

**2013-2014 Student Fee Review Board
Funding Request Application**

LGBTQ Resource Center

Name of Department

Alma Rosa Silva-Bañuelos, Director

Dean/Director

Title

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\$ 5.66

Amount requested per Full Time Enrollment (FTE)

(As a guideline, this year's FTE is **23,620**. Amount above x FTE = Total estimated allocation.)

CERTIFICATION

I certify that the statements herein are true and complete to the best of my knowledge and accept the obligation to comply with the terms and conditions of the Student Fee Review Board.

Josephine De Leon, VP for Equity & Inclusion

Submitted By (Print Name)

Josephine De Leon

Department Head Signature

12/16/13
Date

Please submit an electronic version of this form via email to sfrb@unm.edu and a hard copy original of this form plus 15 copies to the GPSA Office, SUB # 1021.

By Monday December 16, 2013, 5:00 PM.

* LGBTQ requests SFRB hearing ₂ date, Jan. 17, 2014

Introduction

1) Provide a description of the services provided by your department/program, and how they support the mission of the University.

The mission of the University of New Mexico's Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Resource Center is to provide services to UNM students, faculty, and staff of all gender identities and sexual orientations through support, advocacy, education and safety. All members of the UNM community and their allies are welcome. The Resource Center is dedicated to human rights, equality, understanding, and respect of all people regardless of race, class, ethnicity, ability, national origin, sex, sexuality, sexual orientation, gender identity, gender expression, or any other identity/status they hold.

The LGBTQ Resource Center offers support by fostering the self-identity and empowerment of LGBTQ students, staff, faculty, community members, and their allies, by providing a safe space for individuals to explore and express their identities. To educate the community, the Resource Center provides various books and media materials in relation to LGBTQ history and issues, as well as events with specialized information. The LGBTQ Resource Center advocates by bringing heightened visibility to the general LGBTQ community of UNM, standing behind student efforts, and encouraging social awareness in the UNM community. To ensure safety, all individuals accessing resources at the LGBTQ Resource Center are guaranteed confidentiality. Furthermore, the entire Resource Center is a Safe Zone environment that accepts and nurtures everyone, and the dedicated Resource Center staff and volunteers are sure to maintain this space of safety. The LGBTQ Resource Center offers internship and volunteer opportunities that develop civically engaged leaders who are well informed and prepared to effect positive change at UNM and in their communities. All programs and services offered at the UNM LGBTQ Resource Center are used to meet the goals in the mission statement.

The LGBTQ Resource Center provides the UNM community with the following programs and services:

- **Advisement:** The LGBTQ Resource Center provides students with general advisement, referrals, and "listening sessions."
- **Advocacy:** The Resource Center provides support for students who are having personal or academic difficulties. It provides a safe and supportive meeting space for groups to work on LGBTQ issues facing the UNM community.
- **Awareness Days:** The Resource Center hosts' events for national and international awareness days such as National Coming Out Day, World AIDS Day, Transgender Day of Remembrance, and LGBTQ History Month.
- **Café Q Lecture Series:** Café Q started in the summer of 2011 as a response to multiple LGBTQ* community members, faculty, staff and graduate students expressing a need for a venue to showcase their work, research, organization's work and or services. During the last couple of years we have

provided UNM's lgbtq* community and allies a myriad of lectures, panels and workshops that take place at least once per month and are hosted at multiple locations thru out UNM's campus. We have worked with several departments including Women Studies, American Studies and Chican@ Studies. We have held several workshops that include Drag/Performing make-up 101 and How to write a gender-free story. We have hosted intergenerational panels on topics such as HIV/AIDS, Coming Out, Relationship Advise, Religion and Queer Issues, Bulling, Native Communities and HIV prevention to mention a few. Our guest lecturers have presented on topics such as Bulling (The Coliseum Effect), Queer Literature, Queer Cinema, Intersectionality and Politics of Identity. This Program has been such a success that we are potentially booked solid till the summer of 2014. Our goal is to keep providing LGBTQ* community members, faculty, staff and graduate students a safe space for their work, research and skills to be presented to a community with expressed need for such form of education and support.

- **Community Networking:** To enhance awareness and respect for diversity, the LGBTQ Resource Center actively collaborates with groups, organizations, and departments on campus. It also hosts events specifically designed to allow those within the UNM community to network with one another.
- **Computer Pod:** The Resource Center provides computer, Internet, and printing services for students, staff, and faculty. The Resource Center also provides quiet study space and supports students with all assignment needs.
- **Counseling:** The Resource Center offers free individual counseling by pro-bono Independent licensed New Mexico Counselors and a social work intern from NMHU. This free counseling service is offered to UNM students, staff, and faculty. Counseling has been a crucial service for students who are struggling to complete their academic career.
- **Crisis Intervention:** The LGBTQ Resource Center acknowledges the need for attendance to crises that students, staff, or faculty may be facing and is equipped to make immediate referrals and provide emergency resources and/or information to these individuals. In addition, the Resource Center received a grant from SAMHSA to implement additional suicide prevention programming in collaboration and partnership with both SHAC and Agora. Due to this work, referral ability and proficiency continues to increase.
- **Cultural Competency Programs:** The Resource Center strives to uphold UNM's mission to educate on issues of diversity and foster an environment where all individuals feel safe, supported, and represented. It accomplishes this through the sponsorship of multicultural events, development of programs and by expanding the idea of safe zones to include respect of all gender identities, expressions, and sexual orientations.
- **Education:** The LGBTQ Resource Center facilitates and supports the advancement of Queer studies by creating Queer course guides for each semester, including texts for many of those courses in the library. The Resource Center also schedules LGBTQ related movie viewings, discussions, and lectures, and encourages educational LGBTQ speakers to come to UNM.

- **Hate/Bias Intake Center:** Center staff members are trained to document hate/bias-incidents, which are reported to the Division for Equity & Inclusion
- **HIV Testing:** LGBTQ Resource Center offers free, anonymous, and confidential HIV testing on a biweekly basis in collaboration with the Truman Clinic.
- **Library:** The LGBTQ Resource Center maintains a LIBROS-accessible collection of textbooks, books, periodicals, and movies that pertain to LGBTQ courses, history, stories, identities, and issues. The library has been growing due to donations from community members.
- **Listserv:** The Resource Center has an active email list, which sends out a weekly newsletter and special announcements to keep the community aware of upcoming events, initiatives, and issues.
- **Mentorship:** The LGBTQ Resource Center provides mentorship opportunities through the Women's Studies Department, CLEPS, and Albuquerque Public Schools. In the Fall 2013 semester, the Queer Mentorship Institute (QMI) expanded to North Campus and will be launching a law student mentorship program.
- **Out & Ally List:** As a way to show LGBTQ students that they are supported on this campus, the Resource Center houses an ongoing record of UNM faculty, staff, and students who pledge in writing to serve as allies to the LGBTQ* community. Those who wish to do so may elect to be marked as 'out' individuals. The list is published annually in the Daily Lobo in observance of National Coming Out Day to promote visibility and awareness of LGBTQ* support across campus.
- **Queer Course Guide:** the LGBTQ Resource Center has published its 7th Queer Course Guide. This Program Started in the Spring of 2012 as a tool to promote both classes that at least in part – pertain to the LGBTQ* community, are specifically design for the experience of the LGBTQ* community and or are instructed by members of the LGBTQ community and its allies. This Guide also promotes courses offered by instructors that have assured the LGBTQ RC that their classes are safe and supportive of the LGBTQ* community. This guide was also created to aid in the proposal and creation of a Queer Studies Minor. The Spring 2014 Queer Course Guide consists of about 100 classes hosted by 20 different departments.
- **Promotional Bulletin Boards:** The Resource Center has multiple bulletin boards that promote upcoming events, research studies, LGBTQ*-friendly housing ads, and any other pertinent community information.
- **Resources:** The Resource Center maintains a collection of educational brochures and community pamphlets regarding LGBTQ issues such as: coming out safely, trans health, what it means to identify as LGBTQ, relationship guidance, how to be an ally, LGBTQ-friendly businesses, state and national laws, community organization information, and more.
- **Safer Sex Information:** The Resource Center provides educational brochures on safer sex practices and information, statistics regarding sexually transmitted infections/diseases, and LGBTQ-specific issues, as well as free safe sex resources, such as condoms. The Resource Center also serves as one

