

**Student Fee Review Board
Funding Application for Fiscal Year
2021-2022**

LGBTQ Resource Center

Name of Unit

Frankie Flores

Director

Dean/Director

Title

1919 Las Lomas Rd. NE

Campus Address

505.277.5428

fiyero81@unm.edu

Campus Phone

E-mail Address

\$ 95,000

lgbtqrc@unm.edu

Total Amount Requested

Alternate Email Address

One-Time Funding ☐ **Recurring** ☒ **Requesting Increase** ☒

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. I understand that the SFRB is a **recommendation** body and that its funding allocations are subject to revision by the Budget Leadership Team before final approval.

Frankie Flores

Submitted By (Print Name)

Dr. Assata Zerai, VP Division of Equity and Inclusion

09.11.20

Department Head Signature

Date

Please submit an electronic version of this application via email to SFRB@unm.edu.

DEADLINE September 11, 2020, 5:00 PM.

***Late applications will not be accepted**

Application Questions

1. Describe the history and mission of your unit, and how its services support the mission of the University. Please address each of the following bullet points in your answer. a. What services does your unit specialize in that are not offered in a similar form elsewhere within the University? b. How does your unit serve the University's commitment to diversity?
 - a. The mission of the University of New Mexico's Lesbian, Gay, Bisexual, Transgender, Queer 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.
 - b. The LGBTQ Resource Center advocates by bringing heightened visibility to the general LGBTQ community of UNM, supporting student efforts, and encouraging social awareness in the UNM community. The LGBTQ Resource Center offers employment, 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 LGBTQ Resource Center are designed to meet the mission crafted by the UNM community. The LGBTQ Resource Center is committed to creating diverse, equitable and inclusive spaces on campus by offering the following services:
 - i. Advocacy
 - ii. The LGBTQ 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
 - iii. Affirmed Name Initiative
 1. The Resource Center has an ongoing working group comprised of members from the Office of the CIO, IT, Policy, Registrars, and the Lobo Card Office to help enhance the university experience of our Trans and Gender Non-Conforming students.
 - iv. Awareness Days
 1. 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.
 - v. Café Q Lecture Series
 1. Café Q is a recurring series of lectures provided by graduate students, staff, faculty, and community members who have requested a venue to showcase their research pertaining to LGBTQ issues. For academic year 2019-20 we hosted conversations on Latinx HIV representation, A Transgender intergenerational panel, a discussion on BIPOC representation in media, and a conversation on black churches. More were scheduled but due to the pandemic, were canceled.

- vi. Climate in COVID-19 Webinar Series
 - 1. In conjunction with the Division of Equity and Inclusion, the LGBTQ Resource Center co-hosted a 4-part webinar series that discussed the impact of COVID on students, staff, faculty, parents at UNM and Asian Pacific Islander students.
- vii. Crisis Prevention, Intervention, and Postvention
 - 1. The LGBTQ Resource Center acknowledges the need for attendance to crises that students, staff, or faculty may be facing. Suicide de-escalation can be provided by the LGBTQ Resource Center professional staff.
- viii. Confidential Reporting Site
 - 1. The LGBTQ Resource Center is one of the confidential reporting sites at UNM. As a confidential reporting site, the Resource Center provides a space for students, staff and faculty to report sexual misconduct on campus.
- ix. Cultural Competency Programs
 - 1. The Resource Center strives to uphold UNM's mission of diversity and does so by sponsoring multicultural events and ongoing dialogues of intersectionality.
- x. Education
 - 1. The LGBTQ Resource Center facilitates and supports the advancement of Queer Studies by offering space for students to do their work. The Center also recently expanded its library with new and updated books as well as a large movie library. The Resource Center also offers students a platform to showcase their research as it relates to Queer experiences.
- xi. HIV Testing
 - 1. The LGBTQRC offers free, rapid, confidential HIV testing through Planned Parenthood. Testing has been paused due to limited access to campus, but we do plan on reinstating it once limitations are relaxed.
- xii. Out and Ally List
 - 1. The LGBTQ Resource Center curates an ongoing list of students, staff, and faculty who have pledged to be allies to the LGBTQ community. Individuals are also able to designate themselves as a member of the LGBTQ community. We updated the Out and Ally form to be more comprehensive and inclusive.
- xiii. Safe Zone Training
 - 1. The LGBTQ Resource Center hosts numerous Safe Zone trainings across all UNM campuses. In our current climate, we will be offering Safe Zone trainings online with an "On Your Own" component to it.
- xiv. Universal Restrooms
 - 1. OEO, along with the Policy Office, are working on creating a map that will showcase all the Universal Restrooms on campus.

