



Women and Gender Resource Center  

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Division of Student Affairs

**FY24 Student Fees Advisory Committee (SFAC) Program Questionnaire**

1. Please provide a one-page executive summary of your questionnaire responses. This summary should include, in brief terms: your unit's mission, how you accomplish your unit's mission, and a justification of your unit's student fee allocation in terms of benefits for students.

The **Vision** of the Women and Gender Resource Center is to advance the UH community by challenging gender inequities to prioritize the success of all students, faculty, and staff.

The **Mission** of the Women & Gender Resource Center is to promote gender equity and student success through educating, empowering, and supporting the UH community.

The WGRC accomplishes our mission through our **Three Methods**:

- *Educating* on gender-related issues impacting access, development, inclusion, and success.
- *Empowering* all members of the UH community (with a special focus on cis and trans women, femmes, gender non-conforming and gender non-binary people, two-spirit, and anyone who identifies with women) by providing opportunities to develop personal, interpersonal, organizational, and communal competencies.
- *Supporting* sexual misconduct survivors and respondents, new parents, and any member of the UH community in need of resources, assistance, and/or comfort.

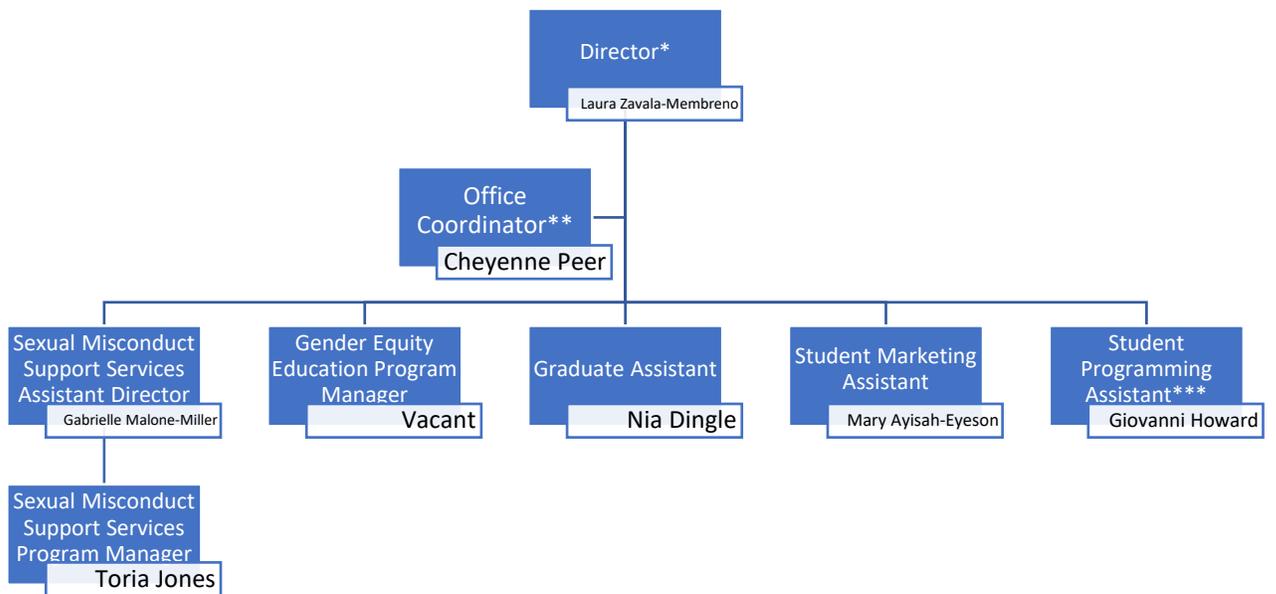
The adaptation during the COVID-19 pandemic required that the WGRC increase accessibility to services by providing virtual support and this has continued into FY22. The WGRC's commitment to access to care remains a central priority and we plan to continue offering educational and support opportunities in both virtual and in-person formats.

Through Sexual Misconduct Support Services (SMSS) as well as educational programming, the WGRC addresses the needs of the entire student population across the gender spectrum. The WGRC believes that we embody the SFAC philosophy of facilitating student success, creating a social environment that encourages student engagement and a sense of community, enhancing intellectual development, and promoting the development of personal and interpersonal skills of students.

