

QUESTIONS 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.

Mission: To cultivate safe spaces on campus and within our Center's programs, empowering LGBTQ students to develop their authentic identity, and become proud, successful, engaged members of the UH community.

Overarching Goals; FY16-FY19

1. Provide support, resources, and a safe space for LGBTQ students of diverse backgrounds and abilities
2. Provide training & leadership opportunities for our LGBTQ students of diverse background and abilities.
3. Through campus engagement and education, create a campus environment of LGBTQ inclusion, equity, acceptance and affirmation for our students of diverse backgrounds and abilities
4. Assist DSAES development staff develop and maintain a continual source of donations for the LGBTQ Resource Center to expand programs and opportunities for student

Because, statistically, LGBTQ students are more at risk of dropping out of college due to a negative LGBTQ campus climate (2010 State of Higher Education for LGBTQ People), our services are targeted at providing the support and resources that level the playing field, so they are more likely to be retained and graduate.

The center's traffic has totaled over 3500 for the past three years. Our traffic has increased by 246% since we opened in 2010. The steady increase is due to LGBTQ students needing resources, and reflects the need for LGBTQ students to have a safe place to network, study, and collaborate. Straight allies also request resources pertaining to LGBTQ issues.

Provide educational, leadership and support services to a wider range of student and staff populations.

In Fall 2016 we implemented four discussion groups; an Art Group, Coming Out Group, Bisexual Group, and a Transgender Group. Students were trained as facilitators. Each group met once per month. An ambassador program named Sexuality and Gender Acceptance (SAGA) Squad was implemented in Fall 2016. We completed the Campus Pride Sports Index and in Summer 2017 we helped some athletes form a Register Student Organization (RSO) called Athlete Ally. We have refined the Advanced Ally Program, called it Ally 2.0, and maintain attendance of 70/year. An Emergency Aid program has been established with the help of the LGBTQ Alumni Association

Increase programming that addresses diverse groups within the LGBTQ community.

We collaborated with the African American Studies program and brought the Mahogany Project to campus. This program addresses the intersection of race and LGBTQ identities. We also collaborated with the Hispanic Studies program to bring the Purple Eye, a one person performance about growing up gay in a Hispanic family. We have developed a list of D&I action steps that we will begin to implement starting Fall 2017. The LGBTQ Alumni Association spearheaded a fundraising event featuring Brian Simms (Pennsylvania State Representative) and raised \$10,000 for the Emergency Aid Program and Scholarships. They plan to hold this event annually.

Through campus engagement and education, create a campus environment of LGBTQ inclusion, equity, acceptance and affirmation for our students of diverse backgrounds and abilities.

The Queer Camaraderie program has been replaced with LGBTQ Awareness Workshop, a collaboration with the Center for Diversity and Inclusion geared toward RSO officers and held twice per semester. We have completed the Campus Climate Sports Index and raised the regular index to 4.0.

Develop comprehensive marketing plan including rebranding of our brochures, Cougar Ally placard, and Pride Partners placard.

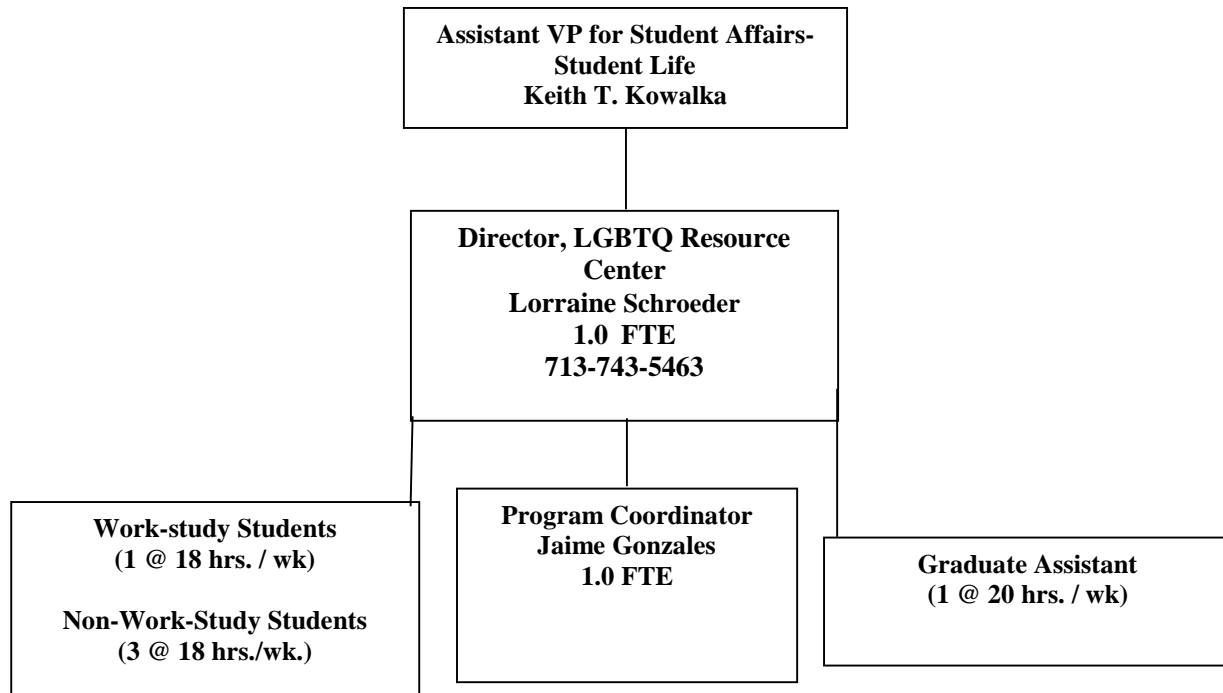
We have redesigned our main brochure, our website, our Cougar Ally placard, and our Roommate brochure. We continue to work with the Student Life Marketing team on revising the Pride Partner placard.

