

Santa Rosa Junior College

Program Resource Planning Process

Cultural Centers 2024

1.1a Mission

Santa Rosa Intercultural Center

Mission: The Santa Rosa Intercultural Center's mission is to support student success using racial justice, social justice, and equity frameworks that center students of color and queer students focusing on four core areas: Advocacy and Activism; Caring Environments and Counter Spaces; Culturally Affirming Education and Convivial Learning; Personal and Academic Transformation.

Sawubona Black Learning & Opportunity Center

The Sawubona Black Learning and Opportunity Center's mission is to create spaces that welcome, celebrate, and support the academic, personal, and professional growth of students of African Diaspora descent.

Native American Center

Coming when Coordinator is hired.

Queer Resource Center

The mission of the Queer Resource center is to create a safe and supportive space for LGBTQIA+ students in order to provide a foundation for them to flourish in their personal and academic lives, including support for accessing health care, employment, and counseling on issues related to queer identity.

1.1b Mission Alignment

Santa Rosa Intercultural Center

Aligns with the SRJC mission and strategic plan by being intentional about centering the "culturally rich student body, employees, and community" when planning events, workshops, and advocacy. Our physical space attempts to create "a welcoming and antiracist environment" centered in social justice. We align with the values that include a "healthy and resilient college focused on removing oppressive structures" by the way of our advocacy work, our leadership opportunities for students, and addressing unequitable practices in our own space. Our day to day operations and the ways in which we train all our staff and maintain ongoing professional

development focus on “community engagement and relationships founded on cultural competency, trust, embrace of difference, and interconnectedness”. When students have access to culturally affirming education, identity formation, access to a create community, we are “centering their wellbeing” and a “commitment to social equity”.

Sawubona BLOC

The mission and vision of the Sawubona Black Learning and Opportunity Center align with Santa Rosa Junior College's commitment to transforming lives through a welcoming and antiracist environment. By fostering academic excellence, leadership development, and cultural pride. The center supports SRJC's goals of providing exceptional teaching and learning, as well as comprehensive student support services. Additionally, the center's focus on community engagement and personal growth echoes SRJC's values of cultural competency, civic engagement, and holistic learning opportunities.

QRC

The Queer Resource Center aligns with Santa Rosa Junior College's commitment to academic and professional student success via focus on cultural diversity. Student support is the key focus of the QRC, and within this lies a commitment to fostering social and cultural equity for students who carry diverse gender and sexual identities. We center the wellbeing of students as well as their personal growth through advocacy of diverse identities and access to resources, academic and otherwise, particular to those diverse identities.

1.1c Description

Santa Rosa Intercultural Center

We serve students who are interested in social justice, racial justice, and queer justice, who want to create community with other students of color and queer students, who need support navigating SRJC, and/or who want to create change on campus and in their communities. They can access our various services and programs such as: printing, school supplies, social justice library, workshops, events, leadership opportunities, community building spaces and more.

Sawubona BLOC

We offer a range of services including tailored academic tutoring, leadership workshops, career counseling, and cultural events, all designed to empower students of African Diaspora descent. These programs are dedicated to supporting academic success, increase living skills and abilities, fostering leadership skills and self-efficacy, and promoting cultural awareness within the community.

QRC

We offer direct material support to queer and gender-expansive students such as clothing, makeup, and programming that connects students with local organizations, including health care, mental health services, employers, and other support systems. We also offer counseling and support in the QRC, and the space is a designated safe zone where students who struggle with being visibly queer on campus can come to be themselves, and to study and work in peace. Our resources are there to provide students with a foundation for academic, personal, and professional success, as well as community connection and engagement.

NAC

1.1d Hours of Office Operation and Service by Location

Santa Rosa Intercultural Center
M-Th 9:30-4:00pm

Sawubona BLOC
M-Th 9:30-4:00pm

QRC
M-Th 9:30-4:00pm

1.2 Program/Unit Context and Environmental Scan

Santa Rosa Intercultural Center

In the next few years the center will be deeply impacted by local and national politics in many ways. We will see a direct impact in marginalized students access to higher education, their sense of belonging etc. This will also impact narratives of the center and our work and thus will impact the kind of support (funding, intellectual etc) that we will receive. As well, local and national politics will also impact our workload due to our staff needing to respond to collective crisis, collective trauma, world and national issues. Funding wise, we also see a lack of SEA increases will have impacts on our budget, as well as the ending of the Lanzameinto HSI grant (2025).

Sawubona BLOC

Over the next three years, the BLOC may face challenges stemming from changes in educational policies and funding, potentially impacting program stability and resource allocation. Advancements in technology could offer opportunities but also pose challenges in adapting service delivery methods. Social and cultural shifts towards greater diversity and inclusion may increase demand for BLOC's services, highlighting the need for adequate staffing and resources to meet growing student needs effectively. Addressing these factors will be crucial in sustaining and enhancing the program's impact.