2. Briefly describe each program/project in your unit that is funded specifically by student fees. What are the outcomes, so far, of each program/project? What, if any, changes do you plan to make to these programs/projects?
- a. The core of the LGBTQ Resource Center is comprised of students. All student salaries are paid through student fees. The Resource Center encourages student staff to participate in professional development opportunities and to combine their focuses at work with personal interests and their field of study when applicable.
 - b. The Safe Zone program is designed to build awareness, provide tools on how to advocate for LGBTQ individuals and how to provide support for the LGBTQ community. The Safe Zone program has been integrated into many student leadership trainings, including RA training and NSOL. Additionally, the College of Nursing includes Safe Zone into its curriculum. The Resource Center has also worked with all the branch campuses to provide this training. Training evaluations show that 90% of participants have a significant increase in knowledge about LGBTQ issues. Participants receive a manual with terminology and other pertinent information as well as Safe Zone stickers and Certificates demonstrating they have completed the training. To keep up with the demand of departments across campus and to be mindful of campus restrictions, all Safe Zone trainings will be offered online.
 - c. Computer Pod
 - i. We currently offer free, unlimited printing for students. Many undergraduate and graduate students use this service to further their academic pursuits
 - d. Peer Support Groups: The LGBTQ Resource Center recognizes the need for specialized peer groups. As students ask for spaces, the Resource Center helps fill those gaps students notice. The Resource Center has supported the following groups:
 - i. Out Womxn: A safe space for women/femme identified individuals
 - ii. Gentlemen's Society: A project from the Queer Mentorship Institute, Gentlemen's Society is a space for men/masculine identified individuals
 - iii. TRANSformations: A group for Trans and Gender Non-Conforming individuals to gather and discuss issues pertaining to their identities.
 - iv. QTPOC (Queer/Trans People of Color) QTPOC is a student group designed to be a safe space for Queer/Trans People of Color to meet and discuss struggles of intersectionality.
 - v. Lobo Gaymers: A new effort taken on by the LGBTQRC, this group will be a social space for UNM students interested in gaming.
 - vi. AJAAS of NM: A graduate student initiative, AJAAS of NM will be a space for Latinx identified students (graduate and undergraduate) to discuss academic work, academic activism, and art.
 - e. Programmatic Work
 - i. The LGBTQ Resource Center has been at the forefront of local, national, and global trends in LGBTQ issues. The Center creates a space where academia and civic engagement meet and help combat internal/external biases by providing forums for people to discuss issues as well as events that raise awareness about LGBTQ issues.

f. Scholarships

- i. The Center has begun offering scholarships to both undergraduate and graduate students at UNM. These scholarships are provided for students in dire need. The Center distributed numerous scholarships to students who have no access to financial aid due to family disownment. These scholarships assisted four students in graduating this past academic year. Additionally, after UNM shutting down at the start of the pandemic the LGBTQ Resource Center used more funds to provide scholarships beyond the ones that ASUNM and GPSA provided. The Resource Center, like other ethnic/resource centers, had a massive influx of students in need of financial assistance due to COVID-19. The Resource Center was pleased to be able to alleviate the economic hardship of 10 graduate students and 10 undergraduate students beyond what ASUNM/GPSA provided.

3. Does your unit have an SFRB balance forward? If so, please justify this balance forward and describe how you will utilize it.

- a. The LGBTQ Resource Center had a carry forward of \$23,439 at the end of the fiscal year. This carry forward was due to the Pandemic and halting all programming. Had we been able to continue as planned, that amount would have been spent down on Rainbow Graduation, ABQ Pride and Pride events across the state. We also would have gone ahead with other planned events. Due to the 18.36% cut all SFRB funded departments received, we will be using our carry forward to supplement that loss to provide funding for student employment and scholarships with a heightened priority to people facing food/housing insecurities. The carry forward will also be used to replace the items that were stolen when we were broken into this past April. Two laptops were stolen as well as a few other office items.

4. Describe any increase in SFRB funding you are requesting, and provide justification detailing how raising student fees will improve your unit's impact on the student population. If requesting increases for multiple programs/projects, which program/project is your top priority? If requesting an increase, please state any reserves in your unit's budget and provide justification for not using said reserves for the requested increase.