of the Condom-Mint distributors on campus.

- **Safe Zone Training Program:** LGBTQ Resource Center offers Safe Zone Trainings to groups and departments on campus, branch campuses, and in the community. These trainings focus on LGBTQ-specific issues and empower individuals to act as allies to LGBTQ individuals and community.
- **Safe Zone Train the Trainers:** In the fall of 2013, the LGBTQ Resource Center launched its Train the Trainers program. This program is designed to expand the trainer pool and build the capacity of the Safe Zone program by including various student leaders and employees from UNM and the community.
- **Speakers Bureau:** The LGBTQ Resource Center has a group of volunteer students, faculty, and staff willing to tell their stories and/or talk about areas of expertise related to LGBTQ people.
- **Student Orientation:** New Student Orientation Leaders all undergo our Safe Zone training as training for New Student orientation. In addition, the Resource Center is present at all Discover UNM fairs and its informational card is included in all New Student Packets.
- **Study Abroad:** The LGBTQ Resource Center is currently partnering with the Global Engagement Office to provide a Study Abroad program. The LGBTQ Resource Center will be taking students to New Zealand for an LGBTQ Indigenous exchange program. This program will help create global competency for LGBTQ travelers.
- **Study & Lounge Area:** The Resource Center provides a safe and comfortable area for students, staff, and faculty to study, spend time, and relax before/after class. The Center was able to separate the two spaces due to the request of students, which freed up space for additional computers.
- **Transgender Inclusion Program:** This is a new program at the LGBTQ Resource Center. This program is specific to the visibility and academic success of all transgender and gender non-conforming students. Currently, the Resource Center is working with the Office of the CIO to allow for preferred name in the Banner system. This program is to ensure the safety of all transgender students and continues to educate UNM campus by providing Transgender 101 trainings, workshops, speakers and educational panels.
- **Universal Restroom:** The LGBTQ Resource Center has a single occupancy restroom located in the building in order to ensure that students, staff, and faculty can access a restroom where their gender identity or expression is not questioned. Within the restroom, there are a number of lockers available for students who may need to keep items (such as clothing of a different gender presentation) in a location other than their home.
- **Volunteer Program:** The LGBTQ Resource Center provides volunteer opportunities to students. The work includes helping with events, keeping things tidy, greeting and giving tours of the physical space. All volunteers undergo a brief orientation/training and are added the Resource Center's volunteer email list to keep informed about volunteer opportunities.
- **Website:** The Resource Center maintains a UNM website that provides information on: the Resource Center's vision and mission; contact and

location information; a calendar of everything happening at the Resource Center, including upcoming events, trainings, and volunteer opportunities; links campus groups, community partners, and available resources; Listserv sign-ups; a copy of the Queer Course Guide; and links to the LGBTQ Resource Center's accounts on different social networking sites.

2) Provide a brief description of the history and future plans of your department/program. Please briefly describe services offered that are unique to the University.

Funding for the creation of the UNM LGBTQ Resource Center was officially approved by the SFRB and the university in April 2010 and took effect in July 2010 at the start of the fiscal year. The LGBTQ Resource Center began as a unit under the Office for Equity and Inclusion (renamed the Division for Equity and Inclusion), which oversaw African American Student Services, American Indian Student Services, El Centro De La Raza, and the Office of Equal Opportunity. With a continual push from the students who proposed the creation of an LGBTQ Resource Center, a task force was assembled in June of 2010 to assist in opening the LGBTQ Resource Center. This task force was comprised of undergraduate students, graduate students, faculty, staff, and administrators who worked to develop a mission, vision statement, and initial programming and services. A conscientious effort was made to gather input from a number of different departments and organizations on campus, such as the Ethnic Centers, the Women's Resource Center, and the Queer Straight Alliance. Under the direction of this task force, there were three subcommittees formed to prepare the physical space of the center, to plan and organize Opening Day, and to serve as a hiring committee for the position of Program Coordinator.

The LGBTQ Resource Center officially opened its doors on Friday, August 27th, 2010 with an Opening Day event that over 300 people attended. During its first year on UNM's campus, the Resource Center worked to achieve its mission of providing services to UNM students, faculty, and staff of all gender identities and sexual orientations. Some initial accomplishments included: the growth of the Safe Zone Training Program, the creation of a UNM Out & Ally List, and multiple well-attended events.

During its second year, the UNM LGBTQ Resource Center further solidified its presence on campus by branching out, reaching more students, and offering support services to those who need them. Some highlights include: growth of its counseling services, establishing a counseling practicum site, extending LGBTQ 101 and Safe Zone trainings to branch campuses and into the community, as well as the development of a 4- hour LGBT 101 training developed specifically for UNMH medical practitioners and employees, expansion of its suicide prevention and awareness work under the 3-year Substance Abuse and Mental Health Services Administration (SAMHSA) grant it received in 2011, further development of programming and services, and growth of student staff and interns. Also, the LGBTQ Resource Center hosted the first ever AJAAS conference, which was the first national conference discussing intersections of Arts, Activism and Scholarship within the lens of Queer and Latino identities.

The third year of the Resource Center saw an expansion of student staff positions as well as continual growth on campus and in the community. The LGBTQ Resource Center established the following peer groups during the spring and fall semesters: Queer People of Color, Gentlemen's Society, and the Trans/Gender non-conforming peer group. These groups function as a space for students to safely express ideas and share in experiences. The LGBTQ Resource Center also has continued to support the Out Womyn student group.

In May of this year, the LGBTQ Resource Center was made aware of an issue with a transgender student in Albuquerque. He was not allowed to graduate in the regalia that matched his gender identity. The LGBTQ Resource Center responded with a "Lavender Graduation" ceremony for all high school students in New Mexico. A number of students, including alumni from APS, chose to walk in the ceremony. This effort was also an opportunity to highlight the inclusive nature of UNM. Half of the attendees are now enrolled at UNM.

The LGBTQ Resource Center was asked in the spring 2013 semester to participate in the "Not On Our Campus" program which is an offshoot of the "Not In Our Town" campaign which aims to confront discrimination and hatred on campuses. The program resulted in the creation of a taskforce, which the LGBTQ Resource Center has been at the helm of.

