

FY 20-21

HESSR Funding Proposal

Unit Name:	AFRICAN STUDENT PROGRAMS
Contact Name:	JAMAL J. MYRICK, ED.D.
Phone Extension:	951-827-5750
Email Address:	jamal.myrick@ucr.edu
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A. DEPARTMENT NARRATIVE “PROGRAM PLAN”

1. Mission Statement:

Mission: The mission of African Student Programs is to transform the lives of undergraduate and graduate Black scholars from the Pan African Diaspora (including but not limited to Black America, Caribbean, Afro-Latinx, and African continent) and cultivate a safe, inclusive community where their Black identity is affirmed. Through innovative programming, collaborations, and services, our Black scholars will be able to develop academically, culturally, and holistically while at UCR and beyond.

VISION:

The vision of African Student Programs is to empower EVERY Black scholar to L.E.A.D.:
 Live a life on purpose and leave a legacy that impacts their local and global communities
 Engage in life-long learning and commitment to continued personal/professional growth
 Aspire to advance the issues and causes of their community for a socially just world
 Develop the skills and knowledge necessary to accomplish their dreams and goals

VALUES:

- **Accountability:**
 - We commit to open, transparent communication and assessment of programs/services to hold ourselves true to those we serve. Answerability is key in our work and ensuring that we are doing our part by our stakeholders is important.
- **Scholar-Centered:**
 - We strive to create a scholar-centered community where co-curricular experiences and services complement the learning that occur inside and outside of the academic classroom.
- **Psychological safety:**
 - We strive to create physical and virtual environments where everyone feels a sense of trust and security through their interactions with our department. An environment that is psychologically safe invites community members to honestly and boldly engage if/when needed.
- **Scholarship:**
 - We value the academic success of our Black scholars and will strive to ensure that our scholars have the resources needed to meet their academic goals.
- **Recognize and Celebrate:**
 - Blackness is not a monolith. We commit to celebrating, educating, and empowering all varying forms of Blackness that represent our community. We desire to engage in critical dialogue about intersecting identities and Blackness to affirm Black scholars’ identity development through intentional

dialogues, services, and programmatic initiatives.

- Excellence:
 - We strive to be the standard bearers for Black Resource Centers in the field of higher education through innovative, high impact practices and scholarship.
- Holistic wellness:
 - We encourage our scholars to have a healthy, balanced life outside of their academics that honors their emotional, physical, psychological, financial, and spiritual development.
- Inclusiveness and Equity minded:
 - We strive to create and nurture inclusive environments that affirm all scholars of our community, including their various social identities, skills, ideas, and talents. We commit to asking the challenging question, *what voices are not being lifted or brought forward?* to inform our decision-making, programmatic initiatives, and access to resources.
- Advocacy:
 - ASP is here because of the fight that our ancestors took on in the late 60s and early 70s. The spirit of advocacy continues to this day. We strive to create opportunities for our Black scholars to examine systemic and systematic issues and engage in activism that reflects their values and desire for change.
- Collaborative Partnerships:
 - We strive to build positive networks with stakeholders to advocate and support the needs of our Black scholars. We desire to tap into informal and formal knowledges that each other hold in order to effectively collaborate and influence change.

2. **Program Description: a.** *Please list each of your programs and/or your major activities/services for your department and give detailed information that describes your department.*

Overview / Major Activities

Born from the historic struggles against oppression in all forms, African Student Programs was created in 1972 to sustain a socially just and inclusive campus community. At a time when students of African descent experienced a lack of support due to low numbers in population, African Student Programs served as a safe haven for students to congregate, discuss, plan and share as a community. As people of the African Diaspora, we honor our multiple identities and cultures and advocate for their inclusion in defining the values of the university.

Recognizing the connection between individual academic success, social responsibility and community success, we promote multiple opportunities for students and the University of California, Riverside to engage in continuing growth as a learning community.

Our purpose is to promote academic excellence by providing opportunities for students in their development as role models, leaders, scholars and professionals.

In the context of the campus and student populations we were created to serve, we carry out our mission by providing the following:

- Academic enrichment and development
- Student leadership development
- Non-academic advising, counseling, and crisis intervention
- Educational and cultural programming
- The African Student Programs Mentorship Program
- Assessment and enrichment of campus climate
- Community outreach and involvement
- Collaborative programming with student clubs and organizations, academic departments, faculty and alumni

Programs/Services

1-on-1 Scholar Support – Professional staff members meet with Black scholars to provide support, resources, and advocacy in addressing health and well-being issues, basic needs, academic support the impact of anti-Blackness, leadership development, community concerns among many other topics.

