



Program Questionnaire FY 23-24



LGBTQ RESOURCE CENTER

Be Yourself Here.

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; FY20-FY23

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 and equity for our students of diverse backgrounds and abilities
4. Interweave Diversity and Inclusion into the ongoing operations of the LGBTQ Resource Center
 - a. Be inclusive of differences among LGBTQ staff
 - b. Expand staff's knowledge about diverse constituents and issues
 - c. Create and implement inclusive programming and policies
5. Assist DSA development staff procure 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.

Provide support, resources, and a safe space for LGBTQ students of diverse backgrounds and abilities.

We have discussion groups, which are facilitated by trained students. The groups have consisted of a LGBTQ+, Bisexual/Pansexual, Transgender / Nonbinary, Queer and Trans People of Color, and Asexual/Aromantic. Our Mentoring Program helps students who are struggling with their sexuality or gender. The mentees set and reach goals, participate in social outings, and learn about campus resource. With the help of the UH LGBTQ Alumni Association, an Emergency Aid program has been established to help students who have been kicked out of their home. We provide social events and awareness workshops and Cougar Ally Trainings in order to secure a safer space on campus for LGBTQ+ students.

Provide training & leadership opportunities for our LGBTQ students of diverse background and abilities.

Our ambassador program named Sexuality and Gender Acceptance (SAGA) Squad helps student build leadership skills, welcome other students to the center, and contribute to LGBTQ awareness programming. Our Speakers Bureau provides students with training and opportunities to speak in front of audiences of students, staff, or faculty to educate them about the LGBTQ experience. We have mapped all of our programs to the Scarlet Seals of Excellence. We also have WGSS major/LGBT Studies minor for internship opportunities with the UH LGBTQ Resource Center to learn and build their experience working with the LGBTQ student population.

Assist DSA development staff procure and maintain a continual source of donations for the LGBTQ Resource Center to expand programs and opportunities for student

We are working on grant requests from local nonprofits to help with funding our events.

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

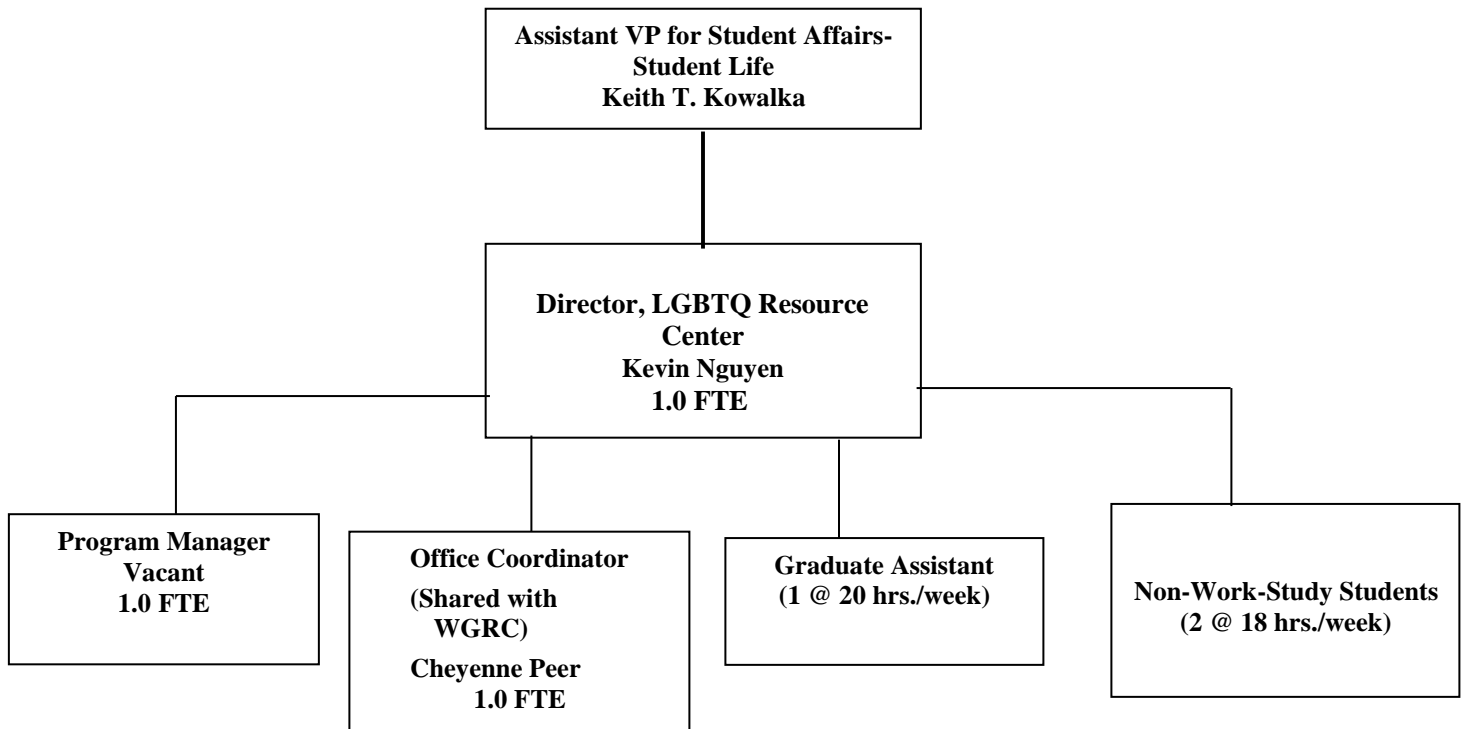
The LGBTQ Awareness Workshop, a collaboration with the Center for Diversity and Inclusion, teaches RSOs about LGBTQ inclusion in their organizations. We have an AFFIRM Ally Leadership Certificate in collaboration with the Center for Student Involvement which has encouraged many more students to attend our trainings and educational programs. Our Cougar Ally 2.0 includes various topics such as Transgender 101 and Pronoun Party. Pride Partners is a program that teaches and recognizes departments for being LGBTQ inclusive. We had a +104% increase in STEM faculty participate on Cougar Ally Training.

