**Gender and Sexuality Stakeholders Exploratory Workgroup[[1]](#footnote-1)**

**Final Report: Findings and Action Plan**

**Timeline:**

* April 2011: GSSEW begins meeting with Academic Senate’s charge of “proposing sustainable solutions to on-going issues related to gender, sexual orientation, sexual violence and diversity in terms of programming, staffing, space allocation and funding.”
* February 2012: GSSEEW preliminary findings and conclusions lead to recommendations.
* February-May 2012: Recommendations taken to stakeholders to garner feedback and commitment. GSSEW creates final report containing an action plan with commitments and ongoing needs for oversight and follow-through. This is distributed to the President, Cabinet, Academic Senate, and Associated Students, MCC Director, and other stakeholders.
* May 2012: GSSEW disbanded, satisfied goals had either been met or were progressing.
* 2013-14: Implementation of all elements should be completed, with proposed Senate Diversity Subcommittee oversight.

**Completed Action Plan Items:**

* Counseling and Psychological Services Crisis Advocate hired (Fall 2011)
* Full-time, permanent Multicultural Center Director hired (Spring 2012)

**Ongoing Action Plan Items:**

1. **The President shift from temporary to ongoing annual commitment to the MCC, including funding for Director, rent, basic operations, and minimum standard for programming. To come from general funds *prior* to allocation to divisions.**

Status:

* At April 5 President Budget Advisory Committee meeting, the MCC director funding source moved from temporary funds to an off-the-top budget item for 2012-13.
* SAEM has set aside $30,000 for one-time programming/operations. Continued commitment to this funding remains in question with possible SAEM reorganization. Ideally, bundled into the President’s off-the-top budget.
* Rent appears to have ongoing A&F funding. This will apparently continue after the projected August 2013 Student Center opening. This is workable, although it would ideally be added to the President’s off-the-top budget.

Accountable Agents: President, SAEM VP, possibly Provost, MCC Director, A&F VP

1. **Heritage Lecture Series funds (~$50,000) to be moved from Associated Students Productions to the MCC budget for funding *above* basic staff, rent, operations, and programming. Attentiveness to gender/sexual diversity should be central to HLS.**

Status: Commitment from Bruce Berkowitz and ASP in Spring 2012 to begin for Fall 2012.

Accountable Agents: B. Berkowitz (ASP), MCC Director, MCC Advisory Board.

1. **As a practical and cost-efficient means of addressing needs for enhanced campus gender/sexuality coordination, programming, and co-curricular organization while increasing gender/sexuality-focused curricula, Academic Affairs and SAEM should develop a targeted growth position. This tenure-track Assistant Professor hire related to gender/sexuality within an interdisciplinary, diversity-focused department (WGS/AMCS/CALS) would have three-year, renewable 50% release time funded through SAEM (or the division overseeing the MCC) to manage campus gender/sexuality coordination and MCC programming. Funding for this line should come from the Academic Affairs budget prior to allocation to schools.**

Status: As of May 3, Provost, Multicultural Center Director, and WGS Department have approved conceptually, contingent upon available resources. Ideally, this would be implemented to coincide with the new MCC opening in the Student Center (August 2013).

Accountable Agents: Provost, MCC Director, Senate Diversity Subcommittee, Student Affairs Committee

1. **A non-profit foundation auxiliary should generate additional MCC programming and staff (including internships) funding. Giving should be conditioned on an explicit agreement that they augment, not replace, other funding (i.e., base budget, Heritage Lecture Series, and a shared co-curricular position). Campus and community stakeholders should be encouraged to contribute to this auxiliary. Attentiveness to gender/sexual diversity should be central to cultivation and implementation.**

Status: An MCC auxiliary account exists. The new MCC Director is developing an auxiliary organization and possible advisory board to assist in outreach, solicitation, and grant writing. He will look into setting auxiliary parameters to ensure funds augment vs. replace.

Accountable Agents: MCC Director, MCC Advisory Board, University Development

1. **Should SAEM division continue, MCC staff/oversight should reside within it. If not, it should reside within Academic Affairs, linking closely with university co-curricular and curricular efforts related to gender and sexuality.**

Status: Seems likely that Academic Affairs will oversee the MCC.

Accountable Agents: SAEM Vice President, Provost, President, Student Affairs Committee

1. **A workgroup should address implementation of the space in the new Student Center and continue to seek interim solutions that are attentive to the multifunctional needs of gender/sexuality (as well as other diversity)-related meetings.**

Status: GSSEW space subgroup meeting with MCC Director over summer to articulate findings and recommendations, then conveyed to MCC Advisory Board. MCC Director making effort to rearrange current MCC to allow for private/semi-private meetings.

Accountable Agents: S. Horstein, S. Shand, P. Neville, MCC Director, MCC Advisory Board

1. **The Director of Diversity and Inclusive Excellence should be continued as part-time faculty release. An operation/program budget should be reliably allocated.**

Status: President has made no indication it would not be funded in 2012-2013.