The LGBTQ Resource Center has participated in the Albuquerque Pride parade and festival for the past two years. This year, UNMH DEI joined the UNM Comes Out For Pride campaign, and marched alongside the Resource Center as well as the various groups that participated. The UNM float took second place in the parade. UNMH and the LGBTQ Resource Center shared a booth at the festival and disseminated information to over 1000 people.

The LGBTQ Resource Center recently collaborated with ENLACE, The Graduate Resource Center, El Centro de la Raza, Chicano Studies, Residence Hall Association, Dreamers in Action, and Working Classroom to bring to UNM three artists who discuss issues of intersecting Queer and Immigrant identities. La Frontera Jota was an exploration of what it means to be Queer and Undocumented. The event spanned two days and included workshops and a "noche de cultura" which was an evening of art and discussion.

Lastly, the LGBTQ Resource Center has been working diligently on expanding the SAMHSA Grant. This year the Center unveiled the Caring @ Every Connection campaign. This endeavor is the result of campus wide collaborations and has created numerous initiatives. The most wide reaching initiative has been the LOVE campaign. LOVE (Listen, Observe, Validate, Engage) is a method of helping students in distress at the most basic of levels.

This is the base level of a much larger Suicidality protocol that will be distributed across campus and is aimed to deescalate a student who may be in or

nearing suicidal ideation.

In envisioning the future, the LGBTQ Resource Center plans to further increase its presence and visibility at UNM -particularly branch campuses- and reach those students, staff, faculty, and administrators that are not yet receiving the services that the Resource Center can offer them. Another goal is to continue increasing our services and resources as needs arise. The Resource Center is still working on creating a map of Universal bathrooms on campus to aide in the personal and academic success of all students, including those who need a single-stall restroom for any reason. The Resource Center will continue collaborations with the Ethnic Centers, the Women's Resource Center, SHAC, and all the groups that take part in Queer Voices Roundtable (QVR).

The UNM LGBTQ Resource Center was the first center of its kind in Albuquerque and is the only place on campus that specifically provides services for the LGBTQ community. Thus, many of the services and resources it offers are unique to UNM such as: resources on safer sex, healthy relationships, and help with addiction; the Safe Zone Training Program and UNMH LGBT 101 training; free and anonymous biweekly HIV testing provided through collaboration with Truman Clinic; free weekly counseling sessions; and continued fostering of QVR. The Queer Voices Roundtable (QVR) was created by the LGBTQ Resource Center staff and serves as a collaborative effort between multiple UNM organizations, student clubs, and entities. Monthly meetings are held, during which representatives from each center/group reports about upcoming events, initiatives, etc. and where collaborations can be planned.

3) Specifically state which line items will be covered and to what extent by SFRB funds. What is the anticipated impact on the student population?

- The LGBTQ Resource Center was a student initiative therefore 100 % of the LGBTQ Resource Center budget has been SFRB. Currently the Resource Center's budget continues to rely 100% on the SFRB except for the professional staff and the suicide prevention program. The Resource Center has grown with the leadership of the SFRB and its recommendations. Initially the SFRB funded every aspect of the LGBTQ Resource Center including its professional staff. As per SFRB recommendations, the LGBTQ Resource Center has grown and has worked with the Administration to fund the Director's professional staff position. This position has been part of the I&G budget since FY14 and is recurring through FY15 and beyond. Also following SFRB recommendations the Resource Center has grown and developed its infrastructure to that of a department at UNM. The LGBTQ Resource Center's leadership continues to be student lead and focused. This is reflected as a result of the SFRB funding all student staff, programming, trainings, student support and advocacy.
- The student staff are paid 100% from the SFRB budget, which includes both undergraduate and graduate level staff. The student staff funding also

includes student leadership development, trainings and conferences. The request for FY15 also includes all programmatic work and trainings offered by the LGBTQ Resource Center to the student population at UNM. All of the programs and trainings have created a safer and more visible campus for the LGBTQ community. These programs have impacted students' retention at UNM. This is reflected in more LGBTQ & Ally students graduating from UNM and entering graduate school at UNM. The LGBTQ Resource Center is part of student and campus development and as a result there is more LGBTQ & Ally student leadership. The LGBTQ Resource Center's impact on the campus climate is a direct result of the SFRB funding since its student initiation. The programs that the Resource Center provides have been imperative in shifting campus climate and culture. The Resource Center has brought about visibility for LGBTQ & Ally students making campus a more accepting place to go to school. The LGBTQ Resource Center student staff and the student peer support groups have developed programs for education, safety, advocacy and support. Thus illustrating its student leadership and mentoring between undergraduate and graduate students. As a result of the SFRB funding all programs, the student peer support groups have become a huge success. This has a tremendous impact on the student population and well being of the LGBTQ & Ally students at UNM. The LGBTQ Resource Center supports and funds these peer support groups: OUT Womyn group, the Gentlemen's Society, Transgender & Gender Non-Conforming support group and the UNM Two-Spirit Society peer support group. These peer support groups have become a vital place of support, education, advocacy and safety for LGBTQ & Ally students. Without SFRB funding the support for these student peer support groups would dramatically decrease.

- The SFRB funding request is also for the Safe Zone training program, which is the only LGBTQ specific cultural competency training at UNM. The Safe Zone training program has grown tremendously and has not been integrated in different departments annual trainings. Departments on UNM main, North, HSC, UNM-H and branch campuses seek Safe Zone trainings. Through the Safe Zone trainings a new level of cultural competency is beginning at UNM. The Safe Zones around campus have impacted campus climate. This is bringing visibility to the LGBTQ community, which in turn has developed more understanding and created a better academic environment. Funding the Safe Zone training programs ensures that a high level of cultural competency continues at UNM. During FY 14 the LGBTQ Resource Center held its first Safe Zone Train the Trainer Training. The 2013 Safe Zone Trainers cohort has nine trainers who are building the training capacity of the LGBTQ Resource Center. The SFRB funds will go to the continuation of Safe Zone trainings, provide materials and trainers. The Safe Zone training program has become an integral part of UNM department's trainings to ensure a high level of cultural competency that impacts all students' academic careers.

- This last year the LGBTQ Resource Center worked with Space Allocation and were given more space in the basement of our building. Since the LGBTQ Resource Center has opened a Welcome Center where all staff work and the LGBTQ library resides. This also allowed for the student computer pod and student study lounge to be separated. A result of the LGBTQ Resource Center sign-in data shows that the computer pod and study lounge are in the top three services provided. This reflects the need to ensure that the student computer pod is up to University standards and that student study lounge becomes more conducive for studying. There is a one-time request for FY15 SFRB funds to improve the computer pod and the student study lounge. The computer pod and student study lounge are still furnished with all donated chairs, couches, tables. These donated items have been with the Resource Center since its opening in 2010. The students deserve better furniture to study for the long hours they have been spending at the LGBTQ Resource Center. The improvements would include more computers, better chairs and study furniture for the computer pod and student study lounge. The impact of improving the computer pod and student study lounge is reflected in student retention and graduation as well as prospective/transfer student recruitment. The impact is also reflected by the sign-in data provided by the LGBTQ Resource Center.
- Other funding requests for FY15 SFRB are for continued support of office supplies, copier, staff computers, IT support, and general operating. The 3yr SAMHSA grant that was awarded to the LGBTQ Resource Center ends as of FY15. This is the first time the LGBTQ Resource Center asks for an increase in general operating funds. This is to ensure overall functionality of the Resource Center to provide all the safety, education, advocacy, and support needed by the LGBTQ & Ally students at UNM.