Interweave Diversity and Inclusion into the ongoing operations of the LGBTQ Resource Center

This year we have gathered information about inclusive practices and we are reviewing this information each month as part of the planning for the next month's events and programs. We have made social media posts that bring awareness to Black Trans Lives Matter. We are partnering with other departments to reach other student populations and events. We are working with a nonprofit called The Mahogany Project to help promote and elevate Black Trans Empowerment Week and Trans Day of Remembrance in November.

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 2021-2022 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.

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

UH Goals: (<http://www.uh.edu/about/mission/>)

(NOTE: There were many changes and additions to the strategic initiatives originally listed. Below is the final list for FY21)

Strategic Initiative #1 - Student Success - Engage all students to intentionally develop leadership qualities, critical thinking and communication skills, diversity competencies, and personal growth.

Action: During the Fall 2022 semester we are continuing our Peer Mentoring Program and Sexuality and Gender Acceptance Squad in building leadership skills, interpersonal dynamics, and commitment to serve and support the mission of the LGBTQRC. The goal of the Peer Mentoring Program is to reduce the stress and isolation that many young people experience when first coming out or other challenges of sexual orientation or gender identity. Our mentors support their mentees in a safe, caring, one-on-one relationship while they work on their personal, social, academic, career, and life goals. Mentors are role models, guides, misconception challengers, motivators, and door openers. The Sexuality and Gender Acceptance (SAGA) Squad is a student leadership program for the LGBTQIA+ and ally students. Participants represent the Center, plan outreach initiatives and events, and create a welcoming environment for all in the LGBTQ Resource Center (LGBTQRC). **Status:** In progress

Expand diverse experiences on exploration and education while identifying and meeting the needs of our student population through supportive, inclusive environments.

Action: During the Fall 2022 semester we are collaborating various departments to add cultural/intersectional dimensions that impact the complexity of the LGBTQ+ experience. We are planning events with the Center for Diversity and Inclusion, Center for Student Involvement, Cougars in Recovery, University Career Services, Learning Abroad, UH Wellness and Women and Gender Resource Center. **Status:** In progress

UH LGBTQ Resource Center
Division of Student Affairs

OCT. '22
LGBTQ+ HISTORY MONTH

QTPOC Rainbow Chat	10.3	10.3	Diversity 101 Workshop <i>Center for Diversity and Inclusion</i>
Pronoun Party Workshop	10.5	10.5	Rainbow Chat Social
Trans/Nonbinary Rainbow Chat	10.10	10.11	National Coming Out Day
Bi/Pan Rainbow Chat	10.12	10.12	Fresh Check Day <i>In Collaboration with Women and Gender Resource Center</i>
Monthly Coffee Hour <i>In Collaboration with Cougars in Recovery</i>	10.13	10.13	Fun with Makeup
Identities Abroad <i>In Collaboration with Learning Abroad</i>	10.17	10.19	LGBTQ+ Rainbow Chat
Trans/Nonbinary Rainbow Chat	10.24	10.25	LGBTQ Employee Resource Groups (ERG) <i>In Collaboration with University Career Services</i>
Intersex Awareness Day	10.26	10.27	Ace/Aro Rainbow Chat
Cougar Ally Training	10.28	11.2	LGBTQ Awareness Workshop <i>In Collaboration with Center for Diversity and Inclusion</i>

Please visit uh.edu/lgbtq/calendar

Foster the holistic well-being of all students through coordinated, intentional services and processes.

Action: During the Spring/Fall 2022 semester we have rainbow chats. Rainbow Chats are a fun way to connect with friends in the UH LGBTQ+ community, tell stories about shared experiences, and learn about identities. The groups are led by trained peer facilitators and provide a safe space for students to build relationships and support each other. Questioning students are always welcome. The types of groups vary each semester but have included:

- LGBTQ+ General
- Queer / Trans Students of Color
- Bi/Pansexual
- Transgender / Nonbinary
- Asexual/Aromantic

Status: In progress

Enrich the sense of connection, belonging, and shared UH identity among all students.

Action: During the Fall 2021 semester we hosted several social events remotely on Discord, on campus, and in hybrid format including Ally Tie Dye, Ice Cream Social, Fun with Makeup, and Lavender Graduation. Total in attendance is over 1000. In the Spring 2022, we hosted another 6 social events with 378 in attendance. **Status:** Accomplished.

Strategic Initiative #2 – Division Cohesion - Implement staff communication strategies that promote a mutual understanding of who we are and what we do.