2.1a Budget Needs

Santa Rosa Intercultural Center
Events and programs: \$39,000

Office supplies, memberships: \$10,000

Staff travel and fieldtrips: \$13,000

Signature programs: \$12,000

Sawubona BLOC

Events & Programs: \$ 40,000

Office Supplies & Memberships: \$15,000

Staff and Student Professional Development: \$30,000

Signature Programs: \$30,000

Outreach & Marketing: \$25,000

QRC

Events: \$7,000

Supplies: \$5,000

Faculty assignment: \$10,000

Support staff salary: \$94,000

Employee benefits: \$30,890

2.1b Budget Requests

Rank	Location	SP	M	Amount	Brief Rationale
0001	Santa Rosa	02	05	\$40,000.00	10-00-80-0000-6491-4390 BLOC 1: Center events and programming: workshops and programming
0001	ALL	02	05	\$30,000.00	10-00-80-0000-6491-4390 BLOC 2: Black Grad, BHM
0001	Santa Rosa	03	00	\$25,000.00	10-00-80-0000-6491-4390 BLOC 3: Tabling and Outreach at community events and local HS
0001	Santa Rosa	02	06	\$30,000.00	10-00-80-0000-6491-5620 BLOC 4: Student and staff development
0001	Santa Rosa	02	05	\$20,000.00	10-00-80-0000-6491-4390 BLOC 5: Supplies and memberships
0001	Santa Rosa	03	03	\$7,000.00	Support LGBTQIA programming (Rainbow Welcome, Drag Ball, Grad)
0001	Santa Rosa	02	04	\$5,000.00	Supplies for Queer Resource Center
0002	Santa Rosa	03	05	\$20,000.00	Offer a robust Cub Catalyst program for 30+ students

2.2a Current Classified Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Coordinator, Santa Rosa Intercultural Center	40.00	12.00	Full oversight (budget, strategic planning, day-to-day, events coordination, program coordination) of SRIC
Administrative Assistant I	40.00	12.00	Administrative support for all cultural centers
Coordinator, Sawubona BLOC	40.00	12.00	Full oversight (budget, strategic planning, day-to-day, events coordination, program coordination) of SBLOC
Coordinator, Queer Resource Center	40.00	12.00	Full oversight (budget, strategic planning, day-to-day, events coordination, program coordination) of QRC
Coordinator, Native American Center	40.00	12.00	Full oversight (budget, strategic planning, day-to-day, events coordination, program coordination) of NAC

2.2b Current Management/Confidential Positions

Position	Hr/Wk	Mo/Yr	Job Duties
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2.2c Current STNC/Student Worker Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Project Coordinator, STNC	25.00	12.00	ALL CENTERS: Coordinate the Cub Catalyst Program
Peer Coaches (5), Student employee	20.00	12.00	IC: front desk of SRIC, support students navigating college, peer mentor
Project Coordinator, STNC	25.00	12.00	BLOC: Coordinate a men of color mentorship and support program
Project Coordinator, STNC	25.00	12.00	QRC: Coordinate community engagement programming
Program Assistant	25.00	12.00	BLOC: Assists with BLOC programming, provides student support;and helps to implement programs related to student success.
Student Employees (2)	25.00	12.00	BLOC: Front desk reception, phone lines, basic office duties, supports students, social media and marketing
Coordinator, Student Engagement	25.00	12.00	Assists students in becoming engaged with District programs and activities; supports students, identifies, help plans and develop services, programs, and activities that advocate for and support the overall development of students.

2.2d Adequacy and Effectiveness of Staffing

Santa Rosa Intercultural Center

The SRIC does not have an adequate or even sustainable number of employees to support all our needs and student needs. There are various areas in which this is evident. For one, we are missing a director that is dedicated to the cultural centers. They are needed to support with the oversight of all the cultural centers ensuring cohesiveness amongst us, strategic planning, ability to do visionary work, advocate needs at a larger level etc. Another deficit in permanent staff is a permanent staff to support with event programming. The SRIC puts out and/ or logistically supports with over 30 events a year, all which currently falls on the coordinator as well as the limited time of the administrative assistant.

Sawubona BLOC

The current staffing levels at the Sawubona Black Learning and Opportunity Center are inadequate to meet the demands of our students fully. This shortage prevents us from offering

student centered hours and minimizes our ability to provide comprehensive programming and workshops. Consequently, essential administrative tasks and paperwork are delayed, impacting our overall efficiency and effectiveness. Addressing this staffing issue is crucial to fulfilling our mission and maximizing the support we offer to students of African Diaspora descent.