4) What outside sources of funding (i.e. not SFRB funding) has your department or program sought out in the last fiscal year? Please distinguish individual departments within UNM in which funds were requested.

The LGBTQ Resource Center has received FY 14 I&G funds for the Director professional staff position. This is a recurring request and will be submitted to the Division for Equity and Inclusion, which in turn requests for an overall budget from the Office of the Provost. The FY15 I&G request to the Division for Equity and Inclusion & Office of the Provost will include the Director professional staff position, the Admin Assistant II position and a Academic Student Advisor, all professional staff positions. Since the beginning of FY14 the LGBTQ Resource Center has been without an Admin Assistant, which is a critical position for the Resource Center to function fiscally. The Resource Center worked with the SAMHSA grant award to allocate funds from the suicide prevention grant to fund the new Admin Assistant 2 position, which also includes programmatic work for Caring @ Every Connection, the suicide prevention campaign. This position will be funded through the end of

the SAMHSA grant that ends FY 14. Recurring funding for the Admin Assistant 2 position is in the FY15 I&G request to DEI and the Office of the Provost. The LGBTQ Resource Center requests that the SFRB, through its leadership, continues to advocate that professional staff be funded through FY15 I&G and is properly integrated in the University funding cycles.

LGBTQ Resource Center has submitted a proposal to the Santa Fe Community Foundation to provide LGBTQ Cultural Competency trainings. This proposal is still under review and no foundation funds have been awarded. The LGBTQ Resource Center has submitted Letters of Intent to different foundations but has not heard back and no foundation funds have been awarded. The LGBTQ Resource Center continues to work on Individual Donors and community fundraisers.

- 5) What budgetary increases or decreases from other funding sources (i.e. not SFRB funding) do you anticipate compared to your budget from last year? Please explain.

The LGBTQ Resource Center had been successfully awarded a three-year SAMHSA grant. Unfortunately, the three-year grant is coming to an end with FY14. This grant had supported the Safe Zone program, some general operating and provided suicide prevention trainings to students across UNM campuses. The Caring @ Every Connection suicide prevention program has been integrated in the Resource Center programming. The C@EC effort is supported by many different departments throughout campus, these departments will continue to support students during any crisis or suicidal ideation beyond the end of the grant period.

Again as stated before, the LGBTQ Resource Center is requesting FY15 funds for its professional staff positions. The Director position is recurring and a new request for the Admin Assistant 2 and Academic Student Advisor positions for FY 15 I&G will be submitted.

- 6) Describe in specific detail any increase in SFRB funding being requested and how that increase in your department/program will directly impact the UNM student population.

The LGBTQ Resource Center budget request has increased due to the completion of the SAMHSA multi-year grant. The budget line items that have increased are explained in detail below. Here is a brief summary for the budget increases.

- Student staff increases: The requested amount is for 3 undergrad positions, 2 undergrad workstudy and 3 GA positions. These student staff positions all are in charge of LGBTQ programming that have been successful and continue to be requested throughout UNM main campus.
- Programs and Peer Support: All programs and peer support are student led. In FY15 the SAMHSA grant will be over so in order to continue the programs and student peer support groups an increase in General Operating expenses as been requested.

- Safe Zone training program: The Safe Zone program is one of the most important programs offered by the Resource Center. The SAMHSA grant was supporting all of the Safe Zone training requests. Now that the grant has ended there is a request to support the Safe Zone training program to continue to improve campus climate.
- Student Scholarships: The LGBTQ Resource Center and GEO have developed the first LGBTQ study abroad program. The Resource Center would like to offer student scholarships. As well as offer emergency scholarships.

The LGBTQ Resource Center is asking for an increase of SFRB FY15 funds for student staff, programs, trainings and general operating.

- Student staff increases will be for undergraduate and graduate students. These positions help to build the capacity of the LGBTQ Resource Center and continue to keep student leadership at the forefront of decision-making. The student staff positions are critical to the success of the programs and full integration of all of the LGBTQ & Ally community. The increase in student staff specifically is to continue the Transgender Inclusion work that is happening campus-wide, continue the Safe Zone trainings program and ensure proper organizational support for the peer support groups but not limited to these programs.
- The LGBTQ Resource Center request for an increase of funds to support the educational programs offered throughout campus. The programs departments and faculty request include transgender inclusion, LGBTQ 101 but are not limited to. Collaborative programs that illustrate LGBTQ cultural competency with different departments including but not limited to: GEO, International students, College of Education Teacher's Ed program, Dean of Students, Residence Life, Living Learning Centers, Ethnic Centers, Resource Centers and others. The educational programs have been critical to LGBTQ cultural competency at UNM.
- The Safe Zone program is the longest running program of the LGBTQ Resource Center. This program has been crucial in educating UNM students, staff and faculty on issues surrounding the LGBTQ community. This program has been partially funded by the SAMHSA grant, but as the grant is ending; the Safe Zone program will now need other sources of funding.
- One of the most exciting and new initiatives of the Resource Center is the creation of a study abroad program. This program will be an exchange between LGBTQ indigenous groups from UNM and New Zealand. The Resource Center is looking to assist with some scholarships for students. Also, one of the biggest reflections from students has been the need for emergency scholarships. Many of our constituents face hardships when in the process of coming out. The LGBTQ Resource Center would like to be able to offer monetary support to students who may be in need due to emergency situations. The Resource Center is not looking to take away from El Centro de la Raza's invaluable service, but rather add to it.
- The LGBTQ Resource Center has been able to avoid asking for an increase in

General Operating because of the assistance of the SAMHSA grant. With the grant ending, the Resource Center will need to ask for funds to help in the operation of the LGBTQ Resource Center.

- 7) If last year's SFRB budget items were spent on other expenses please provide a brief explanation.

The LGBTQ Resource Center budget illustrates the details of where the SFRB budget has been spent. The largest expense was an increase in student staff. The LGBTQ Resource Center increased staff by adding a new GA and an undergrad position. These positions were critical to the organizational capacity of the Center and to integrate vital work such as Transgender Inclusion at UNM. There was an increase in programmatic work so the Center filled the need by hiring more student staff. This increase was not anticipated when SFRB FY14 funds were requested. The increase in funding for student staff has allowed the LGBTQ Resource Center to grow in ways that it would not have without the support of student staff.

- 8) UNM is a Hispanic/Minority serving institution, How has your department or program contributed to or engaged in this mission?

The Resource Center has partnered on numerous events with El Centro de la Raza. The Center helped organize a series of events with El Centro for Latino HIV/AIDS Awareness Day. The events included a discussion with Latino individuals who are living with HIV/AIDS, free HIV testing, and CDC fact sheets. The LGBTQ Resource Center participated in the Latino Summit on Higher Education in October. This Summit was an opportunity for individuals from across the nation to come together and discuss the state of Latinos in Higher Ed. Staff and an intern attended the Summit to participate in the think tank that took place on each day of the Summit. The LGBTQ Resource Center organized "*La Frontera Jota*" which centered on the issues of being Queer, Undocumented and Latina/o. This event took place over two days and brought in renowned poet, Yosimar Reyes, visual artist Julio Salgado, and Theater of the Oppressed artist, Yadira de la Riva. These individuals held workshops that allowed for participants to explore issues surrounding identity. The LGBTQ Resource Center collaborated on this event with El Centro de la Raza, Chicano Studies, Dreamers In Action, as well as ENLACE and the GRC.

