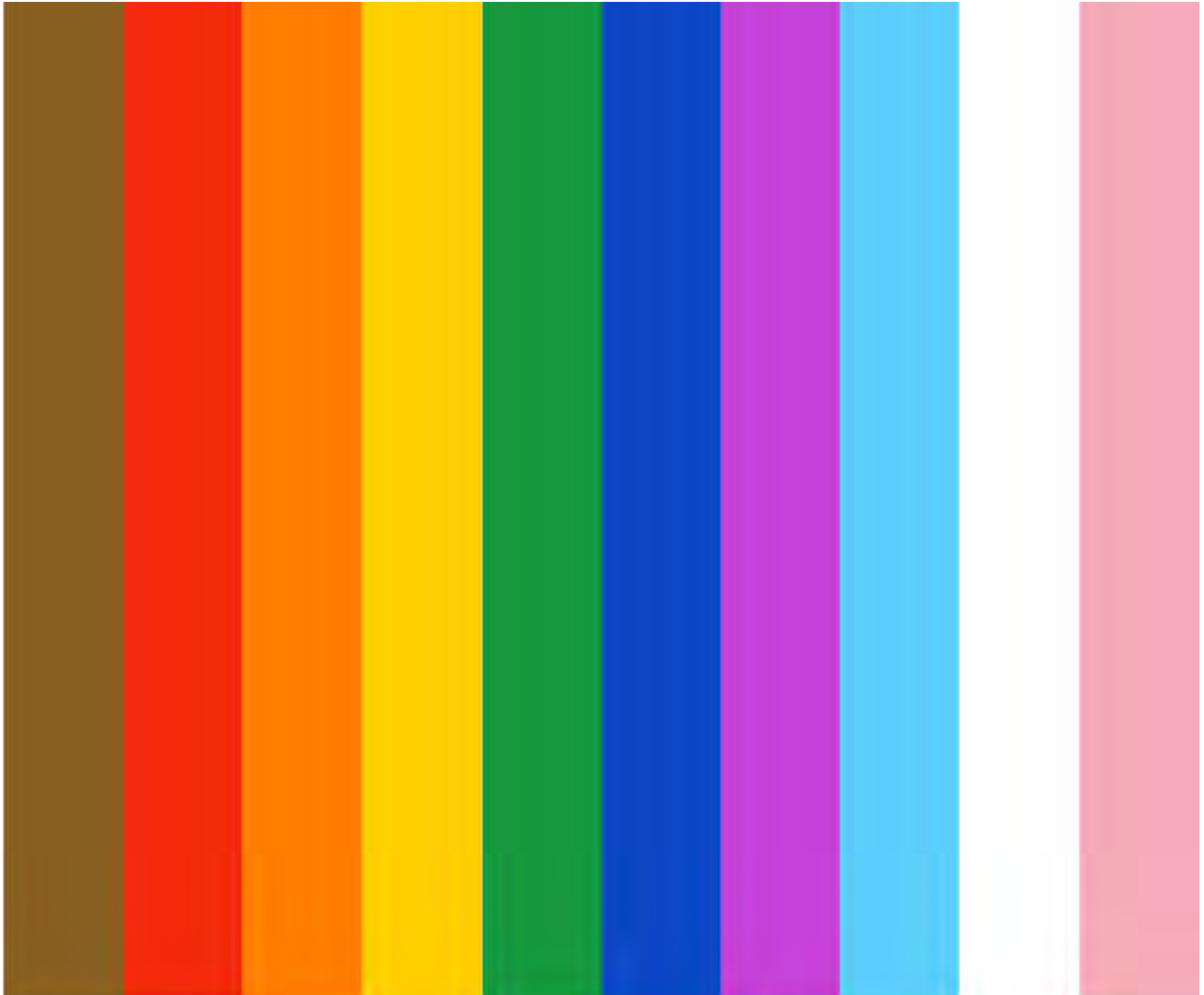




LGBT Resource Center

STUDENT AFFAIRS
THE UNIVERSITY OF UTAH



2022-23 Annual Report

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LGBT RESOURCE CENTER

2022-2023 EXECUTIVE SUMMARY

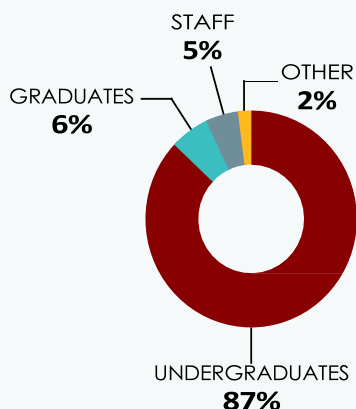


MISSION

The Lesbian, Gay, Bisexual, and Transgender (LGBT) Resource Center of the University of Utah supports student well-being and success by empowering lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual/aromantic (LGBTQIA+) students in navigating university systems, exploring their identities, finding community, developing as leaders, and degree completion.