Action: Collaborated with the College of Education on a survey questionnaire to students to make sure that sexual orientation and gender identity categories were properly represented and available as options for students who identify outside of the binary options. **Status:** Accomplished.

Action: We provided 2 Cougar Ally Training sessions per semester during the FY22 and partnered with various departments in programming and event initiatives in discussions of diversity, equity, and inclusion.

Status: Partially accomplished – will need to continue updating Cougar Ally Training and Ally2.0 curriculum to properly parallel current understandings of sexual orientation and gender identity

Strengthen staff connections within the division, both professionally and personally.

Action: Collaborating with departments and utilizing Appreciation Languages to convey support and build cohesive relationship with other departments. **Status:** In progress



Invest in staff success through professional development, recognition, and opportunities for broader participation throughout the division.

Action: UH LGBTQRC director served as a panelist for the [2022 Texas LGBTQ+ Unity Conference](#) hosted by the Texas Diversity Council on **October 11, 2022** (National Coming Out Day), **at the W Austin Hotel** from 8:00am - 4:00pm. . **Status:** Accomplished

Foster collaborative divisional processes focused on common goals.

Action: UH LGBTQRC is part of a DSA Diversity, Equity, and Inclusion group. The objective of the DEI group is for greater coordination and synergy among the DSA departments whose primary work is serving vulnerable populations and doing DEI initiatives. There is discussion and action steps to define the division's narrative, enhance how DEI initiatives are promoted, and to create a greater sense of division pride and ownership in the shared efforts for DEI work. **Status:** In progress

Promote and create initiatives that support a healthy work/life balance while contributing to division success.

Action: We had staff retreats where we had team building activities with the Women and Gender Resource Center and a UH LGBTRC outing to the Museum of Natural Science

Status: Partially accomplished – will need to continue having retreat or decompression days throughout the academic year

Strategic Initiative #3 – Resources - Evaluate resources to identify opportunities for efficiency, improvement, and transformation.

Action: Working on assessments based on graduate student populations/LGBTQ-oriented organizations (i.e. Queering Medicine, Q+mmunity, and outlaw), cougar ally training preparedness, and resource center visits based on demographics and student use . **Status:** In progress

Pursue and develop resources to address identified gaps and needs.

Action: Applying and looking for grants from different organizations and nonprofits to ask for assistance . **Status:** In Progress

Leverage and adapt resources in innovative ways to increase effective utilization.

Action: Increase presence and awareness of services with new students tabling at new student and transfer orientations totaling to 1933 students and family members receiving marketing and contact information to the center. **Status:** In progress. Continuing to table at events of resources and services to students at events within the division and within the various colleges (i.e. GCSW, COE, UHlibraries) on campus.

Strategic Initiative #4 - Partnerships - Educate and empower campus partners to be our advocates.

Action: University of Houston departments are now able to show their support of the LGBTQ Resource Center and of the LGBTQ community by becoming a pride partner. Simply fill out the [UH Pride Partners Application](#). The LGBTQ Resource Center Advisory Board will review your application and either grant you UH Pride Partner status or provide you with feedback regarding further steps needed to achieve UH Pride Partner status. UH system has also added a gender-neutral prefix option of "Mx." For students, staff and faculty to better represent themselves. **Status:** In Progress

Enhance students' educational experience by expanding partnerships with academic affairs.

Action: UH LGBTQRC director has communicated with advising departments within College of Education, College of Technology, College of Arts, Transfer Advising Program, and Office of Admissions in regards to academic endeavors for current and prospective LGBTQ UH students. **Status:** In Progress

Create opportunities for our students by developing initiatives that support our neighboring communities. Action:

Action: The UH LGBTQ Resource Center has met with Avenue 360, Legacy, Harris County health department, Houston Food Bank, and other Houston entities wanting to help with health initiatives or promoting safe sexual health practices while also addressing concerns on COVID and MonkeyPox. **Status:** In progress

Promote alumni engagement and support for division initiatives in cooperation with Advancement.

Action: The UH LGBTQ Resource Center is serving as a liaison with the UH LGBTQ Alumni Association to encourage partnerships and engagement. UH Alumni Association also communicates regularly with the resource center to talk about student applications for emergency crisis aid. **Status:** Partially accomplished/In progress

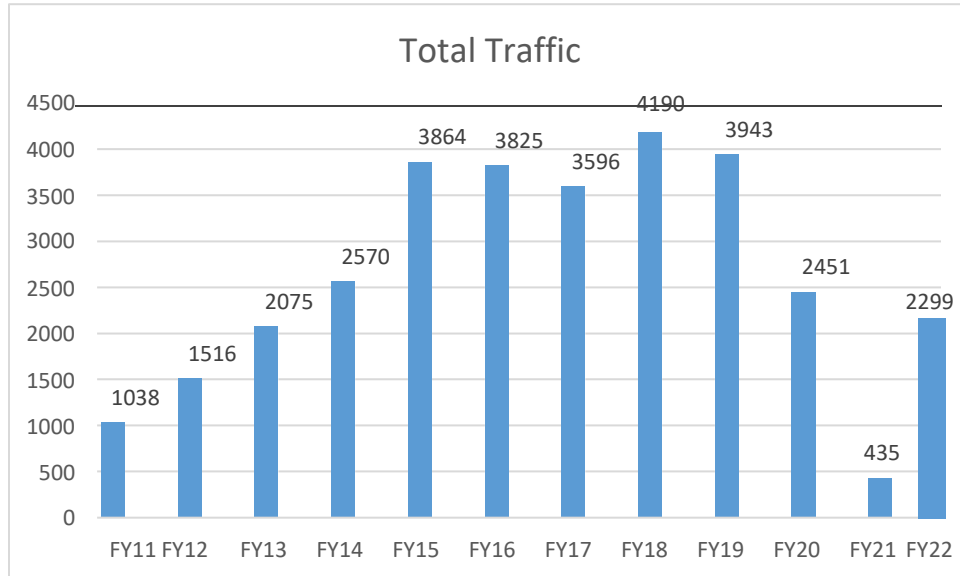
Raise the profile of the division through regional, national, and international involvement.