The LGBTQ Resource Center prides itself on its work around intersections of identities. As a Hispanic/Minority serving institution, the Resource Center understands the need to create programming that serves the needs of its constituency. By partnering with Ethnic Centers across campus, the LGBTQ Resource Center can better understand the needs of various groups. In February, the Center worked with African American Student Services to provide HIV testing as well as fact sheets from the Center for Disease Control in honor of National Black HIV/AIDS Awareness Day. Also, the LGBTQ Resource Center hosted a lunch and movie that aided in a discussion of Black and Queer identities.

The LGBTQ Resource Center has been working on staying abreast of issues surrounding Two Spirit identities. In October, the LGBTQ Resource Center hosted its

first Two Spirit group, which focuses on issues surrounding the Two-Spirit community.

9) How does your department/program collaborate with other departments/programs?

The LGBTQ Resource Center works diligently to collaborate with a variety of campus entities. Due to the location of the Center, it is crucial to its success that events be held in as many places as possible. During the past year, the LGBTQ Resource Center has worked with the following departments and programs:

- **AGORA:** AGORA has been a partner of the LGBTQ Resource Center's for nearly two years and has been instrumental in helping create the Suicidality protocol. The two organizations have worked together on many events and often share resources.
- **Caring @ Every Connection:** C@EC is a campaign that has numerous on campus joint partners. These partners include: AGORA, SHAC, Dean of Students, Residence Life, American Indian Student Services, Veterans Resource Center, and Student Affairs. This group has worked on creating a Suicidality protocol that will be implemented campus-wide.
- **Dean of Students:** The Dean of Students office (DOS) has worked with the LGBTQ Resource Center on the creation of a Suicidality protocol and has also been a co-sponsor of UNM Comes Out For Pride. Recently, the LGBTQ Resource Center teamed up with DOS to bring Lynn Ellis, the Doña Ana County Clerk who began issuing same-sex marriage licenses, for a conversation about the legality of the issue in New Mexico. One of the interns for the Resource Center has joined the planning team for the Leadership Summit DOS is looking to put on.
- **Division of Equity and Inclusion (DEI):** DEI and the LGBTQ Resource Center team up on many projects throughout the year. Not On Our Campus, Luminaria Awards, Hate/Bias Intake Reporting, are some of the efforts that both entities work on together.
- **Ethnic Centers:** The LGBTQ Resource Center works with all the Ethnic Centers in a variety of fashions. American Indian Student Services has hosted the Center as a testing spot for HIV and has competed in the World AIDS event, Passion For Fashion. The LGBTQ Resource Center works with African American Student Services on promoting Black History Month by hosting discussions in their Center as well as HIV testing. El Centro de la Raza and the LGBTQ Resource Center have worked on numerous projects together and the Resource Center has been at the planning table of Raza Junta for the past two years. Also, El Centro participated in this year's Passion For Fashion.
- **Graduate Resource Center:** The Graduate Resource Center has been a partner of the LGBTQ Resource Center on the Grad Networking GAYla for the past three years. This event is an opportunity for LGBTQIA and Ally Graduate and Professional students to interact with each other. This event has an attendance of well over 50 people. The two Centers also collaborate on numerous Resource Fairs.

- **MOCI:** The LGBTQ Resource Center has been at the onset of the creation of MOCI. Most recently, the LGBTQ Resource Center participated in their summer retreat and strategic planning session to lend a queer voice to the work they are doing.
- **Office of Equity and Inclusion, UNMH Hospital:** The LGBTQ Resource Center sits on the UNMH DEI LGBTQ Collaborative Board. This collaborative works to improve LGBTQ Relations in the Health Sciences Centers as well as various offsite clinics. The Office of Equity and Inclusion also have worked with the LGBTQ Resource Center on UNM Comes Out For Pride for the past two years.
- **QSA:** The Queer Straight Alliance was integral in the formation of the LGBTQ Resource Center. Since becoming a department, the LGBTQ Resource Center has supported QSA in numerous endeavors. They have partnered on UNM Comes Out For Pride all three years, as well as National Coming Out Day, Rainbow Pride, and various Café Q's.
- **Residence Life:** The Resource Center understands the importance of involving the students that live on campus and thus try to incorporate Residence Life in as many activities as possible. The Residence Hall Association (RHA) was recently a co-sponsor of the 2nd annual, Passion For Fashion. Individuals from Residence Life also sit at the table for C@EC and QVR. The most exciting recent partnership has been between the brand new Gender Neutral Living Learning Community and the LGBTQ Resource Center. The Resident Advisor for the Hall and the Resource Center met at the beginning of the semester to discuss programming for the Hall and how to best serve a gender non-conforming population. The two departments are also currently working together to include UNM in the national Campus Pride index, which is a listing of LGBTQ friendly campuses across the country
- **Resource Centers:** The LGBTQ Resource Center has worked continuously with the Women's Resource Center (WRC) for the past three years. The two departments often collaborate on projects and bring in speakers. The WRC is frequently an HIV testing site for the LGBTQ Resource Center and has participated in UNM Comes Out For Pride. The WRC was the winner of this year's Passion For Fashion.
- **Veterans Resource Center** has recently teamed up with the LGBTQ Resource Center as a partner in C@EC. Both centers are currently working on hosting a Café Q discussing Queer issues in the military. The LGBTQ Resource Center has worked with Accessibility Resource Center during the UNM Disability Awareness Day in October.
- **SHAC:** Student Health and Counseling department sits on the C@EC committee. LGBTQ Resource Center has been a location for the Condom-Mint program since its inception. In the fall semester, the Resource Center worked with Ruben Zurita on holding a healthy Queer relationships workshop at the Center, and are in works to plan more Queer focused workshops.
- **UNMH DEI:** The LGBTQ Resource Center was asked to be a part of the UNMH DEI collaborative that focuses on LGBTQ issues. UNMH DEI has participated in all three UNM Comes Out For Pride events.

- **UNM North Campus:** The LGBTQ Resource Center has taken it as a goal of this year to expand its services to North Campus to better support the Queer population on that side. Recently, the Resource Center has launched a law school mentorship program under QMI.
- **Women Studies:** The Women Studies department has worked with the LGBTQ Resource Center on promoting classes that involve Queer topics. Also, the Women's Studies department has been crucial in promoting our ongoing lecture series, Café Q.

10) Describe improvements your department/program has implemented in the last year to improve services and accessibility of the service you provide.