PATH Support – In collaboration with Residential Life, we support/host programming and initiatives for our PATH scholars to ensure their successful transition onto campus as well as through their first academic year living on campus.

Mental Health Talks – Every Thursday from 2p-4p, ASP with the support of CAPS, host a therapist in the center to engage with our scholars to ensure that they have the support they need for mental health. Not only does our therapist conduct workshops, they also hold sessions in our space to give 1-1 counseling sessions to scholars if/when needed.

The Shop: Black Male Orientation – ASP in collaboration with community partners hosts a space for incoming Black male identified scholars to discuss how to successfully navigate campus, healthy relationships with the Black community, and connect with Black male professionals on campus and in the local community.

Leadership Series with Alumni – ASP works with our Black Alumni Association to develop monthly programming focused on leadership development and engagement for Black scholars. Topics range from group dynamics to building your voice as a leader.

Black History Month Programming– During Black history month a variety of events hosted by ASP and other campus organizations are done throughout the month of February. These events range in theme from education, history, and celebration of Black/African American culture.

BFASA Drop-In Hours – ASP in collaboration with Black Faculty and Staff, invites numerous Black professionals from departments across campus to visit the center’s lounge to informally connect with scholars hanging out. BFASA members can play card games or just engage with the scholars.

<p><u>Student Organization Leadership & Development Retreat</u>: This quarterly retreat is an all-day event in which student organizations come together to discuss, collaborate and plan for the upcoming academic year. Additionally, staff share expectations for working with African Student Programs. The student leaders also heard a keynote address by a prominent community leader who expressed to them the importance of being a leader and how to do that while also maintaining academic success. A workshop/presentation by an UCR alumni is also part of the retreat. Ice breakers and team building activities are also part of the agenda to help the leaders establish trust amongst each other. The leaders have an opportunity to discuss collaborative efforts and community building. There is a portion at the end where organizations share their quarterly programmatic calendars.</p>
<p><u>Melanin Masterclass</u> – A three-day orientation for our incoming first year and transfer Black Scholars developed to teach Black scholars how to not just survive, but thrive during their time on campus. We start with our mini-open house for families and continue on Monday and Tuesday with a variety of workshops hosted by Black Faculty and Staff as well as many of our current student leaders.</p>
<p><u>Black Grad Celebration</u> – Black Graduation is a celebration, an opportunity for students of African descent and their non-Black friends to personalize this milestone in their academic career. It is a way participants can share their accomplishment with all the members who make up ‘their village’ in an intimate setting. Black Graduation is not an ‘alternative’ ceremony in that students who participate are encouraged to experience the pageantry of commencement by participating in the regular ceremonies as well. One advantage for graduates and their families is that with our large venue and smaller number of graduates, there is no limit to the number of guests each student can invite. We understand that teachers, coaches, mentors, preachers, faculty, staff, alumni, relatives and community members from a multitude of ethnicities have all played a vital role in the success of these young scholars and we are happy to be able to provide a place for them to celebrate together.</p>
<p><u>Cultural & Educational Programs</u> – ASP presents speakers and performers to provide education and build community for all UCR students, staff, and faculty.</p>
<p><u>Student Organization Support & Co-Programming</u>: ASP advises and provides logistical support and funding for student-initiated campus-wide events such as the Nigerian Student Association Culture Show, BLAACK Black Fridays, SASI’s Women’s Appreciation event.</p>
<p><u>Common Ground Collective</u> – The Common Ground Collective is a joint effort with African Student Programs, Asian Pacific Student Programs, Chicano Student Programs, Foster Youth Program, LGBT Resource Center, Middle Eastern Student Center, Native American Student Programs, Undocumented Student Programs, and the Women's Resource Center. Staff work with students to facilitate the Building our Common Ground activity during Highlander Orientation; plan and facilitate the Common Ground Retreat with 50 UCR students; and continue campus-wide educational programs throughout the year, including Unity Hours in Winter Quarter.</p>
<p><u>Student Conference Delegations</u> – ASP assists scholars with funding and logistics to represent UCR at numerous conferences such as the NSBE, ABCC, Next Wave in Business, among many others.</p>
<p>Computer lab with five computers and a printer. Resource library with books available for checkout; Lounge space for students to study, congregate and host programs; Conference room for staff/student organization meetings</p>

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3. Strategic Vision: Discuss your short-term (2020-2021) plans and major program goals that will use HESSR funds:

Our focus for African Student Programs for 2020-2021 is Belonging and Transition. With the campus in this remote setting, it is critical that our community knows that we are all still connected and still here for support for each Black scholar, especially those new to the university. As we move closer to campus, it will be important that we help our scholars re-acclimate/transition back onto campus and understand what an on campus experience is under these new circumstances. With this in mind, our HESSR funding will focus on programmatic initiatives/incentives, professional development for ASP staff (student/professional), salaries for student staff (1 professional staff member), support student org programming, and outreach to scholars.