Action: The UH LGBTQ Resource Center coordinated with Pride Houston, UH Cheer, UH communications, and UH alumni association to coordinate a UH group to walk in the Pride Houston parade and represent the University of Houston during Summer 2022. **Status:** Accomplished

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.

Trends in Resource Center Visits

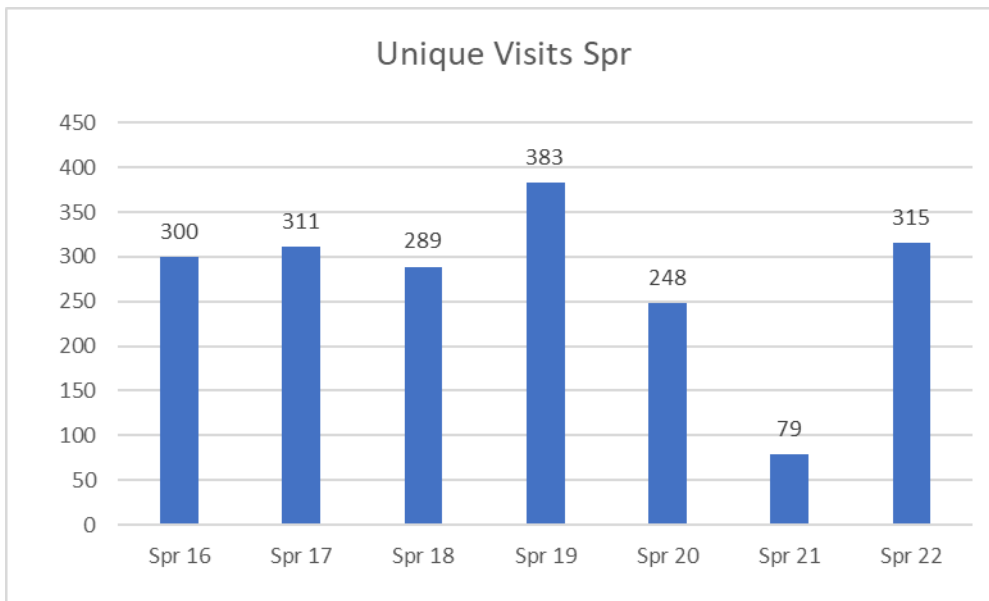


UH LGBTQ Resource Unique Visits Spring 2022

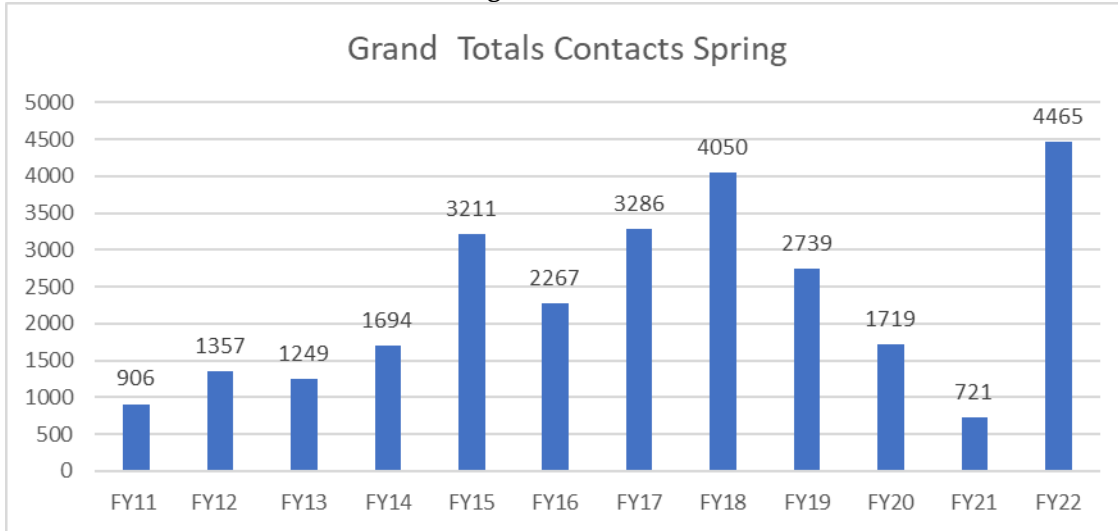
Comparison assessment of demographic data from FY 22 of certain student groups (i.e. Black, White, Asian, LatinX, unspecified) who utilize and access the UH LGBTQ Resource Center and next year's FY 23 data to see if there is an increase in areas of LGBTQ+ students of color.