The LGBTQ Resource Center has been working diligently to better the Campus environment for the LGBTQ population. Some of the initiatives that were created and accomplished during the past year are as follows:

North Campus outreach: This semester, the LGBTQ Resource Center expanded its reach onto UNM's North Campus. With the support of a current law student who is a project assistant of the LGBTQ Resource Center, the Resource Center made substantial gains in engaging the LGBTQ student community at the UNM Medical School and the UNM Law School. The primary areas for student engagement were the following:

- **LGBTQ Mentoring Institute- Law Program:** Current students met at the law school throughout the fall semester to discuss and create a mentoring program for prospective and current LGBTQ law students. The Mentoring program will begin January 2014 and will pair students interested in going to law school with current law students. The program will also pair current LGBTQ students with current practicing LGBTQ attorneys. Mentors and Mentees will meet and participate in activities throughout the spring semester.
- **LGBTQ for Medical Education:** UNM LGBTQ Resource Center participated in the monthly LGBTQ student meetings facilitated by Dr. Fancovic and held at the Health and Sciences Center on North Campus. At these meetings, students focused on two initiatives: The first was to create recommendations for making the medical school curriculum more LGBTQ-inclusive and present to the curriculum committee. Students also engaged in planning for a mentoring program for LGBTQ students interested in going to medical school. The LGBTQ Resource Center offered support and suggestions for these two initiatives.
- **UNM Law School Lambda Chapter:** "Lambda" is an LGBTQ-student group at UNM Law. The Resource Center participated and helped plan each of the monthly Lambda meetings, bringing together LGBTQ students and allies to discuss issues they are facing in their legal education and opportunities for development. The Resource Center helped organize the election of the first-year representative of the Lambda board. The Resource Center participated

in a bake-sale benefit for Lambda. Lambda co-sponsored the Resource Center's November Art Show.

- **UNM Law Pipeline Project:** The Pipeline Project is a committee at the law school dedicated to diversity among the student body. The LGBTQ Resource Center is attending Pipeline Project meetings to share our mentoring model and offer support as the Pipeline Project focuses its efforts on recruitment of students from diverse backgrounds, including LGBTQ-identified students from throughout New Mexico.

Trans Inclusion: During the fall semester of 2013, the UNM LGBTQ Resource Center increased its commitment to creating an inclusive and equitable campus for transgender and gender non-conforming people through three different Center housed initiatives. These three initiatives are: 1) hosting and expanding the Transgender Day of Remembrance week of events; 2) creating a transgender, gender variant, and gender non-conforming peer support group; and 3) beginning work on instituting a change in University policy to allow transgender and gender non-conforming people to use their preferred name within the Banner ID system. Continuing to build these initiatives will help solidify UNM's place as a nationally recognized institution with regards to diversity, equity, and inclusion of transgender, gender variant, and gender non-conforming students, faculty, and staff.

The Transgender Day of Remembrance week of events is the LGBTQ Resource Center's observance of the internationally recognized Transgender Day of Remembrance (TDoR) on November 20th. Events across the nation typically focus only on a candlelight vigil on the evening of November 20th. UNM's LGBTQ Resource Center has expanded its observance to an entire week of events dedicated to honoring the lives and legacies of the transgender and gender non-conforming community. The 2013 week of events included a panel of University officials from Residence Life, Student Health and Counseling, and UNM Hospitals discussing campus-wide initiatives to improve the experiences for transgender students, faculty, and staff:

- A screening and discussion of the new HBO Documentary "Valentine Road"
- A candlelight vigil at the UNM Duck Pond
- A panel of transgender and gender non-conforming people discussing their personal differences and similarities

This week of events grew both in terms of size and scope from year's prior, and continues to be the Center's capstone event for the transgender community.

In an effort to expand services for transgender and gender non-conforming students, faculty, and staff on UNM's campus, the LGBTQ Resource Center also founded the first ever transgender and gender non-conforming peer-led support group to meet on campus. The support group first met in September, and met every other Thursday afternoon for three hours during the fall semester. This group hosted guest speakers from the community focusing on topics such as: safer sex for transgender people, dating while transgender, transitioning in the classroom, and more. Attendance for this support group was steady throughout the fall semester,

and the group will continue to meet into and through the spring semester of 2014. Participants of this support group will be offered future trainings in both suicide prevention and in-group facilitation skills.

The UNM LGBTQ Resource Center is working with the UNM Department of Data Management to create a standard within the Banner ID system in order for transgender and gender non-conforming students to use their preferred and chosen name within the University system. Currently, there is no option for students who use names other than their legal birth name to have their preferred name recognized within the Banner ID system. This creates a number of issues for not only students, but also faculty and staff, who wish to have their authentic identities honored within the University system, only to encounter inconsistencies related to how names appear within various files. Currently, the UNM LGBTQ Resource Center is collaborating with the University of Vermont and with UNM's Department of Data Management to make it possible to have a preferred name line added within the Banner ID system and made available to the end user. This project would make the University of New Mexico a national leader of equity and inclusion with regards to the transgender and gender non-conforming community, and will likely increase recruitment, retention, and graduation of transgender and gender non-conforming students, faculty, and staff at UNM.

Safe Zone: Safe Zone is an on going training offered through the LGBTQ Resource Center that looks to educate school and community partners on the intricacies of the LGBTQ community. Not only are issues of working with the LGBTQ community covered, but also there is space for personal reflections dealing with micro-aggressions, homophobia, biphobia, transphobia, internalized struggles and identities.

During this semester there have been over 15 trainings, certifying and providing safe spaces for over 500 people. Amongst those individuals were students, parents, practitioners, nurses, doctors, administrators and community members. The LGBTQ Resource Center has focused on training campus departments at UNM as well as New Mexico Tech, CNM and Northern New Mexico College. Outside of the school settings there have been trainings at the following locations: All Faiths Receiving Home, Truman Health Clinic, Southeast Heights Clinic, the USDA and Indian Health Services.

The pool of trainers has had to increase in order for the Resource Center to provide trainings to campus and to the community. Before this semester the primary trainers were student staff. Although they still provide much of the services, a Train the Trainers Program has been created. This program has allowed us to reach across different entities on campus, to find allies willing to support the capacity of trainings. This is a new initiative that will grow each semester by creating new training cohorts.

Art Gallery: The UNM LGBTQ Resource Center art gallery holds monthly art show openings for students and community members. The art shows are opportunities for LGBTQ students to engage in the arts and have their art displayed. Art show topics are specifically LGBTQ related. This semester themes have included:

Undocumented and Immigrant LGBTQ community, Native and indigenous Sexualities, Sexuality in the Southwest and Queer Street Art.

Through these shows, LGBTQ students at UNM and community members are presented with opportunities to express, explore and convey the multiple issues that affect the broader LGBTQ community through art. Throughout the semester, there have been collaborations with artists from other UNM branch campuses as well as artists and students from California and El Paso, Texas. In the process, the LGBTQ Resource Center has extended outreach and networking efforts. Student volunteers participated in organizing, fundraising, and outreach efforts for the art show openings. They were also given the ability to develop their leadership and professional skills by participating in weekly meetings for the execution of the art shows. The Center collaborated with the following departments for La Frontera Jota, which was the largest art gallery production of the semester: El Centro de La Raza, ENLACE, Graduate Resource Center, Residence Hall Association, Chicana/o Studies Department, and the UNM Dream Team.

11) What role does your department/program play in student recruitment, retention, and graduation?