The support of SFAC has been instrumental in expanding the reach of the WGRC beyond Ledger 2 central funds. Because of SFAC, the WGRC was able to expand annual Gender Equity Week programming, serve more students through Sexual Misconduct Support Services (SMSS), and build the CORE Student Ambassador program.

For FY24, the WGRC is formally requesting approval to present to SFAC to receive funding to continue providing and expanding services, educational and leadership opportunities to the UH community. The following one-time and augmentation requests reflect the mission and vision of the WGRC, the values of the Division of Student Affairs, the SFAC philosophy, and the University's commitment to student success during and beyond their time at UH.

1. Provide an organization chart of your unit. Large units may need to have an overview chart and then more specific charts for each program. Where you have multiple staff in the same position (e.g. counselor, advisor, etc.), note this on your chart. Student employees should be cited on the chart and identified as students.



\* Director role is currently Interim

\*\* Office Coordinator supports both the WGRC and LGBTQ Resource Center

\*\*\* Student Programming Assistant is Non-College Work Study and role will terminate at end of October 2022

- 2. List your unit's strategic initiatives and action steps identified for the 2021-2022 academic year and cite the specific Division of Student Affairs (DSA) Strategic Initiatives and University of Houston Strategic Goals to which they relate (links below). Please comment on your success in achieving these strategic initiatives/action steps. If a strategic initiative/action step changed during the year, please note this and explain. Also, list any new strategic initiatives/action steps, the rationale for the addition, and comment on your success in achieving these items.**

Goal 1: CORE Ambassador Program | DSA Strategic Initiative: Student Success; UH Strategic Goal: Social Responsibility

In FY21, the WGRC relaunched the CORE Ambassador Program to provide a leadership development opportunity for students looking to increase their education and empowerment around gender-related issues. FY21 assessments indicated a need to restructure the CORE curriculum to better align with the Scarlet Seals of Excellence (SSE). To accomplish this, the WGRC will engage in the following action steps:

1. CORE Recruitment: The WGRC will run a recruitment campaign on social media and email soliciting applications for the CORE Ambassador Program aiming to solicit 25 applications.
2. CORE Training: The WGRC will evaluate if changes made based on FY21 assessment improve the CORE curriculum's alignment with SSE.

The WGRC maintained a 2021 – 2022 CORE Ambassador cohort of 5 individuals.

A curriculum restructure began in FY22 but halted upon the departure of the Gender Equity Education Program Manager in February 2022. Additionally, assessments for the CORE program halted simultaneously due to this staff departure. The WGRC plans to revisit the CORE curriculum and assessment once a new Gender Equity Education Program Manager is in place.

Goal 2: Title IX Video Series | DSA Strategic Initiative: Resources; UH Strategic Goal: Student Success

In collaboration with Equal Opportunity Services, the WGRC will produce 5-10 short videos addressing Title IX topics including "Responding to a friend," "What happens with my report?," and "What is SMSS?" These videos are aimed at supporting survivors of sexual misconduct and empowering our campus community to address sexual violence. To accomplish this, the WGRC, in collaboration with EOS, will engage in the following action steps:

1. Request for Proposals: Launch a request for proposals looking for a videographer/director

2. Scriptwriting and Project Development: Develop learning objectives, write script, begin casting
3. Record Video Module: Record and release videos

This goal was not completed due to under-staffing in both the WGRC and EOS. The WGRC plans to revisit this goal once staffing levels reach full capacity in both departments. We continue to believe that a video series would thoughtfully engage our campus population and contribute to creating a culture of support and empowerment for individuals impacted by sexual misconduct. We also feel that we may be able to accomplish this goal through a social media campaign and reduce the cost associated with this initiative.

Goal 3: Department Restructure | DSA Strategic Initiative: Division Cohesion; UH Strategic Goal: Social Responsibility

The purpose of this goal is to compile data and support for important departmental restructuring, including creating plans for re-naming, staffing, and the advisory board. This goal is intended to help the department ensure we are effectively meeting our mission. To accomplish this, the WGRC will engage in the following action steps:

1. Center Renaming: Host focus groups with vested campus partners, students, faculty, and staff to determine a new department name; Work with Advancement to consider naming rights; Work with Communications & Marketing to debut a new name by Fall 2022
2. Position Descriptions and Reclassifications: Rewrite current position descriptions; Outline the need for reclassifications; Create a request for new position(s) for SFAC
3. Advisory Board: Review the role of an Advisory Board and consider relaunching; Consider developing a faculty outreach committee as a part of the Board; Revitalize the Scholarship and Awards Committee
4. Award Reviews: Connect with the Office of the Provost on the interest/purpose of the Distinguished Service to Women Awards; Connect with the Office of the President on funding

This goal remains in progress as of FY22. A proposal has been submitted for consideration of a departmental name change for the WGRC to reflect our commitment to gender equity. Additionally, the WGRC Advisory Board has relaunched and consists of 2 individuals: Emily Merrell, term ending 08/31/23 and Trina Silva, term ending 8/31/2024.