Our services enable marginalized students to feel connected to the University. Heterosexual students benefit by having access to accurate information, so they learn to embrace differences. Data from the National Study of Student Learning indicates that involvement with diverse peers fosters critical thinking. All students benefit from the work we do with faculty, which trickles down to the classroom and is reflected in a more inclusive, open-minded environment.

The 2010 State of Higher Education for Lesbian, Gay, Bisexual & Transgender People states LGBTQ students are more likely to persist if they experience a positive LGBTQ campus climate. It also states that the climate impacts LGBTQ students in the areas of academic achievement.

QUESTIONS 2

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.



QUESTIONS 3

List your unit's strategic initiatives and action steps identified for the 2016-2017 academic year and cite the specific Division of Student Affairs and Enrollment Services (DSAES) 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.

DSAES Plan: (http://www.uh.edu/dsaes/about/strategic_plan.html)

UH Goals: (<http://www.uh.edu/president/vision-priorities/>)

1. Provide educational, leadership and support services to a wider range of student and staff populations.

a. Implement a QTPOC and Bisexual discussion group. 1b

Action: In Fall 2016 we implemented four discussion groups, one of which was on intersectionality which encompasses QTPOC identities. The other three were Self Care, Gender Spectrum, and LGBTQ Art Group. In the Spring 2017, four discussion groups were implemented and held on a monthly bases, e.g. Art Group, Coming Out Group, Bisexual Group, and a Transgender Group. Each group focused on intersectionality during one of the sessions. We attempted to start a HIV Group, but had difficulty attracting students. We are researching an alternative for next year, such as a virtual discussion group/chat room.

Status: Accomplished

b. Implement an Ambassador Program. 1b

Action: An ambassador program named Sexuality and Gender Acceptance (SAGA) Squad was implemented in Fall 2016.

Status: Accomplished

i. Train ambassadors to facilitate discussion groups. 1c

Action: The Discussion Group Facilitator Training was conducted as part of the initial SAGA Squad training.

Status: Accomplished. Three members of SAGA Squad conducted discussion groups in Fall 2016.

c. Brainstorm with UH Athletics to determine how to best meet the needs of the LGBTQ Athletes. 6f

Action: The Associate Director of Athletic met with the LGBTQ Resource Center team to complete the Campus Pride Sports Index in Fall 2016. This helped us determine some of the needs regarding Athletics. In Summer 2017, some of the athletes formed a Register Student Organization (RSO) called Athlete Ally. This organization will implement LGBTQ awareness events within Athletic and consequently create a more LGBTQ inclusive environment in the Athletic Department. We conducted one training for the incoming freshmen athletes as part of their training program for all new athletes. The training staff decided that the classroom style training is not the best venue for this topic and plan to provide this education in another way. No further information was provided.

Status: Accomplished.

d. Link our LGBTQ library to MD Anderson's library.

Action: After further research, we decided that this initiative would not suit the needs of the LGBTQRC, so we are not moving forward with this action item.

Status: Not accomplished

e. Refine the Advanced Ally Program based on feedback from FY16 and maintain attendance of 70/year. 1d

Action: We have changed the name to Ally 2.0 and made it into a workshop series for the spring semesters.