- a. The LGBTQ Resource Center is not asking for an increase in funding but is once again asking for the same amount as last request. We are asking for \$95,000 which is 5% less than last year's request and would put us on par with the cut received by the other ethnic and resource centers. This year we received 13% less than our original request, whereas the other centers received a cut of 3-5%. \$95,000 is also our current operating budget including our carry forward, which allows us to pay all student staff, operating costs, scholarships and money for programmatic work.

5. What are your unit's current non-SFRB sources of funding (e.g. Instructional & General, state or federal grants, self-generated revenue), and if applicable, what additional funding sources are you seeking this fiscal year? a. What increases or decreases from non-SFRB funding sources do you anticipate compared to your budget last year? b. Please complete Budget Form C for non-SFRB income.
 - a. The LGBTQ Resource Center receives \$98,653.00 in I&G funding which covers professional staff salaries. This academic year we are in the process of hiring professional staff which will alleviate the workload of the single professional staff currently and create capacity for fundraising for the LGBTQ Resource Center.
6. Describe student participation in your unit, and any plans to improve it, addressing each of the following bullet points. a. How are students involved in the governance/decision-making of your unit? b. How many students do you employ (including graduate assistants, interns, etc.)
 - a. Students have and will always be the heart of the LGBTQ Resource Center. Students dictate the direction the Center will take and help determine programming. The Center feels it is important to honor that it was students who initiated the creation of the LGBTQ Resource Center, and so it will always be students who help lead the charge. Currently there are three students employed at the Center, all of whom are graduate students. Because we have received emergency funding from SFRB, we will begin the process of hiring undergraduate students. Students have created as well as hosted peer support groups that fit the needs of the student population. Additionally, students take on one large scale event for the Center each semester. This gives students the opportunity to learn various skills and explore their personal interests as well. Students help run staff meetings, schedule meetings and events, run our social media pages, and numerous other tasks. Students are also encouraged to attend national conferences that help them on their academic journey. Students have attended AJAAS, Creating Change, the SW LGBTQ Higher Ed Consortium and others. Given the current restrictions on travel, there are no plans to attend any conferences in person, but students will have the opportunity to attend virtual conferences.
7. Describe specific improvements your unit has made in the last fiscal year to the visibility/accessibility of its services, and any plans to further improve visibility/accessibility.
 - a. As always, the LGBTQ Resource Center outreaches to as many populations as possible. We know that LGBTQ people exist in every facet of life, and thus, we try to reach out to many people through a variety of methods such as: Safe Zone training, social events, tabling at the request of numerous departments, and a very active social media presence. Additionally, the Resource Center is committed to disability justice and ensures it is fully accessible by having a ramp, a fully ADA compliant universal restroom and clear masks so that those who read lips may do so. Given the pandemic, our outreach has suffered, but the LGBTQ Resource Center is working with other ethnic/resource centers as well as Residence Life to reach out to as many students as possible. We will be focusing programming on academic support as well as holistic wellbeing.

8. How does your unit collaborate with other campus units and/or off-campus entities?
- a. The LGBTQ Resource Center has always tried to work with as many departments as possible across Central, South, and North campuses. We have also Safe Zone trained all branch campuses and plan to offer refresher courses this year. It has been remarked many times by constituents that it is refreshing to see the Center visible as much as possible. It is an important tenet of the LGBTQ Resource Centers philosophy to uphold all intersections of identities to ensure that many communities feel represented. Being one of the only LGBTQ Centers in the state, the Center collaborates with numerous off campus entities as well. During the previous year, the LGBTQ Resource Center has worked with the following departments and programs:
 - b. Dean of Students
 - i. DOS, including Lobo Respect Advocacy Center, have been crucial partners of the LGBTQ Resource Center since its inception. They have participated in the Transgender Day of Remembrance Candlelight Vigil as well as UNM Comes Out for Pride.
 - c. Division of Equity and Inclusion
 - i. As our parent organization, DEI assists with the daily functionality of the Resource Center. Also, DEI has hosted webinars in the new Center and the LGBTQ Resource Center sits on the Diversity Council. The Center has also worked with DEI to host webinars to address climate issues in COVID-19.
 - d. Ethnic Centers
 - i. As the Resource Center is in its tenth year, we are going to be working with each Center to create programming that reflects the partnerships we have sustained over the decade of our existence. We honor that they have paved the way for us to exist and we want to celebrate the intersectionality of our work. Currently we are teaming up with African American Student Services to pilot a program together.
 - e. Office of Equity and Inclusion, UNMH Hospital
 - i. The LGBTQ Resource Center sits on the UNMH DEI LGBTQ Collaborative Board and hosts trainings with Health Sciences Centers quarterly.
 - f. Residence Life
 - i. RA's are Safe Zone certified and have been working with the Gender-Neutral Learning Living Community to enhance programming.
 - g. Women Studies/Feminist Research Center
 - i. The Resource Center has been a co-sponsor of their welcome back event in the past and has collaborated on numerous talks.
 - h. Women's Resource Center
 - i. WRC is seen as our sibling organization and partner on many initiatives throughout the year. There are plans to work together to bring national speakers that will address many populations.
 - i. AJAAS (Association for Joteria Arts, Activism and Scholarship)

