these programs in 2017-2018. We are grateful for these funds and the opportunity they have provided us to engage with and educate the campus community around issues pertaining to gender. During the 2018-2019 academic year the WRC will continue working with a number of campus and community partners (we have collaborated with over 50 partners in the last two years). After the success of the inaugural Persist Women’s Political Engagement Conference, we will work towards

making the 2018 version even stronger. HESSR funds are essential to the success of this conference.

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

During the 2018-2019 academic year the WRC will working to accomplish the following goals:

1. Continue to provide a diverse and robust array of programming. This should involve working with more faculty to highlight and utilize their expertise as it relates to gender.
2. Further develop our WRC Strategic Plan with attention to the university's strategic plan *UCR 2020: The Path to Preeminence*; and the VCSA Strategic Plan.
3. Maintain efforts (e.g. coalition building, more co-sponsorships) that will bring increased numbers of students, staff, and faculty into the WRC and in attendance at WRC events.

Through the addition of financial resources from the Highlander Empowerment Referendum funds we are confident in our ability to accomplish these goals. We are committed to continuing our work in creating a diversity of programming and advocacy through the hiring of a new Student Life and Development Specialist I, who has added tremendously to our capacity to achieve our goals as a department. As we move forward in the 2017-2018 academic year we will continue our assessment of current programs and make updates to our frequently accessed resources (e.g. website, social media, and lounge space). We will expand our programs to include increased efforts for co-programming across campus, including partnerships with Grad Division and other campus centers and departments. The majority of our HESSR funds this year will continue to be used to support the salary and benefits of the Student Life and Development Specialist I (which we are in the process of re-classifying to a SLDS II). Otherwise, the funds will be geared towards programming, and professional development.

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

The main challenges of WRC include:

The WRC still relies on HESSR funds to support one full-time staff member. Ideally, we would like the staff member to be permanently funded so the position is secure, and we will have more resources available for programming.

5. Please provide information on any recent evaluations your unit may have had. What recommendations were made, and what actions were taken in response to the recommendations.

N/A

B. BUDGET QUESTIONS

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

Campus Safety Escort Service – General supplies (radios, uniforms, IDs, etc.) – (A01583) - \$2,175

The Campus Safety Escort Service has broadened its patrol area to keep up with UCR's growing enrollment and the increase in evening programs/events on campus. This has led to increases in the number of volunteers necessary to meet the needs of students walking campus at night and requires a steady supply of general operating supplies (radios, uniforms, IDs, etc.).

Graduate Student Programming \$4,000

The WRC is working hard to initiate relationships with GSA and Grad Division in order to ensure more programming geared towards the graduate student population.

Room Rental Fees – (A01427) - \$2,000

The WRC hosts several large scale events (e.g. The Vagina Monologues, Take Back the Night) and room rental fees are necessary for these events to take place at locations such as the Alumni & Visitor Center.

Campus Safety Escort Service Gift Cards – (A01583) - \$5,000

The CSES is a completely student-run department organization, under supervision by the WRC Student Life and Development Specialist 3. Every year there are approximately 60-70 student volunteers who each dedicate 2 hours, or more, a week to escort members of the campus community to and from any campus location after dark. This service is especially useful for students navigating the campus at night. Campus safety escorts undergo an interview process, reference check, background screening, and training. We rely on student volunteers to keep the service going and, as an appreciation for their dedication, we provide bookstore gift cards in recognition of perfect attendance.

Co-curricular Program Development - \$3,500

The WRC is a place where students can put theory into practice, taking what they learn inside the classroom and applying it their co-curricular endeavors. Building upon our internship program, where students have been able to earn course credit for planning programs or engaging in a research project, the WRC seeks to nurture additional relationships with academic departments across campus/disciplines to create student learning opportunities related to women and gender. Potential programs include the following: Women in STEM symposium, WRC book club (reading books by women writers), women of color in academia series, etc.