Status: Accomplished. Four workshops were created and implemented in Spring 2017. The total attendance was 73.

f. Implement an Emergency Aid program. 1b

Action: The Emergency Aid program has been implemented and we provided food and book assistance to one student in Fall 2016 and housing assistance to one student in the Spring 2017. In April 2017, the LGBTQ Alumni Association held the Red Dinner fundraiser and raised about \$20,000 and has dedicated \$10,000 of that to the Emergency Aid program which is now a joint initiative. We have had four applicants for housing or food assistance in the Fall 2017, all have been awarded.

Status: Accomplished. Although we still need to make a few adjustments, the program appears to be an effective way of meeting some student needs.

2. **Increase programming that addresses diverse groups within the LGBTQ community.**
 - a. Collaborate with African American Studies program to bring the Center for the Healing of Racism to campus (or similar program) to address the intersection of race and LGBTQ identities. **3c**
Action: We collaborated with the African American Studies program and brought the Mahogany Project to campus. This program addresses the intersection of race and LGBTQ identities. We also collaborated with the Hispanic Studies program to bring the Purple Eye, a one-person performance about growing up gay in a Hispanic family.
Status: Accomplished.
 - b. Develop clearly written D&I goals and strategies and relate these to our vision, mission and goals. **3c**
Action: None
Status: Not Accomplished. As our department was chosen to be part of DSAES Student Life's D&I Review Program for FY18, we felt it best to undergo that process first so we could incorporate those findings into our D&I goals. We have however developed a list of D&I action steps that we began to implement in Fall 2017.
3. **Brainstorm with the LGBTQ Alumni Association about fundraising for the LGBTQ Resource Center by May 2017. 2d**
Action: The LGBTQ Alumni Association spearheaded a fundraising event featuring Brian Simms (Pennsylvania State Representative) and raised \$10,000 for the Emergency Aid Program and Scholarships. The event was call Red Dinner and they plan to hold this event annually.
Status: Accomplished. Since the alumni initiated this event on their own, no brainstorming was needed.
4. **Through campus engagement and education, create a campus environment of LGBTQ inclusion, equity, acceptance and affirmation for our students of diverse backgrounds and abilities.**
 - a. Refine Queer Camaraderie Program and do outreach to student groups resulting in two programs this year. **1d**
Action: The Queer Camaraderie program has been replaced with LGBTQ Awareness Workshop, a collaboration with the Center for Diversity and Inclusion, which was done twice in the Fall 2016 and twice in Spring 2017 with a total attendance of 101. We did outreach to seven student organizations.
Status: Accomplished.
 - b. Increase Campus Pride Index score to 4 (from 3.5). Complete baseline Campus Pride Sports Index. **6f.**
Action: We have completed the Sports Index and raised the regular index to 4 (See details below).
Status: Accomplished.

Overall Campus Climate Index Score	4		
Sexual Orientation Score	4		
Gender Identity/Expression	4		
LGBT Policy Inclusion	3.5		
LGBT Support & Institutional Commitment	4.5		
LGBT Academic Life	4.5		
LGBT Student Life	4.5		
LGBT Housing & Residence Life	5		
LGBT Campus Safety	2		
LGBT Counseling & Health	4.5		
LGBT Recruitment & Retention Efforts	4.5		

Texas Comparisons	
4.5	UT Dallas
4	<i>University of Houston</i>
4	UT Austin
4	Texas Tech
3.5	A&M Galveston
3.5	Texas State
3	Trinity
2.5	UNT
2.5	Stephen F. Austin
1.5	McMurry University
Peer Comparisons	
4.5	Univ. of Illinois-Chicago
4	<i>University of Houston</i>
3.5	George Mason
3.5	University of Oklahoma
3	Georgia State
2.5	University of Cincinnati

5. **Develop comprehensive marketing plan including rebranding of our brochures, Cougar Ally placard, and Pride Partners placard. 5c**

Action: We have redesigned our main brochure, our website, our Cougar Ally placard, and our Roommate brochure.

Status: Accomplished. We will continue to work with the Student Life Marketing team on revising the Pride Partner placard.

QUESTIONS 4

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.