Strategic Initiative 1: Dean of Students Collaborations | DSA Strategic Initiative: Division Cohesion 1.4; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Host 2 – 3 annual partnerships with DOS portfolio departments

*Results:* The WGRC has engaged in multiple partnerships with DOS portfolio departments, as well as cross-portfolio collaborations with Division of Student Affairs. Examples include:

a partnership with Children's Learning Center for the Mother-Friendly Workplace initiative, a collaboration with Dean of Students/Student Outreach and Support for Latinas REACH, a support space for Latina graduate students, a partnership with Center for Student Involvement (and in FY22, Center for Diversity and Inclusion) for the annual co-sponsored Empower Conference, and collaborations with University Career Services and Counseling and Psychological Services to provide Sista Circle: Black Grads, a support space for Black women pursuing graduate and professional studies. In addition to these initiatives, the WGRC continues to plan collaborations with DOS portfolio and DSA departments.

Strategic Initiative 2: Marketing | DSA Strategic Initiative: Division Cohesion 2.3; UH Strategic Goal: Student Success

*Progress:* Delayed

*Description:* Enhance marketing for Feminist After Five Networking Social to engage more DSA staff

*Results:* Due to Gender Equity Education Program Manager vacancy, this initiative is being put on hold. In the interim, the existing WGRC staff has maintained marketing and social media projects. In Summer 2022, the WGRC Newsletter was also reinstated on a monthly basis. This allowed us to maintain contact with our listserve and provide students, faculty, and staff with updates about events and programming at the WGRC and at the University. Additionally, in Summer 2022 the WGRC launched a social media campaign, "We see you, we hear you, we value you," where we created posts and videos that highlighted our department staff and services.

Strategic Initiative 3: Collaboration Agreements | DSA Strategic Initiative: Division Cohesion 4.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create WGRC Collaboration Agreement for collaborative initiatives with DSA campus partners.

*Results:* This initiative is ongoing and will resume review and implementation when a new Gender Equity Education Program Manager is in place.

Strategic Initiative 4: Transition Guides | DSA Strategic Initiative: Division Cohesion 4.4; UH Strategic Goal: Student Success

*Progress:* Completed

*Description:* Create transition guides for all FTE positions

*Results:* Transition guides for all FTE positions are complete, including Director, Assistant Director for SMSS, SMSS Program Manager, and Gender Equity Program Manager.

Strategic Initiative 5: Department Recognition Program | DSA Strategic Initiative: Partnerships 2.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create and implement Department recognition program (Ex. Gender Equity Alliance)

*Results:* The WGRC is in the planning stage and identifying requirements for the recognition program.

Strategic Initiative 6: Community Partners | DSA Strategic Initiative: Partnerships 3.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create a Community Partner Consortium (community resources/agencies that provide support to UH students related to Sexual Violence & Gender Issues)

*Results:* The WGRC is maintaining reach outs to community partners to ensure ongoing communication and connections to services at least twice per semester. We are also updating our website with community resources.

Strategic Initiative 7: Direct Mail Campaign | DSA Strategic Initiative: Partnerships 5.2; UH Strategic Goal: Competitive Funding

*Progress:* Ongoing

*Description:* Direct mail campaign for McPhail Endowed Scholarship and Emergency Aid Funding to Alumni

*Results:* This initiative is currently on hold while we return to being fully staffed and with advisement from donor relations regarding timing of this initiative. Staffing changes in Advancement and Marketing and Communications contributed to the delay in accomplishing this initiative as well.

Strategic Initiative 8: Conference Proposals | DSA Strategic Initiative: Partnerships 6.1; UH Strategic Goal: Social Responsibility

*Progress:* Complete

*Description:* Create 3 conference proposals for presentations at regional or national conferences.

*Results:* WGRC staff were accepted to present at NASPA Institute January 2022.