Student Parent Programming - \$1,500

The WRC serves as an important resource for student parents on campus. Our Student Life and Development Specialist 3 advises the student parent groups, R'Kids and the Scotty Cubs support group, and the WRC co-sponsors events and programs for student parents throughout the year. Student parents have a unique set of needs and challenges that traditional students do not face (e.g. balancing raising a family while attending school, child care costs, parenting responsibilities, etc.). These funds will be used for event/program costs such as printing posters, food for parent meetings, movie rentals for parent/child socials, student parent graduation celebration, etc.

Microsoft Licensing Fee \$514

An annual fee.

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?**

No FTE positions are currently open. We hired a Student Life and Development Specialist I with HESSR funds.

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.

See below for descriptions of how each category of funding will be allocated.

Fund Amount	Short Description
Salary: \$36,775.94 SLDS I Benefits at 28%: \$19,806.03 SLDS I UCRP at 14.6%: \$5,369.29 Total: \$61,951.26	<p><u>Student Life Development Specialist 1 – WRC Program Coordinator</u></p> <p>The WRC has increased its programs in the last year with the hiring of a new WRC Director. We hope to continue growing core programs and adding new initiatives. As such, we required additional staff support to meet the changing needs of our center. The WRC Program Coordinator assists with planning events events, activities, and educational workshops raising awareness and promoting dialogue and understanding of the role and impact of gender on campus and in our lives and society. Under close supervision of the WRC Director, the coordinator will identify student interests, issues, and campus community and global concerns and will use this information to plan, develop and implement appropriate diverse programming and events.</p>

	<p>For the 2017-2018 academic year, the WRC is covering this position through our Highlander Empowerment Referendum funds. Doing so, however, limits the amount of programs/services we are able to offer since the majority of our referendum funds are going towards this position.</p>
\$10,000	<p><u>Speaker Fees/Collaborative Programming</u> The WRC invites various speakers throughout the year who present on topics relating to women and gender and in support of our core programs and initiatives. Topics include, but are not limited to, the following: breast cancer awareness, domestic/relationship violence awareness, sexual assault awareness, women’s history, reproductive justice, feminism, social justice, women in STEM, gender equity, professional development, and work/life balance. The WRC also strives to help support other partners on campus, including faculty and academic departments in our collaborative programs.</p>
\$10,000	<p><u>Persist Women’s Political Engagement Conference</u> In 2017, we started the Persist Women’s Political Engagement Conference, the first of its kind in the Inland Empire region. With over 300 people in attendance, the conference was a great success and garnered media attention. The conference achieved its goals of bringing students, faculty, elected officials, policy makers, community members and activists together for the purpose of increasing women’s political participation. We look forward to hosting Persist 2018 on October 26.</p>
\$1,500	<p><u>RSAC Student Stipend</u> We greatly value the work of our RSAC representative, as the HESSR funding enables our department to achieve our goals in a way that would not be possible without this money.</p>
\$10,000	<p><u>Professional Development</u> These funds are important as they allow staff to travel to conferences, give presentations, network, and engage in other types of development. While we can’t afford to meet the recommended \$5,000 per FTE, we will work towards increasing this number each year if we can.</p>
\$500	<p><u>Gem Cart</u> Contribution towards insurance and maintenance of the shared gem carts used by Ethnic & Gender Programs.</p>

\$1,000	<p><u>Marketing for events</u> These funds will be directed towards our work with Student Affairs Marketing and Communications.</p>
\$1,600.74	<p><u>45th Anniversary Events/Marketing for WRC</u> The WRC will celebrate our 45th year in 2018. We'll begin the celebration in January and continue through December. These funds will go towards marketing items, marketing/printing costs, as well as events highlighting and celebrating our history.</p>
\$2,448	<p><u>UCOP Assessment Fee</u> The UC Office of the President assesses a fee on funds spent two years in the past. This charge reflects that fee.</p>
\$500	<p><u>Diversity Council Support</u> These funds support the work of the Diversity Council, including food for meetings.</p>
\$500	<p><u>RSAC Support</u> These funds support the work of the RSAC, including food for meetings.</p>