- i. AJAAS has been a partner of the LGBTQ Resource Center and UNM since 2012. UNM is one of their University partners and is represented at their board meetings by both professional staff and student staff. The Resource Center is also piloting a regional chapter of AJAAS, the first of its kind for the national organization.
 - j. Equality New Mexico
 - i. As the leading LGBTQ advocacy group in New Mexico, EQNM has been a partner of the Center's for many years. This past year, the LGBTQ Resource Center has helped them with their Legislative Day at the Capitol and the NM LGBTQ Roundtable. Currently, the LGBTQ Resource Center is represented on their Board of Directors.
 - k. Familia: Trans Queer Liberation Movement
 - i. The Resource Center has worked with Familia for the past four years on various projects. They are a national organization that works on assisting families struggling with LGBTQ issues. Most recently, the LGBTQ Resource Center co-hosted a summer event with the organization that celebrated Trans lives and honored those taken from us. This was in response to the murder of Tony McDade and the canceling of Pride celebrations in Albuquerque.
 - l. NM Gender and Sexualities Alliance Network
 - i. As a method of outreach and recruitment, the LGBTQ Resource Center partners with the NMGSAN for annual QTPOC camps as well as their transmasculine and transfeminine camps.
 - m. United Court of the Sandias
 - i. One of the oldest LGBTQ charitable organizations in New Mexico, UCS has worked on helping the Resource Center gain exposure and has also fundraised for the Center to assist with scholarships for LGBTQ students.
9. What methods have been used in evaluating your unit's impact on the student population (e.g. surveys, focus groups, interviews), and how effective have those methods been?
- a. The LGBTQ Resource Center has grassroots methods of evaluating impact. These methods include one on one conversations with students, and sign in sheets. The number of visitors at the LGBTQ Resource Center dropped because of COVID-19, but the online events we have hosted have had attendees ranging from 5-900 people in virtual attendance. The LGBTQ Resource Center also understands that no matter how advanced methods become, some individuals will never sign in at the Resource Center due to fear of being outed. This does not include events such as Pride, and other high visibility but limited engagement events.
10. If your unit received specific recommendations from last year's SFRB, what are your unit's current plans to address these recommendations?
- a. The one recommendation that was received was to use our I&G funding to cover the 13% cut we received from SFRB. I&G funding is strictly reserved for professional staff and while we have used it to cover a deficit in the past, we are not in that position currently. The LGBTQ Resource Center was discouraged by the inequitable cut received in comparison to the other ethnic centers.

11. Provide any other information or a narrative that will assist the SFRB in making its decision to fund your unit.

- a. The SFRB has been crucial in the success of the LGBTQ Resource Center. Without the early support of the SFRB, we would not have survived beyond our first year. We believe the center has thrived beyond the initial vision because of the support of the SFRB and are proud that our resources provide direct support to the UNM communities most vulnerable population. The Resource Center is looking forward to shifting from a mode of surviving to thriving. When the Center was created it was in response to the numerous deaths by suicide of LGBTQ students across college campuses around the nation. It's this sense of urgency that has propelled the trajectory of the Center and while LGBTQ lives are still under attack, there is always hope. Our allies, advocates, and accomplices have shown us that there is support on this campus for LGBTQ students. With the SFRB's support, we will continue to provide a safe place for not only our Trans and Queer students, but all students, who utilize our services. Though we are living in a pandemic, the LGBTQ Resource Center looks forward to another decade of growth.