WGRC staff were also accepted to present at American Educational Research Association Annual Meeting in April 2022 on their initiative collaborating on Latinas REACH programming to support Latina graduate students. WGRC staff also presented at the UH System Student Affairs and Enrollment Services Leadership Conference in May 2022 on their involvement creating a system-wide affinity council for Latina staff.

Strategic Initiative 9: Website Redesign | DSA Strategic Initiative: Resources 2.1; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Re-design website to include more appealing graphics and concise but important information for students, faculty, and staff. Create user satisfaction assessment.

*Results:* Website updates launched at the beginning of Fall 2022. We continue to revisit and update the website with campus and community resources. We are also revisiting the user satisfaction assessment so that we can make data-driven decisions about future website updates and revisions.

Strategic Initiative 10: Annual Program Evaluation | DSA Strategic Initiative: Resources 1.3; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Develop ongoing process to evaluate which programs to continue or discontinue in upcoming years.

*Results:* We are in the planning stages of what a program review would involve and how to review survey data from event participation to help us make informed decisions about event planning, especially in the context of staffing and department capacity.

Strategic Initiative 11: CORE Curriculum | DSA Strategic Initiative: Student Success 1.2; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Assess the CORE ambassador program and CORE curriculum against the SSE components of Diversity, Leadership, Personal Development, Thinking and Communication.

*Results:* Due to low levels of engagement with CORE ambassador program in 2021-2022, this tactic is being reconsidered for application with new CORE ambassador cohort.

Strategic Initiative 12: Peer Advocacy | DSA Strategic Initiative: Student Success 1.3; UH Strategic Goal: Social Responsibility

*Progress:* Canceled

*Description:* Create and implement Peer Advocate/Support Services program based on SSE competencies and assess gaps to make necessary changes

*Results:* Canceled after implementation of SB212 due to students now being unable to be considered confidential resources.

Strategic Initiative 13: Empower Expansion | DSA Strategic Initiative: Student Success 2.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create and implement a second opportunity under the Empower Women's Leadership Program to be hosted annually in the fall (WGRC & CSI)

*Results:* In Spring 2022, Empower was combined with Diversity Institute due to low proposal submissions and losing a Gender Equity Education Program Manager. In 2023, the ally track will return to Empower, providing an opportunity for men and others to be engaged through educational programming. In 2023 we also plan to return to hosting a stand-alone Empower conference in collaboration with CSI.

Strategic Initiative 14: IDI and Ongoing Learning Plan | DSA Strategic Initiative: Student Success 2.2; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Participate in Intercultural Development Inventory and develop a group learning plan in addition to individual learning plans.

*Results:* In Fall 2022, the WGRC is scheduled to collaborate with the LGBTQ Resource Center to take the IDI and participate in a combined group debrief as well as individual development plans for professional and graduate student staff.

Strategic Initiative 15: Student Employee Development | DSA Strategic Initiative: Student Success 3.2; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Create formal process/structure for student interns, practicum and capstone experiences that fosters their holistic well-being and incorporates valuable transferrable skills

*Results:* The WGRC continued collaborations with UH academic departments including Women's Gender and Sexuality Studies for capstone internship experiences for students. The WGRC has one WGSS intern for Fall 2022.

- 3. Please discuss the means that you are utilizing to evaluate both your success in achieving the aforementioned strategic initiatives and/or action steps and their importance as compared to others that you might pursue. Where data exist, discuss the number of persons served by each of your programs and any assessment measures and/or learning outcomes used to evaluate program success. Please provide the method for collecting these data.**

The WGRC prioritizes assessment and data-driven decision-making. Assessment activities for FY22 consisted of the following:

Assessment Activity 1: CORE (Year 2) Assessment

*Description:* With the launch of Year 2 of the CORE Ambassador program, the WGRC will use findings from last year's survey to rewrite curriculum to better align their monthly training sessions with each of the four seals of the Scarlet Seals of Excellence (SSE) Program (Diversity, Leadership, Professional Development, and Thinking & Communicating). The intention of this assessment is to understand if and how the CORE Ambassador program contributes to student development and inform future CORE Ambassador training programs.

*Purpose of Assessment Activity:* The CORE Ambassador program is a key tenet of our mission to support student success. CORE is tasked with helping provide one-on-one student development opportunities for our students in hopes of educating and empowering them to be advocates for gender equity.