Accountable Agents: President’s Diversity Council, President, Provost

**Background: Preliminary Findings (February 2012)**

1. **Assessing Local and Comparative Best Practices**

* **Recent SSU diversity efforts have led to dynamic programming and services but lacking coordination and outreach.** Gender and sexuality issues have been addressed sporadically with inconsistent awareness of programs/services.
* **An MCC director hire gives SSU a minimum above CSUs with little support or space for women, gender, and sexuality student centers.** 
  + Many similar-sized CSUs do better. Full-time employees and paid interns staff Humboldt’s Multicultural and Women’s Resource Centers. Larger CSUs have MCC, WRC, and LGBT Center staff/space.
  + Paid staff devoted to women, gender, and sexuality allows for greater long-range planning, publicity, and outreach connecting the campus to its service region. These would help recruit and retain students with diverse genders and sexualities as well as racial, ethnic, and other intersectional backgrounds.
  + Paid student positions dedicated to women, gender, and sexuality (in addition to volunteers) can help manage services and programming.
* **Belonging and inclusion engage students until graduation.**
  + When individuals feel they do not have a sense of belonging, they tend to isolate, lose motivation, and have diminished self-efficacy. Creating a safe place for gender/sexual identity differences can retain diverse students until graduation.
  + Recent scholarship on engaged learning emphasizes that study and interaction across diverse cultures are critical for retention and success. A center that connects academics and life experience to explore gender/sexual diversity will effectively help students gain a sense of collective belonging.

1. **Establishing a Sustainable Plan for Diversity Program Support**

* **Past funding worked when consistently provided with ongoing commitment to space, staff, and programming.**
* **During staff transitions, administration reduced funding, leading to organizational disarray that limited gender/sexuality programming, coordination, and outreach.**
* **A full-time MCC Director in Student Affairs and a part-time Director of Diversity in Academic Affairs are bare essentials for core functioning.** These are not enough to adequately address intersectional, sometimes competing needs of students. Staff focused on gender/sexuality would enhance recruitment, retention, and climate.

1. **Creating a Safe Space for Student Meetings**

* **Hiring the Counseling and Psychological Services Crisis Advocate resulted in a confidential space for gender and sexuality crisis counseling.**
* **The new Student Center will have a central and expanded Multicultural Center intended to co-house affiliated centers for race/culture and gender/sexuality.**
* N**o clear interim space in either the Student Union or various academic departments could satisfy the need for a semi-private meeting.**

**RESOLUTION ON CREATING A GENDER AND SEXUALITY STAKEHOLDER’S EXPLORATORY WORK GROUP[[2]](#footnote-2)**

*Resolved:* that the Senate establish a joint campus-wide Gender and Sexuality Stakeholder’s Exploratory Work Group with the support of the President and Cabinet to be charged with proposing sustainable solutions to on-going issues related to gender, sexual orientation, sexual violence and diversity in terms of programming, staffing, space allocation and funding and be it;

*Resolved:* that the work group to be appointed by the Senate in consultation with the President and Cabinet at the beginning of the Spring 2011 semester to develop a sustainable funding plan that addresses the issues identified in this resolution and be it;

*Resolved:* that the work group be composed of:

one (1) administrator from Academic Affairs appointed by the Provost, the Director of Diversity and Inclusive Excellence or her designee, one (1) administrator or staff member from SAEM appointed by the Interim Vice President for SAEM, one (1) administrator from Financial Services and one (1) representative from the Student Union appointed by the Vice President for Administration and Finance, one (1) representative each from the Student Affairs Committee, the Senate Diversity Subcommittee, and the President's Diversity Council (chosen by the respective committees), two (2) faculty representatives and one (1) Student Services Professional (appointed by Structure & Functions), and the President of the Associated Students (ASI) or her designee, and one (1) student representative appointed by the Associated Students (ASI) . The committee will be co-chaired by one administrator or staff member on the work group selected by the President and one faculty member on the work group selected by the Chair of the Senate.

*Resolved:* that the work group review the current best practices[[3]](#footnote-3) and identify, at a minimum, dedicated and secure on-going funding, staffing and space for:

* services and programming that address issues of gender and sexual orientation and their intersection with issues of race and economic status;
* a student advocate position;
* a safe space for student meetings involving sensitive issues which are not possible in the current space allocated to the Multicultural Center; and
* a sustainable plan for diversity program support including, but not limited to, support for the Multicultural Center (including a full-time permanent Student Affairs Professional position to direct it) and for the Director of Diversity and Inclusive Excellence; and be it;

*Resolved:* that its initial report and recommendations to the Senate be completed before start of the Spring 2012 semester (and a final report completed prior to the end of the Spring 2012 semester) including a sustainable plan for the future and be it;

*Resolved:* that the recommendations be referred to the President and Cabinet to be implemented by no later than the 2013-14 academic year.

1. GSSEW Co-Chairs: Matthew Lopez-Phillips, SAEM and Don Romesburg, WGS (co-chair). Members: Andre Bailey, EOP; Sharon Cabaniss, Math; Scott Horstein, Theater Arts; Kimberly Liaz, AS; Laura Lupei, A&F; Peter Neville, Student Union; Sally Sacchetto, AA; Sandra Shand, SAEM (sub for Kerbrina Boyd); Julie Shulman, Counseling; Torben Thomsen, Business; Elisa Velasquez, Director of Diversity and Inclusive Excellence [↑](#footnote-ref-1)
2. The full charge: https://www.sonoma.edu/senate/resolutions/createGSHSEW.html [↑](#footnote-ref-2)
3. *The Council for the Advancement of Standards in Higher Education (CAS) has developed widely accepted standards for Student Affairs programs at institutions of higher education. They currently include Multicultural Student Programs and Services; Women Student Programs; and Lesbian, Gay, Bisexual, and Transgender Programs and they are currently developing a set for Sexual Assault and Relationship Violence.* [↑](#footnote-ref-3)