QRC

The QRC is in need of extra staffing support, especially around tech and digital components (website, social media outreach, etc), data collection, as well as day-to-day operations. Our reach and ability to provide students with adequate resources, especially around academic support and connection to gainful employment, suffers due to our lack of staffing support.

2.2e Classified, STNC, Management Staffing Requests

Rank	Location	SP	M	Current Title	Proposed Title	Type
0001	Santa Rosa	02	03	N/A	Director, Cultural Centers	Management
0001	Santa Rosa	03	05	N/A	ICC: Program Support Specialist	Classified
0001	Santa Rosa	03	05	N/A	BLOC: Program Specialist	Classified

2.3a Current Contract Faculty Positions

Position	Description
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2.3b Full-Time and Part-Time Ratios

Discipline	FTEF Reg	% Reg Load	FTEF Adj	% Adj Load	Description
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2.3c Faculty Within Retirement Range

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2.3d Analysis of Faculty Staffing Needs and Rationale to Support Requests

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2.3e Faculty Staffing Requests

Rank	Location	SP	M	Discipline	SLO Assessment Rationale
0001	Santa Rosa	01	03	Faculty assignment for QRC for Queer Affinity Prog	6a: Recognize and acknowledge individual and cultural diversity

2.4b Rationale for Instructional and Non-Instructional Equipment, Technology, and Software

Santa Rosa Intercultural Center

We host 20+ events a year in the Santa Rosa Intercultural Center. As of now we are severely lacking in adequate speaker/sound system. This impacts folks ability to engage with the speakers/ panelists/ films etc. This deeply impacts folks that are hard of hearing. Submitted IT request on 11/15/2023. IT still looking into what is best solution for this.

2.4c Instructional Equipment Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.4d Non-Instructional Equipment and Technology Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
0001	Santa Rosa	04	06	sound system for SRIC	1	\$1,000.00	\$1,000.00	Malena Hernandez	380	Malena Hernandez

2.4f Instructional/Non-Instructional Software Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.5a Minor Facilities Requests

Rank	Location	SP	M	Time Frame	Building	Room Number	Est. Cost	Description
0001	Santa Rosa	03	05	Urgent	Pioneer	380	\$100.00	Need to hang a door between the SRIC and the Need to hang a door between SRIC and kitchenette for safety and allow use when SRIC is hosting an event.

2.5b Analysis of Existing Facilities

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3.1 Academic Quality

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3.2 Student Success and Support

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3.3 Responsiveness to Our Community

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3.4 Campus Climate and Culture

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3.5 Establish a Culture of Sustainability

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4.1a Course Student Learning Outcomes Assessment

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4.1b Program Student Learning Outcomes Assessment

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4.1c Student Learning Outcomes Reporting

Type	Name	Student Assessment Implemented	Assessment Results Analyzed	Change Implemented
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4.2a Key Courses or Services that address Institutional Outcomes

Course/Service	1a	1b	1c	2a	2b	2c	2d	3a	3b	4a	4b	5	6a	6b	6c	7
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4.2b Narrative (Optional)

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5.0 Performance Measures

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6.1 Progress and Accomplishments Since Last Program/Unit Review

Rank	Location	SP	M	Goal	Objective	Time Frame	Progress to Date
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6.2b PRPP Editor Feedback - Optional

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6.3a Annual Unit Plan

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0000	Santa Rosa	02	05	Sawubona BLOC: Develop a Strategic Plan for the Black Learning and Opportunity Center.	1. Identify three barriers to Black student success 2. Enhance resources, programs and workshops 3. Expand Academic and Leadership programs 4. Strengthen Community Engagement and Partnerships	By May 2025	1. Permanent staff 2. Student employees 3. Programs and event funding 4. Space for events
0000	Santa Rosa	03	05	Santa Rosa Intercultural Center: Create an lasting and formal partnership between the Santa Rosa Intercultural Center and student organizations that focus on social justice.	1. Design the frameworks for the program 2. Create an application process for the student organizations 3. Create collaborative relationships with at least 2 student organizations.	By May 2025	1. Permanent staff 2. Student employees 3. Event funding
0000	Santa Rosa	02	05	QRC: Create a dedicated "Careers for Queers" program, connecting students with local queer-owned and queer-friendly businesses with the goal of job placement and gainful employment.	1. Identify local businesses who might be interested in working with QRC 2. Coordinate programming events, workshops, and job fairs connecting students with local employers 3. Design a permanent careers program within QRC, fast-tracking LGBTQIA students into employment 4. Track student success across time	By May 2025	1. Staffing support for QRC 2. Programs and event funding 3. Access to quantitative and qualitative data on LGBTQIA-identifying students