Participation in Programs – Swipe student ID or sign in sheet

FY 11	FY 12	FY 13	FY14	FY 15	FY16		Programs	FY17
		46	86	165	120	Sep. 2015	Open House Fall	150
	8	4	11	14	9	Sep. 2015	Speakers Bureau Training (2)	16
				43	32		Social Work Class - Panel	24
			21		40	Oct. 2016	Sociology Class	50
			30	30	28		Parenting Class – Panel + Other COE	92
					3		LGBTQ Awareness	101
50	40	40	27	22	23	Sep. 2015	Ice Cream Social	53
				12	9	Sep. 2015	Mentor Training	9
			70	82	93	Sep. 2015	Bisexual Awareness Day	20
							Heathy vs Toxic Relationships	9
			90	90	81		National Coming Out Day	178
				80	68		Intersex Awareness	22
					72		Asexual Awareness	33
				13	33	Nov. 2016	Mentee Mentor Social	9
					15	Nov. 2016	Meet and Greet	26
							SAGA Retreat	6
							Coming Out Monologue	73
							Leadership Workshop	6
8		13	7	5	6		Speakers Bureau Training	3
							Transitions Shower & Clothing Swap	29
				1000			Gay? Fine By Me	800
				65	50		Lavender Graduation	80
						Nov. 2016	SAGA Project	45
					5	1/19/2016	Creating Change	6
							Movie Night + Yoga	18
					2	Feb. 2017	Facilitator Training	7
					65		Ally 2.0 Totals	73
					25		Mentor Socials	7
					69		Disc Groups	140
							Hunger Webinar	10
					12		GSA visit	26
							Prof Dev. Trans 101	6
							AIDS Walk	20

							Transgender 101	27
							Mahogany Projects	105
							Moonlight+ Panel	235
							Brian Simms Reception	30
622	957	841	834	2225	1093		Total Programs	2628
81	134	99	121	144	173		Total Cougar Ally Training	325

Trends in Resource Center Visits, Outreach and Program

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	% of Change from previous year	% of Change FY11 - FY17
Total Fall	447	565	1064	932	1839	1817	*1740	-4.2%	306.5%
Total Spr	376	733	870	1233	1747	1615	*1610	-0.3%	329.5%
Total Sum	215	218	141	405	278	393	246	-37.4%	82.8%
Total FY	1038	1516	2075	2570	3864	3825	*3595	-6%	268.5%
Programs	622	957	843	834	2225	1093	2628	140.4%	322.5%
Cougar Ally Training	81	134	99	121	144	173	325	87.9%	301.2%
Outreach	1181	1378	2008	1111	1023	1082	1510	39.65	27.9%
Grand Touch Total	2922	3985	5025	4635	7256	6173	*8059	30.6%	175.8%

* Because in FY17 our traffic to the Center data was severely compromised during the months of October, February, March and April, we used the same numbers from FY16 for these months. Therefore, precise comparisons cannot be made. However, we believe these numbers to be very good estimates.

Assessment Projects (listed by project)

1. **Lavender Graduation-** To determine if Lavender Graduation contributes to LGBTQ students formulating positive sense about their LGBTQ identity and community, as well as a positive connection to UH.
 - g. The results show that students agree or strongly agree as follows: contributes to a positive sense of my LGBTQ identity – 85.71%; contributes to a positive sense about my LGBTQ community – 100%; and contribute to a positive connection to UH – 71.33%.
 - h. We are pleased with the results and believe we are achieving our program objectives. We will use the narrative data to make improvements, such as, streamline the process of prepping the graduates before the ceremony and promote more to increase participation. We will also continue the things that the graduates liked the best, such as, the reception, having dynamic alumni speakers, and a warm, friendly, positive, safe, intimate atmosphere.
2. **Cougar Ally Training-** To determine the effects of the Cougar Ally Training on ally behaviors at least six months after the initial training.
 - a. We had a small sample of 9 people who completed both the pre-test and post-test. The results show a -3% of change in the total number of ally behaviors but a 12% increase in the average number of ally behaviors per person.

- b. We will continue the practice of doing pre-test and post-test and gather a larger sample before we draw conclusions.
3. **Peer Mentoring Program and Training** - To determine if the Peer Mentor Program and Training gives the LGBTQ mentor an opportunity to practice their unique leadership skills.
 - a. We conducted a focus group to better determine the mentors' experience of their leadership development.
 - b. Since our mentors were quite homogeneous this year, we will continue with focus groups for the next two years before we report results.

QUESTIONS 5

Please discuss any budget or organizational changes experienced since your last (FY2018) 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.

We received \$2,500 from the Hollyfield Foundation to fund the Coming Out Monologue in Fall 2017. We brought in about \$4,000 throughout this year with our annually mail solicitation. The LGBTQ Alumni Association raised funds to go toward an Emergency Aid program and Scholarships (about \$10,000). We received \$3,100 from Houston AIDS Foundation fundraiser. These funds will go toward programming and M&O.

The \$10,971 balance in FY17 that is shown on our spreadsheet is due to this fundraising the majority of which was acquired at the end of FY17 and will be used in FY18.