The assessment will be done through Get Involved data of attendance and registrants based on tags and student ID numbers and demographic data based on UH database.

This will help see the UH LGBTQ Resource Center numbers based on involvement, support, diversity and inclusion, and a safe space for LGBTQ students of diverse backgrounds and abilities.



Trends in Resource Center Visits, Outreach and Program



Specific Programs and Participation FY22

Programs										1739	Total Fall
Social Programs										1064	Total Spring
Fall 2021	Open House Expl Powerhouse (8.25.2021)	In-person	218						218	900	378
	Ally Tie Dye (9.2.2021)	In-person	325						325		
	Ice Cream Soc (9.9.2021)	In-person	291						291		
	Games Social (9.22.2021)	In-person	7						7		
	Fun with Makeup (10.14.2021)	In-person	59						59		
Spring 2022	HHH (as of 3.8.2022)	In-person	7						7		
	Parentine's Day (3.14.2022)	In-person	25						25		
	Out at the Movies	Virtual							0		
	DnD Social (3.30.2022)	In-person	15						15		
	Rainbow Chat Social	In-person	6						6		
	Yes Prep Pride Summit (4.12.2022)	In-person	325						325		
Summer 2022									0		
									0		
									0		
									0		
									0		

										Total Annual Social Programs		1278
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Speakers Bureau Training											
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Fall 2021					4					4	4
Spring 2022										0	0
Summer 2022					0					0	

										Total Annual Speakers Bureau Training		4
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Discussion Groups											
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Fall 2021	LGBTQ (as of 11.17.21)	In-person	27			27				27	98
	Trans Disc Gr. (as of 11.22.21)	In-person	22			22				22	
	QTPOC (as of 11.29.21)	In-person	21			21				21	
	Bi-Disc Gr (as of 11.10.21)	In-person	13			13				13	
	Ace (as of 11.16.21)	Virtual	15			15				15	
Spring 2022	LGBTQ	In-person	16			16				16	70
	Bi-Disc Group	In-person	23			23				23	
	Trans Disc Gr.	In-person	17			17				17	
	QTPOC	In-person	5			5				5	
	Ace Aro	Virtual	9			9				9	

										Total Annual Discussion Groups		168
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Workshops for LGBTQ Students											
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Fall 2021	Facilitator Training (9.1.2021)	In-person	9			9				9	9
Spring 2022	Facilitator Training	In-person	5			5				5	5

										Total Workshops		14
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SAGA											
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Fall 2021	SAGA Retreat (9.24.2021)	In-person	7			7				7	155
	SAGA Social (10.18.2021)	In-person	22			22				22	
	SAGA Social (Fall into Canvases 11.11.2021)	In-person	18			18				18	
	Office Hours	In-person	108			108				108	
Spring 2022	Movie Social (3.8.2022)	In-person	10			10				10	10

										Total SAGA		165
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Mentor Program											
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Fall 2021	Main Mentor Tr.	In-person	10			10				10	51
	Mentees	In-person	9			9				9	
	Mentoring Orientation	In-person	10			10				10	
	Mentoring Socials	In-person	22			22				22	

	Fall (as of 11.12.21)										
Spring 2022	Mentor Tr.										5
	Mentoring Socials Spring (as of 3.7.2022)	In-person	5			5			5		
	Mentor Tr.		0			0			0		
Summer 2022						0			0		0
Total Mentor Program										56	

Awareness Days											
Fall 2021	Bisexual Awareness (9.23.2021)	In-person	22			22				22	94
	Intersex Awareness (10.26.2021)	In-person	30			30			30		
	Trans Awareness (11.17.2021)	In-person	42			42			42		
Spring 2022	Pansexual Awareness (4.13.2022)	In-person	34			34			34		34
Summer 2022						0			0		0
Total Awareness Days										128	

Classroom Panels & Presentations											
Fall 2021	Sociology Panel (10.28.21)	In-person	25			25				25	25
Spring 2022	Intro to LGBTQ/ Religion Studies (2.24.2022)	In-person	100	1		101				101	233
	Sexuality & Society (4.14.2022)	In-person	40	1		41				41	
	CoM LGBTQIA+ Workshop (4.27.2022)	In-person	90	1		91				91	
Summer 2022						0			0		0
Total Panels & Presentations										258	

Trainings for Allies											
Fall 2021	Pharmacy Org (9.21.2021)	In-person	8			8				8	50
	Gender Reveal Party (10.4.2021)	In-person	11	1		12				12	
	Ally 2.0 Don't Judge a Gender (10.29.2021)	In-person	8			8				8	
	LGBTQ Awareness (11.11.2021)	In-person	9	3		12				12	

	Quad LGBTQ Awareness (11.16.2021)	In-person	9	1			10				10	
Spring 2022	LGBTQ Awareness Workshop (3.31.2022)	In-person	2	1	1		4				4	51
	Panhellenic Pride - LGBTQ Identities - (4.20.2022)	In-person	47				47				47	
Summer 2022							0				0	0
							0				0	
Total Trainings											101	

