

Division of Student Affairs & Inclusive Excellence Sacramento State Assessment Plan

Section 1: PROGRAM NAME, POPULATION, & SERVICE INFORMATION

Program Name: PRIDE Student Resource Center

Program Mission Statement: The PRIDE Student Resource Center provides students with programs and events, access to resources on campus and in the community, a welcoming space, and opportunities for education about LGBTQIA communities and the intersections of many identities and experiences. We exist to create and maintain a campus environment that is open, safe, and supportive of student diversity in the areas of sexual orientation and gender identity/expression.

Program Service Description: The PRIDE Student Resource Center aims to provide education and resources for all campus members to elevate LGBTQ+ knowledge so that we all work to promote a safe, welcoming, and inclusive campus. Services and programs the Center offers include in-person and virtual workshops, trainings, advising, support group meetings, and campuswide events that reaffirm the mission of the Center.

Section 2: MAJOR PROGRAM GOALS AND EXPECTED CONTRIBUTIONS TO THE CSU FORWARD PLAN AND CAMPUS STRATEGIC PLAN

Major Program Goals for the Year

Program/Activity #1: a series of programs and events on LGBTQ+ topics

Output: at least five workshops, panels, presentations, or group discussions on gender identity, gender expression, and sexual orientation each semester

Outcome:

Initial/short-term: from each single event, at least 80% of respondents indicate there is an increase in knowledge, skills, practices, abilities, and resources

Method: deploy survey at the end of each event asking them to self-assess whether there is an increase

Intermediate: at the end of the semester, at least 80% of respondents indicate there is an increase in skills, practices, and comfort level in these areas as well as their assessment on having/developing a network from having attended two or more of the events during the semester

Method: deploy survey at the end of each semester to Center visitors and event attendees asking them to self-assess, and conduct focus group with students to collect feedback

Long-term: toward the end of their academic journey at Sac State, at least 80% of respondents indicate they have grown to embrace and celebrate gender identity, gender expression, and sexual orientation

Method: deploy survey to graduating students who have attended multiple events by PRIDE Center over their years at Sac State, and conduct focus group with students to collect feedback

Program/Activity #2: a series of programs on self-care and self-empowerment

Output: at least five workshops, panels, presentations, or group discussions on mental health, self-empowerment as students, and personal growth

Outcome:

Initial/short-term: from each single event, at least 80% of respondents indicate there is an increase in knowledge of mental health and personal growth

Method: deploy survey at the end of each event asking them to self-assess whether there is an increase

Intermediate: at the end of the semester, at least 80% of respondents indicate there is an increase in seeking and utilizing campus resources for self-care and self-empowerment

Method: deploy survey at the end of each semester to Center visitors and event attendees asking them to self-assess, and conduct focus group with students to collect feedback

Long-term: toward the end of their academic journey at Sac State, at least 80% of respondents indicate they have increased their knowledge and frequency in accessing assistance and resources for self-care and self-empowerment

Method: deploy survey to graduating students who have attended multiple events by PRIDE Center over their years at Sac State, and conduct focus group with students to collect feedback

Program/Activity #3: a series of collaborations between PRIDE Center and other on- and off-campus entities to sustain an inclusive campus

Output: at least three collaborations each semester with other entities on programs and projects that focus on creating and sustaining an inclusive environment for LGBTQ+ individuals

Outcome:

Initial/short-term: from each single event, at least 80% of respondents indicate this event contributes to stronger inclusion on campus

Method: deploy survey at the end of each event asking them to assess whether the collaborate contributes to inclusion on campus

Intermediate: at the end of the semester, at least 80% of respondents indicate the collaborations result in stronger inclusion on campus

Method: deploy survey at the end of each semester to event attendees asking them to assess campus' level of inclusiveness with respect to the collaborations

Long-term: at the end of the academic year, at least 80% of respondents indicate the collaborations lead to their feelings that the campus creates a sustainable inclusive environment

Method: deploy survey at the end of the academic year to students who have attended multiple events by PRIDE Center, and conduct focus group with students to collect feedback

Program/Activity #4: outreach to other on-campus departments to increase the Center's visibility

Output: outreach to at least five specific on-campus departments to promote the Center's services and events

Outcome:

Initial/short-term: at the end of each semester, at least 80% of departments to whom we have provided resources/info indicate they have increased their knowledge in PRIDE Center's mission and services

Method: deploy survey at the end of each semester to these departments to ask them assess their knowledge in our mission and services

Intermediate: at the end of the year, at least 80% of departments to whom we have provided resources/info indicate they have increased their knowledge in PRIDE Center's mission and services