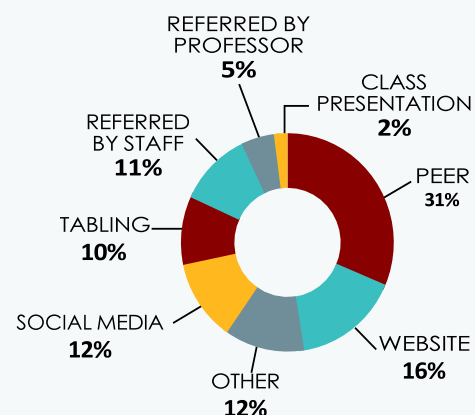
OUR POPULATION

Though the LGBT RC is a resource for the university community, our services are focused on students success and well-being. Our student-centered approach correlates with the utilization data that indicates undergraduates as our primary audience — followed by graduate students.



HOW STUDENTS DISCOVER US

The most common way students learn our center is through by their peer or word of mouth. This organic form of communication is powerful because it reflects the positive impact our center has on students and strengthens the sense of community .



Executive Summary continued

TOP REASONS FOR VISITS

STUDYING

33% of visits

Our center promotes student retention and successful degree completion by providing a welcoming space for students to concentrate on their academic pursuits. Providing a space where students can study enforces the Student Affairs (SA) values of belonging and lifelong learning.

SNACKS & LUNCH

23% of visits

Welcoming students who seek a safe space to enjoy lunch or grab a quick snack between classes promotes a sense of community and affirms our commitment to embrace a holistic approach to student wellness and success. This welcoming approach aligns with our SA values of care and student-centeredness.

SOCIALIZING

16% of visits

We demonstrate the SA values of belonging and self-discovery by serving as a hub where LGBT students can connect with their community, create meaningful relationships, and embrace their authentic selves.

LGBT RESOURCE CENTER SCHOLARSHIP

The LGBT RC awards scholarships to students (undergraduate or graduate) every Spring semester with funding provided by our generous donors. These awards recognize outstanding students who are committed to supporting LGBTQIA+ communities. **This year, we awarded \$35,000 worth of scholarships.**

MAJOR EVENTS

In addition to hosting workshops, Fab Fridays, Queer Prom and other LGBT-centered events, our center collaborates with other university departments to organize larger community-wide events including LGBTQ History Month, annual Gayla Fundraiser, Pride Week, and Lavender Graduation. This joint efforts create opportunities for all students, faculty, staff, and administrators to come together and celebrate inclusivity.





STATUS OF STRATEGIC INITIATIVES

Below is an overview of the strategic initiatives presented in last year's annual report along with an update on each one.

Strategic Initiatives for FY 23

- *Initiative One:* Begin tracking programmatic and office supplies costs spent locally.
Goal: invest 20% of LGBT RC programming and operations purchases in FY 23 from locally owned business and organizations in SLC and the state of Utah, prioritizing business and organizations lead by people of color, LGBTQIA+ people, and/or women.
- *Initiative Two:* Develop learning outcomes and assessment metrics for student employees' training and ongoing learning. Coordinators with supervision responsibilities will research theoretical frameworks and scholarship about learning in work-study, and pilot initial assessment of learning outcomes in FY 23. Plan to launch full training and assessment plan in FY 24.

Initiatives Update

- *Initiative One* was paused due to transitions in staffing. An approximation of 50% of purchases made in this academic year went to local businesses in SLC and the state of Utah. An intentional effort will be put into purchasing locally and from minority owned businesses.
- *Initiative Two* is still in progress and there is currently a division-wide effort examining learning outcomes and metrics for student employees. We will collaborate with the division-wide initiative and provide materials and learning outcomes that will be applicable to student staff working at the LGBT RC.



MAJOR ACCOMPLISHMENTS AND CHALLENGES

Accomplishments for Academic Year 2022-23

Gayla

- The LGBT Resource Center celebrated it's 20th anniversary this past year.
- Over 325 attendees participated in the anniversary Gayla
- \$12,000.00 raised will be used to support student leadership development in the 2023-2024 academic year

QTSOC

- Our Queer, Trans, Students of Color initiative continues to grow seeing a 50% increase in students regularly attending.
- Students attending the program indicated that a benefit was meeting others with similar identities through events hosted by the initiative and plan to attend future events for that sense of belonging and community.