Miscellaneous Programs												
Fall 2021	Parent Weekend (9.24.2021)	In-person	1			1	2				2	
	Fresh Check Day (10.6.2021)	In-person	176				176				176	234
	Stress Free Finals (11.29.2021-12.6.2021)	In-person	56				56				56	
Spring 2022	Stress Free Finals (4.25.2022-5.6.2022)	In-person	130								130	130
Summer 2022							0				0	0
Total Misc Programs											364	

Lavender Graduation												
Fall 2021	Lav Grad (12.4.2021)	In-person	31	7		48	86				86	86
Spring 2022	Lav Grad (4.29.2022)	In-person	30	15		65	110				110	110
Total Lav Grad											196	

Cougar Ally Training												
Fall 2021	CAT (10.20.2021)	In-Person	5	7			12				12	
	CAT (11.9.2021)	In-Person	5	9	7		21				21	33
Spring 2022	CAT (2.25.2022)	Virtual	4	12	3		19				19	
	CAT (4.5.2022)	In-Person	4	14	1		19				19	38
Summer 2022							0				0	0
							0				0	
Total Cougar Ally Training											71	

Assessment Projects (listed by project)

Cougar Ally Training Program

Assessment Activity

Name:

Cougar Ally Meet and Greet

Start:

9/1/2022

End:

8/31/2023

Providing Department:

LGBTQ Resource Center

Responsible Users:

Number:

2

Program/Service Being Assessed:

Cougar Ally Training

Assessment Method:

Qualitative,

Description of Assessment Activity:

Have a social event for UH students, faculty, and staff who have completed Cougar Ally Training (CAT) in the past. This will be a setting for other UH folks to intermingle and gather anecdotes, stories, and data of the effectiveness of Cougar Ally Training materials/curriculum, student interactions based on visibility of ally placard in university spaces and strengthen connections within different university divisions and departments.

Frequency / Timeline of Assessment Activity:

One time assessment in Spring semester with an associated survey to gather information on what was helpful from ally training that people use in their interactions with LGBTQ+ folks on campus and what they wish they knew from training that they are aware of now.

Connection to Goals/Mission:

It will help our education and awareness of LGBTQ+ populations and what other resources/services are needed to create supportive safe spaces throughout campus and at our other UH locations in Katy and Sugar Land.

UH Graduate Students Needs Assessment

Assessment Activity

Name:

LGBTQ+ Graduate Students Services and Resources Survey Inquiry

Start:

9/1/2022

End:

8/31/2023

Providing Department:

LGBTQ Resource Center

Responsible Users:

Number:

1

Program/Service Being Assessed:

Graduate Student LGBTQ Organization or Affinity Group Interest

Assessment Method:

Both (quantitative and qualitative)

Description of Assessment Activity:

The LGBTQ Resource Center will collect and assess the responses and needs for graduate-level students at the University of Houston. This assessment will gauge what services and/or programming may be needed/beneficial for LGBTQ+ graduate students at the University of Houston. A social event gathering targeted for graduate students who identify in the LGBTQ+ community can be an outlet towards administering/distributing the survey. The responses will be looked at from a qualitative and quantitative approach based on number of frequently similar responses of demographic questions and open-ended questions about how the undergraduate LGBTQ+ experience may be different than the LGBTQ+ graduate experience and if there is a need for graduate student targeted programming/services from the LGBTQ Resource Center.

Frequency / Timeline of Assessment Activity:

Two assessments/surveys will be administered in the middle of the Fall (i.e. October/November) and Spring (i.e. March/April) semester to gauge student input and interest in what support, resources, and programming can be provided for graduate-level students at UH. Data collected from both semesters will be compiled to see what other opportunities and awareness programs/events can be created to cater to our LGBTQ+ graduate student population.

Connection to Goals/Mission:

Will connect with strategic initiative SS5. 1. We want to cultivate safe spaces for all levels of students at the University of Houston within our mission and provide services in tuned with the vision of student experience and support for the graduate school while also trying to create a campus environment of LGBTQ inclusion and equity for students of all diverse backgrounds and academic endeavors. We also want graduate students to be more aware and promote the center and connect with other UH LGBTQ+ students.

QUESTIONS 5

Please discuss any budget or organizational changes experienced since your last (FY2022) 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.

During FY22, we had changes in staff by the departure of 2 student workers and a program manager. We are in the process of filling in a student worker and the program manager. We may not fill in a third NCWS. We still have one student worker, an office coordinator, and the director. By reducing the amount of student workers, it will help with adjustment of our budget.

QUESTIONS 6

If your unit concluded FY2021 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 LGBTQ Resource Center returned \$5,319 to SFAC at the conclusion of FY22. This return was caused by staff vacancies, and some items not being paid in FY22, and were rolled into FY23 due to time delays

SFAC Only - FY2022 Recap

	FY 2022	FY 2022	FY 2022	FY 2022	FY 2022
	Base Budget	Final Budget	Actual Expenses + Commitments	Approved Equity Carryforward	Funds to be Returned to Reserve
Salary/Wage/Fringe	132,793	132,793	126,586		6,207
Maintenance&Operations/Travel	15,397	40,237	31,632		8,605
Administrative Charges	-	-	9,493		(9,493)
Utilities	-	-	-		0
Fund Transfers for Maintenance					0
SFAC Totals	148,190	173,030	167,711	0	5,319

Funds to be Returned to Reserve	5,319
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QUESTIONS 7

Please list your 2022-2023 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 strategic initiative, please state the specific action steps (programs, activities, services, policies/procedures, etc.) that you intend to implement to accomplish your stated initiative.