*Method of Assessment:* Quantitative scale and qualitative open-ended response questions

First Assessment: Self-perception ratings on a Likert scale using the general SSE rubric

Second Assessment: Self-perception ratings on a Likert scale + qualitative meta-cognition to begin addressing the SSE individually

Third Assessment: Self-perception ratings on a Likert scale + final qualitative drafts of SSE applications

*Frequency/Timeline of Assessment Activity:* First assessment: September 2021

Second assessment: January 2022

Third Assessment: April 2022

Data Comparison: May-June 2022

*Results:* First and second assessments completed. The third assessment was not completed due to staff vacancy in the Gender Equity Education Program Manager position which oversees CORE. This assessment item is being placed on hold until a new Program Manager is in place.

*Action to be taken as a result of the activity:* The WGRC seeks to make continuous improvements to its CORE Ambassador Program based on assessment data. Feedback from all stakeholders involved, including students and staff, will help us enhance the experience and equip students with valuable skills for their personal and professional development.

Assessment Activity 2: SMSS Tracking and Retention Survey

*Description:* The WGRC currently tracks our number of SMSS cases on two counts, responses and returns. We count students we reach out to versus students who respond and engage with our services, and for those students, we also track the number of return visits.

	Fall 2021	Spring 2022	Summer 2022
SMSS Reach-outs	251	135	123
SMSS Responses	92	63	59
Total SMSS Services	500	256	218

In FY22, we plan to implement closer tracking of time spent and types of accommodations provided to be able to run more data inquiries into questions of retention and support. Additionally, we will resume use of our SMSS Satisfaction Survey.

*Purpose of Assessment Activity:* This assessment will help with our department restructure in terms of staffing and support. Additionally, it aligns with our mission to support students, faculty, and staff in need along with empowering survivors to make the best decisions for themselves.

*Method of Assessment:* Quantitative survey with qualitative open-ended response questions

*Frequency/Timeline of Assessment Activity:* Ongoing tracking and survey administration from September-May

*Results:* Due to staff turnover, the SMSS Satisfaction Survey paused. The WGRC plans to resume use of the Survey to gather valuable data from the students we serve through SMSS.

*Action to be taken as a result of the activity:* Though delayed due to staffing changes, the WGRC plans, based on survey data, to consider:

- Moving to a close out meeting rather than a survey
- Running retention data separately
- Adding sense of belonging questions ("the University cares about my well-being")
- Cross-branding events to show increased support

**4. Please discuss any budget or organizational changes experienced since your last (FY2023) SFAC request, their impact on your programs, and your reason for implementing them. SFAC recognizes that some programs did not receive the funds that they requested, that some programs were impacted by additional expenses after the conclusion of the budget cycle, and that some programs may be ahead of or behind their self-generated income projections.**

In FY22, the WGRC experienced substantial staffing changes. The Sexual Misconduct Support Services Program Manager welcomed a new staff, Toria Jones, to the position in December 2021. The Gender Equity Education Program Manager position became vacant in Spring 2022 and remains vacant. The Director position also experienced transition when Anneliese Bustillo left the WGRC in April 2022 and was filled by an Interim Director, Laura Zavala-Membreno. Additionally, the WGRC welcomed a new staff position, the Sexual Misconduct Support Services Assistant Director, Gabrielle Malone-Miller, in June 2022.

As a result of these staffing changes, the WGRC has encountered challenges with maintaining consistent progress towards departmental goals and assessment activities. Additionally, signature programs that were overseen by staff, such as the CORE Ambassador Program, experienced disruption to programming, impacting the student experience.

- 5. If your unit concluded FY2022 with a Fund 3 addition to Fund Equity in excess of \$5,000, please describe the conditions which caused the addition and provide a line-item identification of the budgetary source(s) of the addition (i.e. lapsed salary, conference travel, etc.).**

The WGRC did not end FY22 with fund equity in excess of \$5,000.

- 6. Please list your 2023-2024 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.**

Goal 1: Increase Student Supportive Measures | DSA Strategic Initiative: Student Success; UH Strategic Goal: Student Success

*Description:* The WGRC seeks to increase the number and diversity of supportive measures being offered to students with the ultimate aim of increasing student success.

1. To track completion, WGRC will track supportive measures being offered, including support groups, programs, and supplies. We will compare this number to what has been offered in past years and reach accomplishment of this goal when support measures increase by 10% utilization and engagement.