Method: deploy survey at the end of the academic year to these departments to ask them assess their knowledge in our mission and services

Long-term: for at least 80% of all on-campus departments to increase knowledge about PRIDE Center's mission and services

Method: conduct an informal tracking of all on-campus departments and track how many feel PRIDE Center has high visibility on campus

Expected Contributions to the CSU Forward Plan and Campus Strategic Plan

The PRIDE Student Resource Center has four major program goals that are the Center's Long-Term Outcomes (LTOs):

LTO#1: Embrace and celebrate gender identity, gender expression, and sexual orientation

LTO#2: Know how to access assistance and resources tailored for LGBTQ+ members for self-care and self-empowerment

LTO#3: Serve as a leading institution modeling the creation of a sustainable inclusive environment for LGBTQ+ individuals

LTO#4: Raise visibility of the PRIDE Center on- and off-campus

The Center's major goals align with the following aspects of the CSU Forward Plan:

Economic Mobility Engine

PRIDE Center forms partnerships and collaborations with other on-campus partners and employers to provide workforce and career development support with workshops and resources to increase students' potential in securing jobs upon graduation. (LTO#2)

Sustainable Affordability

PRIDE Center provides ongoing development opportunities and support to various student populations to mitigate risks of dropouts, strengthen resilience and belonging, and increase graduation rates. (LTO#1, LTO#2, LTO#3)

Maximize Statewide Impact

PRIDE Center promotes campus and the CSU system as a strong brand that makes a difference in many people's lives. (LTO#3, LTO#4)

The Center's major goals align with these Sacramento State Imperatives:

Learning and Student Success

PRIDE Center elevates student success by offering a variety of services and programs to support their growth. (LTO#1, LTO#2)

Teaching, Scholarship, and Creative Activity

PRIDE Center leads campus in thinking creatively in engaging students and communities in innovative ways to enhance student experience and campus life. (LTO#1, LTO#3, LTO#4)

Justice, Diversity, Equity, Inclusion, Belonging

PRIDE Center prioritizes its efforts to enrich the diversity and equity of the campus and promotes a welcoming and inclusive community. (LTO#1, LTO#2, LTO#3, LTO#4)

Dedicated Community Involvement

PRIDE Center participates in community events and partners with community entities and members to connect resources to our campus and our students. (LTO#2, LTO#3, LTO#4)

Wellness and Safety

PRIDE Center emphasizes physical and psychology safety for our students and community. (LTO#1, LTO#2, LTO#3)

The Center's major goals align with the following Division of Student Affairs Values:

Student Service

PRIDE Center provides students with a high level of genuine compassion, care, and support and assistance as they navigate the many challenges they face in their college life. (LTO#1, LTO#2, LTO#3)

Innovation

PRIDE Center enhances the quality of, and pride in, the Sacramento State student experience through new and creative initiatives that promote student success. (LTO#1, LTO#2, LTO#3)

Inclusivity

PRIDE Center is committed to developing and sustaining an environment of inclusivity that enriches the experience of all through feedback and a process of continuous improvement. (LTO#1, LTO#2, LTO#3)

Partnership

PRIDE Center actively partners with our students, the university and community through shared goals, information transparency, and working together to achieve a common set of goals that lends to a result-oriented approach. (LTO#1, LTO#2, LTO#3)

Wellness

PRIDE Center contributes to the multidimensional process of achieving a healthy balance throughout one's lifetime (Intellectual, Emotional, Environmental, Physical, Career/Financial, Spiritual, Socio-cultural). (LTO#1, LTO#2, LTO#3)

Section 3: ANTICIPATED PROGRAM MARKERS OF EXCELLENCE

Anticipated program markers of innovation and excellence include the following:

Improved marketing and promotion of services through the use of student enrollment data from Office of Institutional Research

Targeted services and programs during the first six weeks of the fall semester to help new students to learn about resources available on campus

Increased access to PRIDE Center resources by students, staff, and faculty through expanded outreach

Section 4: MULTI-MEDIA MARKERS OF PROGRAM SUCCESS-Photos and Testimonials

To be documented.

Section 5: Select the **ASSESSMENT MEASURE** you anticipate using to best assess your program.

- ☐ Quantitative data ☒ Mixed method (both quantitative and qualitative)
☐ Qualitative data ☒ Archival data ☐ Other

PRIDE Student Resource Center will be using surveys and focus groups to collect feedback from campus members and event attendees about their assessment of the Center's programs, and data collected will be compared to previous dataset for trend analysis.