Overarching Goals; FY20-FY23

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 and equity for our students of diverse backgrounds and abilities
4. Interweave Diversity and Inclusion into the ongoing operations of the LGBTQ Resource Center
 - a. Be inclusive of differences among LGBTQ staff
 - b. Expand staff’s knowledge about diverse constituents and issues
 - c. Create and implement inclusive programming and policies
5. Assist DSA development staff procure and maintain a continual source of donations for the LGBTQ Resource Center to expand programs and opportunities for student
6. 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.

#	Action Step	#	Tactic	#	Sub-Tactic	FY22	FY23	FY24
Strategic Initiative: Student Success								
Champion exceptional opportunities and services to support all UH students.								
SS1	Engage all students to intentionally develop leadership qualities, critical thinking and communication skills, diversity competencies, and personal growth.	SS1.1	Establish a Division effort to use common language in programs and services that connects to the Scarlet Seals of Excellence.					
		SS1.2	Review and map all programs, services, and processes (current and planned) for intentionality and inclusion of the four competencies in Scarlet Seals of Excellence and learn where gaps exist.		Provide the opportunity for two students to attend an LGBTQ related conference each year- LGBTQ 2		1	
					Have SAGA Squad (ambassadors) host a LGBTQ Leadership luncheon seminar. - LGBTQ 2		1	
		SS1.3	Review student-facing processes (i.e. job descriptions, student employee trainings, CAPS sessions, etc.) to include the competencies in Scarlet Seals of Excellence.					
		SS1.4	Create outreach in order to build opportunities for expansion of Scarlet Seals of Excellence outside of the Division.					
SS2	Expand diverse experiences on self-discovery and education while identifying and meeting the needs of our student population through supportive, inclusive environments.	SS2.1	Expand the reach of programs, trainings, and workshops about diversity education and exploration for students.					
		SS2.2	Create and complete an action plan for staff diversity education and exploration to support inclusive environments for students.					
		SS2.3	Review departmental processes, policies, and practices to systematically ensure inclusive environments are supported.					

		SS2.4	Review environment, access, and inclusion in facilities, space, and services and create an action plan for addressing gaps.				
		SS2.5	Review the representation of staff in comparison to our student population, examine hiring practices, and create action plan for addressing gaps				
SS3	Foster the holistic well-being of all students through coordinated, intentional services and processes.	SS3.1	Create a work group to define "holistic well-being" and create a common language and direction for programs, services, and process.				
		SS3.2	Map programs, services, and process based on the definition.	Explore ways to infuse inclusive sexual health education into existing programs, as well as explore and identify inclusive sexual health educators. - LGBTQ 1		1	
				Finalize the development of a sexual health ambassador internship for the Higher Ed. Program in COE			1
		SS3.3	Create a work group to coordinate and collaborate efforts of the Division that addresses gaps or duplication in programs, services, and processes.				
SS5	Enrich the sense of connection, belonging, and shared UH identity among all students.	SS5.1	Identify ways that create a sense of community for all student populations (i.e., Nontraditional, students of color, LGBTQ, faith, etc.).	Create an outreach ambassador program for students of color - LGBTQ 1 + 4c		1	
				Create an assessment of LGBTQ graduate student needs and potential services - LGBTQ 1		1	
		SS5.2	Evaluate programs, services, and processes that introduce and strengthen involvement opportunities among all students.				
		SS5.3	Create a means to share success stories of students and alumni.				
		SS5.4	Identify outreach methods to increase student awareness of resources and opportunities for sense of belonging, connection, and/or shared identity.				
Strategic Initiative: Division Cohesion. Create and foster a cohesive division identity, culture, and community.							
DC1	Implement staff communication strategies that promotes a mutual understanding of who we are and what we do.	DC1.1	Establish a Division effort to create a searchable FAQ of department level programs, services, and processes.	Create a FAQ document for the LGBTQ Resource Center services that communicate who we are, what we do, and how we can help each other and students - LGBTQ 5		1	
		DC1.2	Require departments to contribute to Division communications and publications.				

		DC1.3	Create an interactive Directory/Org Chart that establishes points of contact which "tags" the updated Org Chart by functional area and reporting lines.				
		DC1.4	Establish cross-division collaboration and education.				
Strategic Initiative: Partnerships Forge and strengthen partnerships to expand our reach into the university and greater community.							
P1	Educate and empower campus partners to be our advocates.	P1.1	Departments will conduct informative presentations on their services and programs as appropriate to educate campus partners.		Hold an ally lunch once a year to show appreciation, promote our services and programs, and share ideas - LGBTQ 5		1
		P1.2	The Division will provide opportunities for staff to build professional rapport across the university.				
		P1.3	Departments will designate a person(s) to serve as a point of contact for referrals.				
P2	Enhance students' educational experience by expanding partnerships with academic affairs.	P2.1	Utilize existing DSAES and Academic Affairs committees, liaisons, and/or teams strategically.				
		P2.2	Develop the programs or initiatives in partnership with Academic Affairs to serve students.		The LGBTQ Resource Center will reach out to faculty that teach large classes in STEM and Business colleges and schedule 5 minute info presentations about the RC.		1
		P2.3	Increase the number of new, internal formal marketing/communications targeted at Academic Affairs.				
P5	Promote alumni engagement and support for Division initiatives in cooperation with Advancement.	P5.1	Departments will create affinity alumni groups where appropriate to engage alumni.				
		P5.2	Departments will focus on marketing and communication efforts to alumni that are specific and targeted toward engagement and participation.				
		P5.3	Departments will work with Development to identify short- and long-term fundraising goals.		Director with develop relationships with the board of the Hollyfield Foundation and the Diana Foundation and become familiar with the grant criteria.		1
P6	Raise the profile of the Division through regional, national, and international	P6.1	Departments will support staff attending professional conferences and affiliate with professional associations.				