It has become a goal for the LGBTQ student population to walk in the Rainbow Graduation. The Rainbow Graduation is the first in the state that honors LGBTQ students for their accomplishments in academia. The third annual Rainbow Graduation was held in May of 2012. The Resource Center had a fair amount of students walk in the ceremony and over 150 people attended. The Resource Center also honored past graduates who were not able to walk as their true selves due to fear of discrimination. It was held in front of Hodgins Hall and was attended by the Vice President of Equity and Inclusion, faculty, and a number of elected officials.

Discover UNM and TNT fairs.

The LGBTQ Resource Center participated in every Discover UNM and TNT fair this past summer. The Resource Center felt it was crucial for incoming LGBTQ students to see that there was a safe space and resources for them.

Retention

The LGBTQ Resource Center makes a concerted effort to address the issues and needs of transgender students. One of the simplest yet most profound ways is through gender identification. The Resource Center staff strives to address individuals by their preferred gender pronoun and will work with students who are having issues with other staff and faculty that may be addressing students incorrectly. Furthermore, through the LGBTQ 101 and Safe Zone trainings, faculty and staff are being trained in ways to address these concerns.

The LGBTQ Resource Center has a Universal restroom, which is of great comfort for our transgender population. Also, the Resource Center is working on creating a map of all Universal restrooms on UNM campuses. The Resource Center offers counseling to students and will also offer referrals to students who may need care for any transgender issues.

Support in Academic Careers

The LGBTQ Resource Center is committed to supporting students in their academic careers. The Resource Center does so by offering a study lounge that is available to

students as well as a computer pod that offers free, unlimited printing. One of the most important aspects is the general support and safe environment that they provide. This environment allows students to express themselves, as they feel comfortable and able to be who they feel they are. The LGBTQ Resource Center provides counseling and also informal listening sessions for students. These sessions allow students to speak with someone about their issues, concerns and fears and also provide them with a list of resources and in some cases, even referrals to appropriate aid. The LGBTQ Resource Center lends assistance in resume writing and personal statements.

The Resource Center offers numerous networking opportunities for students such as fall and spring Undergrad meet and greets as well as Graduate Networking events. The LGBTQ Resource Center offers students numerous volunteer opportunities. The Resource Center has worked with the Women's Studies department as well as Family Studies to give students an opportunity to use the LGBTQ Resource Center as a volunteer site.

Lavender Graduation

The LGBTQ Resource Center hosted its inaugural Lavender Graduation. This ceremony was for high school students and served as a gateway program for incoming LGBTQ UNM Students. Currently, half of the attendees are enrolled at the university.

12) How are students involved in the decision making process of your department/program?

- The LGBTQ Resource Center is a student-run department. The majority of staff employed are students, and all staff are encouraged to participate in decision-making processes during the weekly staff meeting. During this time, students are able to share upcoming events and lend input for the day to day running of the Resource Center. Staff is also trained to be as approachable as possible, in order to address any concerns that the students we serve may have. Being that the LGBTQ Resource Center is a student-funded department, it is our utmost priority to take into account the voices of students. Students have created and executed the majority of events and initiatives of the Resource Center.
- The Safe Zone Program has always been lead by student staff. Until the creation of the Train the Trainers program, students led all trainings. This has allowed for students to create and refresh the Safe Zone manual, as material changes with new definitions being established by the Queer community.
- Student staff has compiled the Queer Course Guide, which is now in its 7th semester. The staff member goes through the entire catalogue of courses UNM offers and creates a list of courses that have relevancy to Queer issues. Each of these professors are emailed to ask if they would like their class to be listed. For the Spring 2014 semester, there are over 100 classes that are housed in 20 different departments.

13) How do you plan to increase student participation in your department/program and improve service and accessibility to the students of UNM?

- The LGBTQ Resource Center will continue to grow QVR. This collaborative allows for various student organizations to share in the organizing and implementation of educational events for the UNM community. Also, this group will continue its efforts of creating a map of Universal restrooms for students on Campus.
- Through Caring @ Every Connection, the LGBTQ Resource Center will continue its outreach to students so that they are better versed at helping their peers that may be in crisis.
- The LGBTQ Resource Center does much of its outreach through social media and will continue to use those methods to reach students. Also, the Center is looking at furthering its uses of these tools to better reach its constituency.
- With the location of the LGBTQ Resource Center, staff understands that the Center is not accessible to all students. Therefore, the Resource Center will continue to host events in various locations across campus to ensure that a wide audience is reached.

14) Describe your program's level of participation.

a) How many students are actively involved in your department/program? Please provide a brief example.

The LGBTQ Resource Center was a student led initiative and has always prided itself on being a conduit for student voices. Currently there are eight student staff members. These individuals are the lead organizers on the majority of the initiatives, educational events, and awareness campaigns that come out of the LGBTQ Resource Center. In compiling the sign-in sheets for the Center, it was found that 42 students regularly visit at least once a week. It was also noted that 185 students come more than once a month. Many of these students also make up our volunteer pool. These volunteers are taught how to organize events and execute them. Also, this volunteer pool is used to help with some of the operating of the Resource Center. Currently we are working with a student volunteer to reorganize our library and to also bring our catalogue up to date. There is another student who has taken on preparing the weekly newsletter that is sent out to over 500 people each week.

b) How many students are impacted by your department/program? Please provide a brief example.

Between January 1st 2013 and December 10th, the LGBTQ Resource Center had 2554 service visits. The breakdown of that number is as follows. It is important to note that this number may not fully reflect our constituency due to people not wanting to sign in and the Resource Center has limited data collection.

- 2068 undergraduate students

- 159 graduate students
- 133 community members,
- 104 staff
- 40 alumni
- 37 prospective students
- 13 faculty

Of these numbers, 185 are considered “semi-regular” visitors, meaning they came in more than once a month. 42 were noted as “regular” visitors, meaning individuals who came in more than once a month.

15) How many students do you employ, including graduate assistants, interns, etc?

The LGBTQ Resource Center is primarily staffed by students. Of the ten staff persons who work at the center, only two are professional staff. The remaining eight are made up of four graduate students, three undergraduate student staff, and one undergraduate intern

16) Describe in detail the systems in place for tracking the UNM student population and non-UNM student populations served by your department/program. This includes how you track the students you serve on a repeat basis and the students that are served just once. Comment on the system’s effectiveness, changes made this year, and plans needed for improvement. (Note: We realize that tracking systems will vary across departments/programs.)

LGBTQ Resource Center developed a data collection system to track students and non-students that use the services and programs of the Resource Center. The first component of the system is an intake process and the second is a sign-in sheet for all walk- in students that access services or programs. The intake process uses a form to collect users name, banner ID, email, address, UNM status (i.e. faculty, graduate student, undergraduate student, community member, etc.), and date of birth, gender identity, sexual orientation, Hispanic/Latino and racial group.

The intake form is filled out on an individual’s first visit to the LGBTQ Resource Center. This form is unique to the LGBTQ Resource Center because it records data about UNM students and non-students regarding their gender identity and sexual orientation. Currently, the University of New Mexico is not collecting this data from its student population. This data bring a new element of diversity to the statistics of the UNM student population. These forms are kept confidential but are used to determine internal statistics. The intake form is also used to capture the UNM student status. Individuals can choose from the following options: prospective student, undergraduate student, graduate student, staff, faculty, or community member. The intake form is cross-referenced with the sign-in sheet to determine the frequency of visits per student with a Banner ID or name (for those who do not have a banner ID) to the LGBTQ Resource Center. The second form is the voluntary sign-in sheet that records the services the students are accessing. This form tracks the date of a visit to the LGBTQ Resource Center or the date of participation in an

LGBTQ sponsored event, the student's Banner ID or non-student's name. The sign-in sheet also asks that a check be placed in the column of service/s being used or attending a special event. This tracking form allows for data analysis that reflects the number of visits per student and the specific services accessed at time of visit.