Form A

SFRB Funding Request Form

STUDENT FEE REVIEW BOARD
FISCAL YEAR 2021-2022

DEPARTMENT LGBTQ Resource Center
VICE PRESIDENT Dr. Assata Zerai

INDEX # 235000

		A	B	C	D	E	F
DESCRIPTION		ORGANIZATION OPERATING BUDGET 2019-2020	TOTAL BUDGET 2020 - 2021 (not including SFRB)	SFRB BUDGET 2020 - 2021	TOTAL BUDGET 2021 - 2022 (not including SFRB)	SFRB BUDGET REQUESTED 2021- 2022	SFRB FUNDING INCREASE/DECREASE REQUEST 2021 - 2022
1	Faculty salaries		-	-	-	-	-
2	Staff salaries	82,615.00	98,653	-	98,653	-	-
3	SUBTOTAL NON-STUDENT SALARIES (Line 1+2)	\$ 82,615.00	\$ 98,653.00	\$ -	\$ 98,653.00	\$ -	\$ -
4	Student (student employment & workstudy)	30,000.00	-	10,000	-	10,000	
5	GA, TA, RA - Pay and Benefits	30,000.00	-	35,000		32,500	
6	Fringe Benefits on Staff & Faculty salaries						
7	TOTAL COMPENSATION (Lines 3 - 6)	\$ 142,615.00	\$ 98,653.00	\$ 45,000.00	\$ 98,653.00	\$ 42,500.00	\$ (2,500.00)
GENERAL EXPENSES							
8	Computer/Technology	2,500.00	-	2,500	-	2,500	-
9	Office Supplies	2,000.00	-	2,000	-	2,000	-
10	Student Travel/Conferences	7,000.00	-	1,000	-	5,000	
11	Telecom	4,000.00	-	3,000	-	3,000	
12	Copier/Printer	1,000.00	-	1,000	-	1,000	
13	Student Initiatives	3,000.00	-	3,000	-	3,000	
14	General Operating	3,741.00	-	4,000	-	4,000	
15	Programmatic Work	18,000.00	-	18,000	-	18,000	
16	Scholarships	6,500.00	-	11,500	-	10,000	
17	Safe Zone	3,000.00		3,000	-	3,000	
18	Promotional Items	500.00	-	1,000	-	1,000	
19							
20							
21							
22							

SFRB Funding Request Form

[illegible]

Form C

External Funding Sources

This form is used ONLY if you have **EXTERNAL FUNDING SOURCES**

DEPARTMENT LGBTQ Resource Center

VICE PRESIDENT Dr. Assata Zerai

INDEX(es) # 235000

STUDENT FEE REVIEW BOARD

FISCAL YEAR 2021-2022

	FUNDING SOURCE	2020-2021 BUDGET	2021-2022 FORECASTED BUDGET	Funding Increase Request for 2021-2022
1	Student Fee Review Board (SFRB)	94,467	95,000	533
2	UNM Instruction & General	98,653	98,653	-
3	Private Donations			-
4	Fundraising/Foundation/Development			-
5	State Funding			-
6	Federal Funding			-
7	Grants (including federal and private)			-
8	Self-Generated Revenue			
9				-
10	If Other(s), please list below:			-
				-
12				-
13				-
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25				-
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27				-
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29				-
30				-
	TOTAL OPERATING INCOME/REVENUE	\$ 193,120.00	\$ 193,653.00	\$ 533.00

*The narrative response to question #5 must reflect this information

Executive Summary for *LGBTQ Resource Center*

The LGBTQ Resource Center serves a historically underrepresented constituency. We provide education, support, advocacy, and outreach for LGBTQ students, staff, faculty as well as allies and advocates.

SFRB funding provides jobs for graduate and undergraduate students, scholarships for students in emergency situations, programming to educate participants on the history of LGBTQ culture and current issues, and trainings to combat LGBTQ biases, microaggressions, and homo/transphobia.

Although the University has been shut down due to COVID-19, the services of the LGBTQ Resource Center have been utilized in different formats. Students are accessing groups and content online, professional staff has been working with students to navigate going home to potentially violent and dangerous living environments, and we have teamed up with the Division of Equity and Inclusion to create webinars that have addressed the fears, xenophobia, and concerns the UNM community has raised during COVID-19.

The LGBTQ Resource Center acknowledges the difficult fiscal situation the University and the state is in, and is asking for the same amount of operating budget we currently have (\$95,000). These funds go directly back to students to further student success and matriculation. It is important to note that only 10% of Transgender students access higher education with less than half of that pursuing a degree beyond a Bachelors. By helping fund the LGBTQ Resource Center, the SFRB is standing alongside the LGBTQ community to ensure that equitable access is created for all students.

As we begin our ten-year anniversary, the LGBTQ Resource Center and the LGBTQ community at UNM would like to thank the SFRB for their steadfast support of LGBTQ students for the past decade. We look forward to providing the same level of excellence we have been known for in the next ten years and beyond.

In solidarity,

Frankie Flores

(they/them)

Director, LGBTQ Resource Center