Challenges

Program Growth

- Through our analysis of visit data, we have identified opportunities for growth in programs serving specific populations i.e. graduate students and students with disabilities.
- Initiative Four in the next section will address this particular challenge.

Staffing

- The LGBT RC went through a professional staff transition this past year with Director and Coordinator vacancies.
- Some programs and initiatives had to be scaled back due to the bandwidth of the remaining staff and student coordinators.
- A new Director was hired in April of this year, and a search is underway for the open Associate Director position.
- Initiative One in the following section will address the ongoing staff vacancies.



INITIATIVES FOR ACADEMIC YEAR 23-24

In keeping with our Division's [Adapting to Student Needs Plan](#), we have outlined four initiatives for upcoming academic year. The four initiatives also meet the Division's Strategic Themes of: Student Support and Advocacy, Operational Excellence, Student Engagement, and Inclusive Excellence.

Initiative 1:

Enhancement of Center Staff Structures to Meet Current Needs (**Operational Excellence**)

Actions:

- Refocus the Associate Director position to have operational and educational focus areas along with some of the existing responsibilities in the position description.
- Job title is changed to Associate Director to meet equity requirements and reflect the increased supervisory duties.
- Hire a new Associate Director by Summer 2023. Reach 50% rehire of professional staff.
- Refocus Coordinator position to have programming, QTSOC focus, and some of the existing responsibilities in the position description.
- Hire a new Coordinator by Spring 2024. Reach 100% rehire of professional staff.

Results:

- 100% completion of rehiring by end of academic year 2023-24.
- Associate director position is refocused to better serve the Center's operational needs, along with providing education and training to our campus community.
- The Associate Director will host at least two educational engagements with our campus community by the end of Spring 2023.
- Coordinator position will be able to focus on our growing QTSOC population and programmatic needs, as evidenced by a 25% increase in the number of students regularly attending QTSOC programs during the school year.



Initiative 2:

QTSOC Leadership Academy (**Student Engagement and Inclusive Excellence**)

Actions:

- Annual leadership endowment money will fund a first-of-its-kind QTSOC Leadership Academy led by the Coordinator position outlined in Initiative One.
- Participants will be capped at eight for this pilot year.
- Participants will receive a pre and post-test for the pilot.
- Planning stages for summer and potentially fall semester for a spring 2024 launch

Results:

- 100% completion of pilot cohort in Spring 2024 semester.
- Fulfill the objectives outlined in the 2020 LGBT Resource Center Racial Justice Action Plan
- Greater engagement and sense of belonging from QTSOC-identified students measured in the sign-in system and QTSOC survey(s).
- Identified QTSOC leaders who can be mentors for other students in that population. Starting the process of building a belonging network around campus.

Initiative 3:

Relaunch of LGBT RC Training and Workshops (**Student Support and Advocacy and Inclusive Excellence**)

Actions:

- Associate director will audit the existing curriculum for workshops and training the LGBT RC offers.
- Associate director will see what existing workshops and training exist with our campus partners and collaborate where appropriate.
- Adjustments and enhancements to the curriculum made during Fall 2023.
- New/Refreshed workshop and training offerings launched in Spring 2024 or Fall 2024.

- Explore the possibility of having smaller workshops around specific LGBTQ population topics and frames for working professionals to gain further knowledge and skills for working with LGBTQ people.

Results:

- An average attendance of 10 attendees at future workshops and trainings.
- Attendees reporting 50% or higher level of knowledge in post-tests.
- Greater collaboration with campus partners that offer educational opportunities on how to work with underrepresented communities.
- Working more closely with faculty and staff at the University from that educational and professional development perspective.
- Achieve a much more holistic student success framework for our LGBTQ students by being more explicit about our educational responsibilities to ensure faculty and staff train on how to best serve this population.

Initiative 4:

Programmatic Expansion to Populations Needing More Support (Student Support and Advocacy and Inclusive Excellence)

Actions:

- Concentrated programmatic efforts for LGBTQ Graduate Students, Ace/Aero-identified students, and LGBTQ students with disabilities.
- GA's, Student Coordinator(s), and Coordinator position will work collaboratively to offer programs for the above-identified groups.
- Will have more social/meet-up models for the initial programmatic offerings. Students will offer feedback on how they see the program(s) evolving (More social v more structured programs).
- Students will be given pre and post-tests so we can assess how effective our outreach and expansion efforts are.
- Collaborate with appropriate offices and departments that work with these students now and potentially host some of the programs in their spaces.



Results:

- Students from the identified groups will feel more supported by the LGBT RC.
- Students from the identified groups will report 50% or higher level of support in the post-tests.