Goal 2: Improve tracking of SMSS cases | DSA Strategic Initiative: Resources; UH Strategic Goal: Social Responsibility

*Description:* The WGRC seeks to improve its tracking of SMSS contacts, including reach-outs to students and their response, via a new electronic case management system (Maxient).

1. We will be implementing Maxient at the start of Fall 2022 and assess its functionality at the end of Fall 2022 for any necessary adjustments. We will compare the efficiency of Maxient with our previous case management process.

Goal 3: Increase WGRC outreach and marketing initiatives| DSA Strategic Initiative: Division Cohesion; UH Strategic Goal: Social Responsibility

*Description:* The WGRC seeks to increase marketing and outreach efforts to increase student awareness of our services and improve the likelihood that students will engage in programming.

1. The WGRC will track social media posts and impressions, as well as other efforts made to increase program awareness.

Goal 4: Support student success | DSA Strategic Initiative: Student Success; UH Strategic Goal: Student Success

Description: Through WGRC programming and initiatives, we seek to enhance students' sense of belonging, therefore contributing to overall student success.

1. We will know we have accomplished this goal via collection of survey data after programs. We plan to ask questions about student sense of belonging and student success.

Strategic Initiative 1: DOS Collaborations | DSA Strategic Initiative: Division Cohesion 1.4; UH Strategic Goal: Social Responsibility

*Progress: Ongoing*

*Description: Host 2-3 annual partnerships with DOS portfolio departments.*

Strategic Initiative 2: IDI | DSA Strategic Initiative Student Success 2.2; UH Strategic Goal: Social Responsibility

*Progress: Ongoing*

Description: Participate in Intercultural Development Inventory and develop a group learning plan in addition to individual learning plans.

Strategic Initiative 3: Maxient | DSA Strategic Initiative: Resources 3.2; UH Strategic Goal: Social Responsibility

*Progress: Ongoing*

*Description: Create and utilize SMSS Case Management Database using Maxient.*

Strategic Initiative 4: Website Redesign | DSA Strategic Initiative: Resources 1.2; UH Strategic Goal: Social Responsibility

*Progress: Ongoing*

*Description: Re-design website to include more appealing graphics and concise, but important information for students, faculty and staff. Create user satisfaction assessment.*

Strategic Initiative 5: CORE and SSE | DSA Strategic Initiative: Student Success 1.2; UH Strategic Goal: Social Responsibility

*Progress: Postponed*

*Description: Assess the CORE ambassador program and CORE curriculum against the SSE components of Diversity, Leadership, Personal Development, Thinking and Communication.*

Strategic Initiative 6: Annual Program Evaluation | DSA Strategic Initiative: Resources 1.3; UH Strategic Goal: Social Responsibility

*Progress: Ongoing*

*Description:* Develop ongoing process to evaluate which programs to continue or discontinue in upcoming years.

Strategic Initiative 7: Community Partner Consortium | DSA Strategic Initiative: Partnerships 3.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create a Community Partner Consortium (community resources/agencies that provide support to UH students related to Sexual Violence & Gender Issues).

Strategic Initiative 8: Conference Proposals | DSA Strategic Initiative: Partnerships 6.1; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Create a minimum of 3 conference proposals for presentations at regional or national conferences.

Strategic Initiative 9: Space Assessment | DSA Strategic Initiative: Student Success 2.4; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Work with Facilities/Space Planning and Student Accessibility Center to create a physically accessible work space.

Strategic Initiative 10: Mail Campaign | DSA Strategic Initiative: Partnerships 5.2; UH Strategic Goal: Competitive Funding

*Progress:* Ongoing

*Description:* Direct mail campaign for McPhail Endowed Scholarship and Emergency Aid Funding to Alumni

Strategic Initiative 11: Department Recognition Program | DSA Strategic Initiative: Partnerships 1.2; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create and implement Department recognition program (Ex. Gender Equity Alliance).

Strategic Initiative 12: Internship Experience | DSA Strategic Initiative: Student Success 3.2; UH Strategic Goal: Student Success

*Progress:* Ongoing

*Description:* Create formal process/structure for student interns, practicum and capstone experiences that fosters their holistic well-being and incorporates valuable transferrable skills.

Strategic Initiative 13: Collaboration Agreement | DSA Strategic Initiative: Division Cohesion 4.1; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Create WGRC Collaboration Agreement for collaborative initiatives with DSAES Campus Partners.

