

Services & Activities Fee Annual Program Review

Program Name: Equity and Services Council
Program Manager: Justin Santoli
Fiscal Year: FY2024

1. In what ways does your program support CWU students? Please be specific, yet concise.

The Equity and Services Council represents 10 student organizations led by an elected member of ASCWU and work to represent the interests, needs, and welfare of historically marginalized student populations at CWU. They do this through culturally informative and engaging programming to create a community of belonging among students and through providing feedback and advocacy on various committees such as the Community Policing Taskforce, Culture of Respect, Voting Engagement Hub, and more.

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

The goals of ESC include promoting and celebrating diversity, educating CWU students on issues affecting equity, and engaging with community service programs beneficial to the entire associated student body of central Washington university and community at large. We assess the effectiveness by logging attendance and engagement at these events, tracking budget data, and in some cases feedback surveys and regular check-ins with student leaders.

3. What is the overall purpose of your program and what service(s) does your program provide?
 - a. Are there overlaps or intersections with other university programs who have a similar purpose or service?

The purpose of ESC is to provide programmatic experiences related to the cultural identities represented by the student organizations in the council, as well as to provide opportunities for marginalized student populations to advocate for their needs and safety via cross-collaboration with ASCWU, the Diversity and Equity Center, and other departments. These departments share similar purposes, which is why we collaborate and partner with them frequently.

4. 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.”*

The vast majority of our operating budget is allocated toward supporting extracurricular activities and programs planned by students for students. Our internal constitution dedicates \$3,500 per student organization which is to be used toward creating educational and culturally significant experiences such as Akwaaba Night, Mabuhay, Polyfest, and more.

5. How does your program support CWU's mission and goals? (<https://www.cwu.edu/mission/>)

Through the dedicated funding afforded to the student groups represented by the ESC to implement activities and initiatives to celebrate the cultural diversity at CWU, our program works year round to create a community of equity and belonging. This includes two Hispanic student groups working on the ground to create supportive environments for students as we work toward receiving HSI status. The regular touchpoints between the council leadership allows us to foster meaningful relationships with on and off campus partners. For example, some of the student orgs regularly work with Apoyo Food Bank, Habitat for Humanity, and other community groups to support students on and off campus.

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

The student organizations are primarily composed of undergraduate students on the Ellensburg campus with a primary emphasis on 1st and 2nd years. Our current council comprises ethnic groups ranging from Hispanic, Black, Filipino, and Japanese as well as an LGBTQ+ group representing various gender and sexual identities. There is also a student group that supports First Generation Students as well as international students.

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

On average the ESC interacts with 1,500 students per quarter through attending weekly club meetings and signature events. This does not qualify unique students unfortunately, as our current attendance tracking systems such as Presence make that challenging. We keep a detailed shared Calendar spreadsheet to track attendance and engagement, while combining that with data from Presence.

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

N/A

9. 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 including in your initial base funding request.

The budget reductions have forced us to reallocate funds dedicated to our Executive Team salaries, impacting their ability to complete the work necessary to manage daily operations of the ESC. While we try very hard to ensure the \$3,500 allocation per organization remains untouched, the reductions may force us to reduce these amounts for orgs to program events and experiences.

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

N/A

11. What growth or increases would you like to see in your program in the future?

We would love to have space in our budget to bring on at least one new student organization into the council every two years and/or be able to allocate some funds for non-ESC organizations that represent historically marginalized communities to request supplemental funding from our council. We would also like to have professional development funds to sponsor registration for conferences such as USHLI for our student leaders to continue developing skills that they can bring to their organizations.