**Services & Activities Fee Annual Program Review**

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| Program Name: | ASCWU Equity & Services Council |
| Program Manager: | Yaritza Granados, ASCWU Director Multicultural Affairs |
| Fiscal Year: | FY2024 |

1. In what way(s) does your program support CWU students? Please be specific and concise.

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| ASCWU Equity & Services Council advocates for marginalized students throughout the institution and serves to provide representation, voice, and community for the diverse students of CWU. The ESC Executive Team is dedicated to supporting the Equity and Services Council (ESC) organizations as they host educational and cultural programs for CWU students and the local community that promote equity and inclusivity. |

1. What are your specific program goals or learning/operational objectives? How are you assessing the effectiveness of your program in achieving those targets?

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| We, the Equity and Services Council: represent the interests, needs, and welfare of student diversity at Central Washington University; supplement and complement formal education on the Central Washington University campus; maintain appreciation and understanding of diverse social and cultural heritage; promote and coordinate the celebration of diversity; educate the associated students on issues affecting student equity; and establish, promote and execute community service programs beneficial to the entire associated student body of Central Washington University and the community at large.Each ESC organization hosts their own unique events, programs, and experiences individually evaluating their goals. With the support of SLICE, effectiveness of each experience is hoped to be evaluated through student retention and persistence to graduation. These queries are currently being developed in conjunction with CWU Institutional Research. |

1. What is the overall purpose of your program and what service(s) does your program provide?
	1. Are there overlaps or intersections with other university programs that have similar purposes or services?

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| The Equity & Services Council is comprised of diverse organizations of students from traditionally marginalized populations whose goals align with the ESC Constitution and By-Laws. Organizations of ESC maintain an appreciation and understanding of diverse social and cultural heritage. Among other tasks, organizations participate in community service programs that are beneficial to the associated student bodies. There is a not a similar council comprised within the institution beyond general clubs within SLICE but they do not offer the same level of support and resources for historically minoritized student organizations. |

1. How does your program align with the purpose of S&A funding? “*Supporting cocurricular and extracurricular activities and programs participated in by students in the furtherance of their education*.”

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| ASCWU ESC is directly aligned with S&A’s purpose of supporting student activities and programs as ESC organizations provide programming, community, and services for all students with a focus and lens on celebrating and supporting students from traditionally marginalized populations. Student Government is specifically a category mentioned in state regulations and the Killian Outline as historically supported and permissible use of S&A funding. |

1. Please provide specifics on how your program supports and aligns with CWU’s strategic plan (<https://www.cwu.edu/about/mission-vision/_documents/cwu-vision-mission-values-strat-plan-bot-approved.pdf>)?

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| Specifically, ASCWU supports and aligns with the following areas of the strategic plan:Unifying Value: Student SuccessGoal 1: Enhance student engagement and success, and improve retention and graduation rates.* Initiative 1.4: Working with high schools and community colleges, develop clear pathways into the university to provide equitable and inclusive enrollment practices and graduation attainment.
	+ *ASCWU partnership and initiative on Yakima Pathways program and legislative support.*
* Initiative 1.5: Map inclusive, evidence-based and pedagogically sound High-Impact Practices (HIPs) to our academic and student engagement programs in a developmental way throughout a student’s journey.
	+ *Equity Services Council, affinity based programming, and engagement programming. Multicultural Center and HSI initiatives.*

Goal 3: Elevate the holistic well-being of our students.* Initiative 3.1: Establish the Culture of Respect Leadership Council and implement the CWU Safe Committee recommendations.
	+ *ASCWU participated in the Safe Committee and serves on the Culture of Respect Leadership Council.*
* Initiative 3.2: Increase awareness and utilization of student health and wellness support services.
	+ *Partnerships with Office of Health Promotion on awareness programming and staff trainings. Promote and encourage utilization of services through promotions and public meetings.*

Core Value: EngagementGoal 1: Amplify and elevate the university’s relationship with local and regional communities.* Initiative 1.1: Integrate our strategic planning and activities with the cities within Kittitas county and with the county as a whole, as well as with other cities and counties in our region.
	+ *Connection with Kittitas County, particularly Ellensburg community and government. ASCWU serves on numerous community boards and committees. Participate in Downtown Association and City Council events and programs. Invite community partners to ASCWU programs*.

Core Value: BelongingGoal 1: Establish hiring, onboarding, and evaluation processes that nurture a culture of inclusion for all employees with a focus on increasing the number of employees from historically excluded groups. * Initiative 1.1: Make diversity and equity a priority in the hiring, onboarding, and retention of faculty and staff
	+ *ASCWU involvement in hiring of key staff and faculty positions throughout institution. Implementation of priority into ASCWU hiring practices*.