The breakdown of visits to the LGBTQ Resource Center for the 2013 calendar year is as follows:

Total Service Visits: 2554.

- 81% Undergraduates
- 6.23% Graduate/Professional students
- 5.21% Community member
- 4.07% Staff
- 1.57% UNM Alumni
- 1.45% Prospective Students
- .51% Faculty

17) What methods have been used in evaluating your department/program (for example, surveys, focus groups, and interviews), and have these methods proved to be effective?

The LGBTQ Resource Center firmly believes that the best way to measure the success of any endeavor is through student feedback. While compiling the data from 2013 sign-ins, the Resource Center counted 42 "Regular" visitors, which was defined as students who come to the Center more than once a week. Also found were 142 students who access the Center more than once a month. A large number of these students are part of the volunteer pool that is crucial to executing many of the educational and promotional events of the semester. Staff at the LGBTQ Resource Center continually checks in on students to discuss what improvements can be made to the Center. Students are always encouraged to be at the planning table for events the Resource Center may be hosting.

18) State your objectives for the funding you received through the previous SFRB process. Describe how you met those objectives, and if you did not, please explain why.

- **Student Staff:** The majority of staff positions at the LGBTQ Resource Center are undergraduate and graduate students. Through the SFRB funding for positions, the Resource Center has developed these students into leaders by giving them hands-on experience as employees who are at the frontlines of the department. Students are responsible for the majority of operating functions and decision-making at the Center. Students have been integral in

developing and producing most of the events the Center creates to promote a safer environment on campus. With the increases in funding for student staff, the Resource Center has been able to bring on new undergraduate and graduate staff. These new staff members have helped create new projects that will continue to push the University of New Mexico to the forefront of campuses in regards to LGBTQ safety, advocacy and support.

- **Trans Inclusion:** The work being done to further Trans inclusion on this campus is groundbreaking. Very few campuses have Trans inclusive language in their documentation and reporting, but the LGBTQ Resource Center is working on changing that for the university. The Trans Inclusion Specialist is working with Data Management to include an option for individuals who are gender non-conforming to use their chosen name. This will add a level of safety for students, staff and faculty on this campus.
 - **Computers:** Because of the SFRB one-time allocation for new computers, the Resource Center was able to expand the student computer lounge. Also, the Center was able to purchase computers for student staff to use. Before the SFRB allocation, seven staff members were working off of two computers, hindering staff from working and students from using computers in the lounge.
 - **Space allocation:** With the advocacy of the SFRB committee, the Resource Center was given more space in the basement of the building it is currently in. This space has increased space accessible to students and has allowed for the computer lounge and the study lounge to be separated. The staff has been given a more adequate workspace, which allows them to work in a more efficient manner. Counseling has its own room as well, which has helped grow the counseling services and ensures the confidentiality of all who access this service.
- a) Provide a short outline of each program/project SFRB funds are used for. How long has each program/project been in operation? What are the outcomes of each program/project?
- **Safe Zone:** The Safe Zone program is a capstone of the LGBTQ Resource Center. This program has been in existence since the onset of the Resource Center and has trained nearly 5,000 individuals. These individuals are from all over the state and range from government employees to high school students. This program aims to grow its training pool, in order to keep up with the demands for trainings. Also, by expanding the training pool, the Safe Zone manual will be able to grow by including scenarios that are much more specific to training groups.
 - **Awareness Events:** The LGBTQ Resource Center understands that the UNM

population may not be aware of many of the issues that surround the LGBTQ community. Therefore, the Resource Center works diligently on creating numerous awareness events for the UNM community. Some of the largest and longest running events include: Rainbow Graduation, UNM Comes Out For Pride, Rainbow Pride Week, Transgender Day of Remembrance Week of Events, Traditional Health Fair, National Coming Out Day, Out and Ally list, HIV/AIDS Awareness Days and the Fall Welcome Back. These events work to provide services and information for students. HIV testing is held at many of these events. This is vital due to the alarming rise in HIV infection amongst younger individuals.

- **Educational Outreach:** The LGBTQ Resource Center offers many discussions surrounding LGBTQ issues for classes and through our own lecture series. The Center collaborates with professors and student groups to assist in educating on topics ranging from language amongst LGBTQ communities to Transgender inclusivity in classrooms and beyond. These programs help individuals understand the complexity of LGBTQ issues and also allows for individuals to learn about the history of the LGBTQ community, and dispelling many inaccuracies and misconceptions individuals may have about the LGBTQ community.

19) Specifically address and comment on each recommendation made to your departments/program by last year's SFRB.

Note: If you do not have the letter from last year's SFRB process that included recommendations, please contact the GPSA (277-3803) or ASUNM (277-5528) offices for a copy.

The LGBTQ Resource Center received the following recommendations from SFRB:

2. Student Community and Well-Being

LGBTQ Resource Center \$3.88/FTE (\$3.82 FY13)**

Requested additional support from I&G: \$33,780 for professional staff

The SFRB believes that the LGBTQ Resource Center should be funded in the same manner as the gender and ethnic centers on campus. Student activity fees do not support UNM staff at these centers, rather I&G funding does. The SFRB requests funding for an Admin III position be provided to the LGBTQ resource center in alignment with other Ethnic Centers. The SFRB also recommends providing \$5,000 from the balance forward account to provide new computer equipment for the student computer lab.

**\$136596-\$33780 (professional)-\$5000 (comp.)-\$6852(to bring GA/TA to 19074
= \$90964/23470 = \$3.88**

The LGBTQ Resource Center officially requested for FY14 I&G funding for the Admin III position through the SBLT but were denied funding. Since the end of FY13, the Resource Center has been without administrative assistance. The Resource Center has relied on the Administrative Officer of the Division for Equity and Inclusion for support with the financial operations of the LGBTQ Resource Center.

Due to the critical need of this position the LGBTQ Resource center reallocated partial funds from the SAMHSA suicide prevention grant to create an Admin Assistant II position for the remainder of FY14. There will be an official request to the Division for Equity and Inclusion for FY15 I&G funds for this position. After this, it will then be presented to the Office of the Provost.

The Resource Center was allocated 5000 for computers for the Student Computer Pod. These were bought in FY14 and placed in the Pod for student use. Also, a brand new printer was purchased so that students could continue to access free printing on campus. The printer that was purchased was a double-sided printer, which has helped reduce paper usage and keeps the Center in alignment with conservation efforts across campus.

20) Provide any other information or a narrative that will assist the SFRB in making a decision to grant your department/program funding.

The LGBTQ Resource Center would like to thank the SFRB Board for its continued support of the Center. Because of the SFRB's funding, the Resource Center has been able to further develop an environment of safety and inclusivity on campus. The work is far from over, but with the continued support of the SFRB, the LGBTQ Resource Center will be able to lead UNM to the front of the line when it comes to LGBTQ issues at university campuses.