Strategic Initiative 14: Feminist After Five | DSA Strategic Initiative Division Cohesion 2.3; UH Strategic Goal: Social Responsibility

*Progress:* Ongoing

*Description:* Enhance Marketing for Feminist After Five Networking Social to engage more DSAES Staff.

Strategic Initiative 15: FTE Transition Guides | DSA Strategic Initiative Division Cohesion 4.4; UH Strategic Goal: Student Success

*Progress:* Complete

*Description:* Create transition guides for all FTE positions

- 7. Recognizing that the potential to generate additional Student Service Fee income for FY2024 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the new base budget and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 3.5, 5.0 or 7.5% in your total FY2024 base Student Service Fee budget request and provide a line-item explanation of where budgetary cuts would be made. A spreadsheet has been created to assist in this process. Please include a copy of the spreadsheet with your questionnaire submission.**

The WGRC does not receive SFAC base funding. Should there be a reduction to one-time requests, the WGRC would put in place the following reductions:

One-Time Augmentation Funds for FY23

	Current Request	3.5% reduction	5% reduction	7.5% reduction
"The Little Coog" Student Parent Resource Guide	\$2,500	\$2,412.50	\$2,375	\$2,312.50
"Chew and Chat" community outreach programming to Third Ward	\$5,000	\$4,825	\$4,750	\$4,625
"A Culture of Support" partnership with UH Veteran's Services	\$5,000	\$4,825	\$4,750	\$4,625

Sexual Assault Awareness Month	\$10,000	\$9,650	\$9,500	\$9,250
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One-Time Funds for FY24

	Current request	3.5% reduction	5% reduction	7.5% reduction
Phenomenal Woman 20th Anniversary Celebration	\$15,000	\$14,475	\$14,250	\$13,875
CORE x UH Greeks: Leaders for Change	\$5,000	\$4,825	\$4,750	\$4,625
"Raise the Bar" Bystander Intervention Training	\$5,000	\$4,825	\$4,750	\$4,625
Coogs All-In Partnership	\$7,500	\$7,237.50	\$7,125	\$6,937.50
Sexual Assault Awareness Month	\$10,000	\$9,650	\$9,500	\$9,250

Additionally, in the event of budget cuts, the WGRC would seek to reduce budget in the form of professional development funds, travel, and M & O in order to absorb the effect of the cut.

- 8. What are the other possible sources of funding available to your unit and what efforts are being made to access them (e.g. grants, donations, etc.)? If you receive funds from other sources, please briefly describe the source, purpose, and duration of the funding and report the amounts received in the appropriate rows/columns on the SFAC Spreadsheet.**

The WGRC receives funding from Ledger 1 (state funds) and Ledger 2 (central tuition funds). These funds support salary and benefits. The WGRC also has an endowed scholarship funded by donors Beverly McPhail and Kevin Kulish.

The WGRC actively seeks opportunities to receive additional sources of funding, including grants and fundraisers sponsored by University and community organizations. In Fall 2022, the WGRC was selected as a Coog Moms grant recipient and was awarded \$350.00. Additionally, Station Theater, a community comedy and improv organization, selected the WGRC to be the beneficiary of their fundraiser "Voices Carry." We are awaiting the total

amount to be received, but it is approximately \$1,500.00. These numbers will be reflected in our FY23 report.

**9. Please describe any services that are similar to yours and/or any overlap between your unit and any other unit(s) providing services to students and the rationale for the overlap.**

No departments/offices directly do the same work carried out by the WGRC. Therefore, there is no direct overlap with other areas/services on campus. However, the following departments/offices provide services and resources that WGRC staff may refer students to and/or collaborate on programs and educational initiatives:

- LGBTQ Resource Center- The LGBTQRC has a more specific focus on sexual orientation; collaboration between the LGBTQRC and WGRC exists where appropriate, especially as related to gender diversity.
- Center for Diversity and Inclusion- CDI has a broader focus on diversity and more specifically related to racial/ethnic diversity; collaboration exists where appropriate when related to intersections of diversity and gender.
- UH Wellness- The WGRC and UH Wellness collaborate on sexual violence education and prevention; however, the WGRC leads support service efforts on campus under the SMSS program.
- EOS- EOS focuses on compliance and carrying out policies related to gender equity and issues of gender discrimination; the WGRC focuses on advocacy and education, and collaborates and refers students to EOS when appropriate.