Goal 2: Become a Hispanic Service Institution (HSI).* Initiative 2.1: Develop Hispanic/Latinx Thriving Leadership Council of faculty, staff, students, and community members to chart the path towards becoming an HSI, with clear leadership and resources, including continued participation at United States Hispanic Leadership Institute, Alliance for Hispanic Serving Institution Educators, and Hispanic Association of Colleges and Universities and a dedicated staff position to coordinate these efforts.
	+ *ASCWU involvement in Hispanic/Latinx Thriving Leadership Council.*
* Initiative 2.2: Develop strategic partnerships with equity organizations, local community-based organizations, and HSIs for knowledge sharing and program development to better support underserved students.
	+ *Involvement and partnership with Equity Services Council and affinity based organizations.*
* Initiative 2.3: Develop a plan for early outreach, targeted recruitment, retention, and graduation of Latinx students.
	+ *ASCWU involvement in feedback and accountability of leadership.*
* Initiative 2.5: Implement bilingual and culturally responsive practices across the institution, including translation of important materials and information into Spanish.
	+ *ASCWU involvement in feedback and accountability of leadership.*

Goal 3: Cultivate an inclusive and welcoming campus culture that embraces diversity, that fosters a sense of belonging for all students, faculty, and staff, and that nurtures pride in the university.* Initiative 3.2: Establish, maintain, and resource affinity groups for historically excluded students, faculty, and staff, focused on marginalized identities such as racial/ethnic, LGBTQ+, disability, and internationals, to create a safe and supportive environment where they can connect and share experiences.
	+ *Promote, support, involve, and participation through Equity Services Council and affinity based programming and supports.*
* Initiative 3.3: Build mechanisms for nurturing a strong sense of affiliation with and pride in Central Washington University.
	+ *ASCWU promotion and involvement through engagement programming*.

Core Value: StewardshipGoal 1: Promote sustainable practices and responsible stewardship of land and resources to support an ecologically healthy and socially just world, while respecting and honoring Indigenous peoples.* Initiative 1.1: Develop and implement a comprehensive, university-wide Sustainability & Climate Change Action Plan, which incorporates environmental, social, and economic considerations into university operations, infrastructure, and academic programs in collaboration with the local community.
	+ *ASCWU involvement in action planning and implementation from student perspective.*

Goal 2: Elevate shared governance and collaboration across the university and advance professional development and leadership opportunities that demonstrate the value of our human resources and that build a strong, united university community.* Initiative 2.1: Create a university-wide committee consisting of representatives from faculty, staff, students, administrators, and trustees to study shared governance, review our shared governance practices, and create a national model for shared governance at CWU.
	+ *ASCWU involvement in shared governance committee and practices*.
* Initiative 2.2: Elevate the application of emotional intelligence, equity-mindedness, collaboration, inclusion, and deep care through professional development and mentoring centered on building a model of leadership-in-place at CWU.
	+ *Incorporated into ASCWU Executive Board professional development and training*. *Mentoring of principles to Executive Board from ASCWU Advisor.*

Goal 3: Implement values-based budgeting to ensure the efficient and effective use of fiscal resources and the long-term fiscal sustainability of the university.* Initiative 3.2: Reduce redundancies and inefficiencies in goods and services costs and develop mechanisms to monitor and control spending in support of the vision, mission, values, and strategic plan.

*ASCWU review budget and expenses with goal of reducing redundancies and inefficiencies in goods and services costs.* |

1. Please provide detailed information regarding who utilizes your program? (*Students, faculty, staff, community? Specific demographic information? Class standing, gender, ethnicity, transfer, campus location, etc*.)

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| ESC represents and largely consists of undergraduate students representing a range of racial, ethnic, sexual, and gender identities at the Ellensburg Campus that include but are not limited to: LGBTQ+, Asian American / Pacific Islander (specifically Japanese, Filipino, and Polynesian students), Hispanic/Latinx/Mechistx, Black, First Generation, and International students. |

1. How many unique CWU students utilize your program or services?
	1. How do you gather these metrics?
	2. If you do not, what is preventing you from getting that data and how are you determining usage by CWU students?

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| Annually, ESC interacts with approximately 2,250 students (data collected from attendance logs of ESC hosted programs from the 2022-2023 school year). At this time we are unable to identify the number of unique students from these logs. We primarily use the Presence web-based portal along with self-reported attendance logs when needed. Due to technical challenges over the years with this software, we have encountered barriers with enforcing the use of Presence within the ESC organizations, however we are actively exploring additional trainings and inclusion of explicit, written policies to encourage student leaders to use this software for data tracking.  |

1. Are there any current vacant positions in your program?

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| N/A |

1. Given the budget reductions taking place, and continuing for the remainder of the funding cycle, please tell us what specific impacts those reductions have had on your program compared to what was originally planned and included in your initial base funding request.

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| The budget reductions have meant that the ESC Executive Board has had to decrease the number of hours and goods and services spent on general ESC expenses or programs in order to ensure that each organization has appropriate funding available.  |

1. Are there any circumstances or challenges that are currently impacting your ability to use your base funding allocation this year?

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| N/A |

1. What other funding does your program receive? What percentage of your program’s total funding is coming from S&A Fees?

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| ASCWU ESC is 100% funded by S&A fees. While there is some funding provide for identity based graduation celebrations, which were previously paid for in some aspect by ESC funds, that funding is separate from ASCWU ESC and only for those graduation celebrations. |

1. What growth or expense increases do you anticipate seeing in the future?

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| Growth in the number of ESC organizations will increase expenses for goods and services. Additionally, ESC is the only branch of ASCWU Student Government that does not pay student leaders, which would be a request in the future for equity and consistency. |