	involvement.	P6.2	Departments will encourage staff to propose presentations at professional conferences and take on leadership roles in professional associations.				
		P6.3	Departments will support and submit nominations of staff for awards associated with professional associations.	Staff will research LGBTQ+ specific associations and awards and LGBTQ+ Knowledge Communities within Student Affairs Professional Organizations. Submit nominations where appropriate.			1

STRATEGIC INITIATIVES

Strategic Initiative #1 - Explore ways to infuse inclusive sexual health education into existing programs, as well as explore and identify inclusive sexual health educators - *LGBTQ 1, DSAES Strategic Initiative SS3*

Strategic Initiative #2 - Have SAGA Squad (ambassadors) host a LGBTQ Leadership luncheon seminar. *LGBTQ 2, DSAES Strategic Initiative SS1.2*

Strategic Initiative #3 - Create an outreach ambassador program for students of color - *LGBTQ 1 + 4c - DSAES Strategic Initiative SS5*

Strategic Initiative #4 - Create an assessment of LGBTQ graduate student needs and potential services - *LGBTQ 1, DSAES Strategic Initiative SS5*

Strategic Initiative #5 - Provide the opportunity for two students to attend an LGBTQ related conference each year- *LGBTQ 2, DSAES Strategic Initiative SS1*

Strategic Initiative #6 - Create a FAQ document for the LGBTQ Resource Center services that communicate who we are, what we do, and how we can help each other and students - *LGBTQ 5 - DSAES Strategic Initiative DC1 - Collaboration*

Strategic Initiative #7 - Hold an ally lunch once a years to show appreciation, promote our services and programs, and share ideas - *LGBTQ 5 - DSAES Strategic Initiative P1*

QUESTION 8

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.**

STUDENT SERVICE FEE Questionnaire

Name of Unit: UH LGBTQ Resource Center

Dept#:

	FY 2024	FY 2024	FY 2024	FY 2024
Funding Sources	Base Budget	Amount of 3.5% Reduction	Amount of 5.0% Reduction	Amount of 7.5% Reduction
Student Service Fees- Base Budget	158,580	5,550	7,929	11,894

Expenses		Amount of 3.5% Reduction	Amount of 5.0% Reduction	Amount of 7.5% Reduction
Salaries and Wages				
Full-time Employee Salaries				
Student Workers Wages				
Graduate (GA/IA) Students Wages				
Fringes		-	-	-
Salaries/Fringes Total		0	0	0

Other Expenses					
Programs		5,000	5,680	7,420	
Professional Development		236	250	500	
Advertising			400	550	
Travel			500	775	
Office/General Supplies			250	400	
Printing/Postal/Freight			250	400	
Computer/Hw/Sw Supplies/Repairs			150	175	
Scholarships/Stipend				500	
Facilities/Work Orders				300	
Uniforms				200	
Admin Charge	Enter %	6%	314	449	673
Other Expenses Total			5,550	7,929	11,893
TOTAL EXPENSE			5,550	7,929	11,893
Amount left to allocate			0	0	0

Line by Line	Original	Reduced
Fall Programs	12,700	Will need to limit certain programming efforts like instead of a Fun with Makeup event with provided starter makeup kits, we would have to encourage students to bring their own makeup supplies
Spring Programs	12,700	Will need to limit certain programming efforts like instead of SAGA squad social events with board games or volunteer opportunities instead of attending conferences
Professional Development	2,500	Staff will look at online virtual options instead of in person opportunities for professional development
Advertising	3,000	Printing in house instead of Creation Station
Travel	2,000	Staff will look at online virtual options instead of in person opportunities for professional development
Office/General Supplies	2,000	Reduce water and cleaning supplies orders
Printing/Postal/Freight	3,000	Using online email campaigns more
Computer/Hw/Sw Supplies/Repairs	500	May need to reduce online services/licenses like CANVA, Adobe, or subscriptions to national groups
Scholarships/Stipend	4,000	May reduce number of scholarships available to students
Facilities/Work Orders	500	May need to delay work orders if not a pressing matter
Uniforms	500	Limit amount of resource center specific shirts for the full-time staff

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 plans on applying for grants from local and national non-profit LGBTQ organizations like the Diana Foundation, Bunnies on the Bayou, and Campus Pride for possible grants to help with our leadership programs and events toward more awareness and celebration of LGBTQ+ identities

RAINBOW FRIENDS

The LGBTQ Resource Center will start promoting more about being a Rainbow Friend

There is an annual faculty/staff campaign done in November annually to ask for monetary support and donations.

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. The Women and Gender Resource Center overlaps in regard to gender identity and equity initiatives but does not fully delve into the topics of sexual orientation.