QUESTIONS 6

If your unit concluded FY2017 with a Student Service Fee (SSF) Fund 3 addition to the SSF Reserve 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.).

NA

QUESTIONS 7

Please list your unit's 2018-2019 strategic initiatives and action steps in priority order and cite the specific Division of Student Affairs and Enrollment Services Values and University of Houston Strategic Goals to which they relate. Larger units may wish to group responses by subprogram. Under each unit strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

Strategic Initiative #1 - Provide support, resources, and a safe space for LGBTQ students of diverse backgrounds and abilities

- a. Develop a Sexual Health Week program to be done annually in February during Condom Awareness Week.

Strategic Initiative #2 - Develop and follow our Diversity and Inclusion Strategic Plan

- a. Complete diversity-focused team building exercises during December 2018 retreat
- b. Incorporate a support mechanism for HIV+ students
- c. Bring to campus at least one speaker/performer that represents a specific ethnicity, race or ability to address the intersections within LGBTQ identities.

Strategic Initiative #3 - Through campus engagement and education, create a campus environment of LGBTQ inclusion, equity, acceptance and affirmation for our students of diverse backgrounds and abilities

- a. Increase all of our ratings on the Campus Pride Index to 4.5 or higher.
 - i. Refine training for UHPD
 - ii. Examine results from FY18's Campus Pride Index and address relevant categories.

Strategic Initiative #4 - Increase total touch of all utilization and attendance to 10,000. Currently it is about 8000.

Strategic Initiative #5 - Increase high touch student involvement to 120 (SAGA Squad, Speakers Bureau, Mentors, Volunteers, and Frequent visitors to the Center.) Currently it is 95.

QUESTION 8

Recognizing that the potential to generate additional Student Service Fee income for FY2019 base funding is extremely limited and recognizing that it is likely that some units will not be allocated the FY2019 base budget augmentations and/or one-time funds requested. Please provide a narrative of how your unit would accommodate a reduction of 5% in your total approved FY2018 base Student Service Fee budget and provide a line-item explanation of where budgetary cuts would be made.

\$4,818.00 is 5% of the SFAC budget.

		M & O	Admin Fee	Program Coordinator Salary	GA Sal / Fr	Non CWS	Total
SFAC		\$3,254.00	\$5,454.00	\$54,790.00	\$14,410.00	\$18,439.00	\$96,347.00
Reduced to		\$0				\$16,875.00	

Line by Line	Original	Reduced	Savings
Brochures	\$500.00	\$246	\$ 254.00
NCOD - Fall Prog World Aid Day	\$1,500.00	\$500	\$ 1,000.00
Catalyst	\$800.00	\$0	\$ 800.00
Spring Program	\$2,000.00	\$800	\$ 1,200.00
Non CWS	\$ 18,439.00	\$16,875	\$ 1,564.00
Total	\$23,239.00	\$18,421.00	\$ 4,818.00

\$3254.00

Reduce total student staff hours by 13 hours / week for the Spring semester.

QUESTION 9

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 LGBTQ Resource Center has applied for grants and will do a mail-out to assist with the cost of programming. Most foundations that offer grants will not provide funding for salaries.

HOLLYFIELD FOUNDATION

The LGBTQ Resource Center plans to apply for a grant to fund our National Coming Out Day event which takes place in Fall 2018. We have not planned our program yet but this foundation typically awards us about \$2000.

RAINBOW FRIENDS

The LGBTQ Resource Center does an annual mail out each spring. The goal is to raise \$5,000 annually to assist with the cost of programming and for scholarships. In FY17 we raised just over \$4000.

DIANA FOUNDATION

The LGBTQ Resource Center has applied for funds from this organization to fund a trip to the National LGBTQ Task Force Creating Change conference in January 2019 for five students and one staff. This foundation typically awards us about \$2500.

BUNNIES ON THE BAYOU

The LGBTQ Resource Center will apply for funds from this organization to fund our ambassador program, SAGA Squad. This foundation has been known to fund larger awards so we are hoping to receive about \$5000. However, their criteria is slightly more strict than the other foundations.

AIDS FOUNDATION

The LGBTQ Resource Center plans to form a team for the AIDS Walk again this year and to apply to be a beneficiary, which means we will receive 70% of the money we raise if we raise at least \$5000. This amounts to about \$3000.

Question 10

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.

Counseling and Psychological Services provides a mental health LGBTQ support group. UH Wellness promotes World AIDS Day, and the Health Center does HIV testing. None of these are a direct overlap of services, but we frequently refer students between departments depending on their students' needs. The Center for Diversity and Inclusion has a much broader focus, but we collaborate when appropriate.