4. Challenges: Identify obstacles that need to be overcome and/or need to be met.

In this current context of COVID-19, it is difficult to assess how to engage with our work when the environment continues to change at such a quick pace. We do not have a full grasp of the impact that COVID-19 has had on campus budget and decisions that influence our respective areas. Despite these issues, our team is committed to still providing a quality experience for our scholars. Another challenge for our space specifically is we have a professional staff member on HESSR funding which takes a huge portion of funding away from our HESSR budget.

5. Please provide information on any recent evaluations your unit may have had. What recommendations were made, and what actions were taken in response to the recommendations.

NA

B. BUDGET QUESTIONS

- 1. Describe any SSFAC budget requests below. Departments may not duplicate budget requests for SSAF and RSAC.**

New SSFAC funding was frozen due to the impact of COVID-19.

- 2. How many FTE positions are currently open? Which if any of the positions are newly created? Why was there a need to hire additional staff? What expanded services are provided by the new hires?**

N/A

- 3. Additional information or clarification you would like to provide the committee on your department's Budget plan:**

N/A

C. Funding Proposal and Narrative

List below each use of funds you propose, following the guidelines put forth by the Referendum:

The Highlander Empowerment Student Services Referendum will allow the seven departments to better meet undergraduate students' needs by providing:

- Increased co-programming with student organizations and student-led initiatives, including funding and advising
- Staffing to assist students in finding support and resources
- Support for conference hosting and conference travel
- Support for Common Ground Collective projects & collaborative initiatives with the ASUCR Diversity Council
- Peer mentoring and peer education programs support
- More resources in each student program office and center, such as student computer support and educational materials
- Operational support for student services programs as described above, as the costs of campus services continue to increase

1. Overview: Any Information you would like to provide the committee on this year's proposal.

We are submitting this funding proposal before we know the impact of budget cuts to our SSFAC departmental budget. While the center carried forward HESSR funds to attempt to cover a likely loss of SSFAC funds, we are not budgeting out in detail the costs for campus-wide and annual programs beyond Fall quarter.

In addition, we are assuming \$100,000 in Referendum fee income. This amount may decrease if undergraduate enrollment drops.

Fund Amount	Short Description
\$4,000	<p>Core Programs – funds to support key center programs in a remote learning environment, including:</p> <p><u>Melanin Masterclass Orientation</u> – we will mail welcome kits to scholars attending our virtual three-day orientation.</p> <p><u>#BlackWomenMatter</u> – A cohort based initiative focused on engaging Black women in the community and ensuring their success on campus.</p> <p><u>The Shop</u>- A program focused on the transition of the incoming Black males on campus. Books will be purchased as a common read.</p>

\$9,500	Fall Cultural & Educational Programs – funds to support campus-wide events in a virtual environment that build community and educate on Black issues/concerns. This includes but is not limited to: a virtual summit, bringing in guest speakers/facilitators, welcome week activities.
\$1,000	Marketing – funds to increase the visibility of the ASP’s programs and services, as well as educate students on the Highlander Empowerment Referendum’s impact on campus.
\$15,000	Student Assistant Wages & Benefits – annual funds to support three student assistants. In a remote learning environment, student assistants host evening programs and host social media outreach events.
\$65,000	Employee Salary & Benefits – funds to pay the salary and benefits of a professional staff member.
\$2,000	RSAC Representative Stipend – funds to pay the RSAC representative \$500 per quarter for their service. This includes \$500 for the RSAC 2019-20 Student Rep extending their term into Summer 2020 due to the delay in the budget proposal process caused by COVID -19.
\$500	Support for Diversity Council – funds for Diversity Counsel to hold retreats and launch projects important to their mission. Additional funds for programs may also be requested separately.
\$500	Support for RSAC – funds for RSAC to support food, P&R, and any other expenses related to their work.
\$2,500	VCSA Assessment Fee – a required fee assessed based on 2.3% of HESSR income from the previous fiscal year.