



**I. A. Reflect upon and provide an analysis of the four years of data above**

As the number of students served continues to rise, we will need a larger space (ideally a purpose-built space just for the Center; see attached proposal), a full-time assistant, and eventually a full-time Director. Therefore, the steady base of funding that we receive from the college will need to increase accordingly. This will assist the Pride Center in attaining the College's goal of supporting excellence in instruction, programs, and services to improve student learning.

**I. B. Please summarize the findings of SAO assessments conducted.**

No data to report due to low student involvement.

**I. C. Reflect upon the SAO assessment findings in Box B above. Discuss overall observations and any areas of concern or noteworthy trends.**

We continue to have increases in the number of students visiting the Center, as demonstrated by our sign-in sheets (these numbers are probably under-reported as visitors sometimes neglect to sign in. We hope to increase our accuracy in tracking students by purchasing a student ID card reader). This suggests increased visibility of the Center on campus and increasing success in reaching our goals. When Enrollment Services incorporates CCCApply, we will be able to track the number of LGBTQ students who self-disclose. These numbers should also be incorporated into the Student Equity Plan. Additionally, the Center is currently working with Enrollment Services to ensure that our student-accessed online systems can accommodate students' preferred names.

**STEP II. PLANNING**

Reflecting on the 4-year trend data, the SAO assessment results, and the college's Strategic Plan 2019, describe/discuss the discipline planning related to the following:

**II. A. Program changes and improvements (consider changes due to growth in TEES and Headcount, CSU/UC transfer language updates, articulation, workforce and labor market projections, certificate or degree completions, etc.)**  
Release time for the Director, currently being negotiated by the faculty union. Increased hours for Pride Center Assistant. Expand Safe Zone training to include all new hires. Extend programming and services to Escondido Center and eventually to South and North Centers. Permanent dedicated space for the Pride Center (see attachment). The attached proposal will need to be incorporated into the College's Master Plan. The LGBTQ community needs to be incorporated into the campus equity plan.

**II. B. Additional programs to develop (consider enrollment trends, student demands, wait times, comprehensiveness, etc.)**  
Workshops, programs, and events specific to the individual constituents of the LGBTQ and Allies community. Queer Orientation Day. Graduation Recognition. Events held in collaboration with the Gender and Women's Studies program, Multicultural Studies, etc.

**STEP III. RESOURCE REQUESTS FOR DISCIPLINE:**

III. A. Describe the resources necessary to successfully implement the planning described above. Provide a detailed rationale for each request by referring to the analyses of data and SAO assessment results in Step I and/or to any other evidence not apparent in the data or SAO Assessment results.

**a. Equipment (per unit cost is >\$500) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource (Link)	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
a1.	Funding to bring guest speakers, firms, etc., to campus	1	Goal 12 – student support and success	To assist the campus LGBTQ community and allies in becoming aware of current events that affect them.	\$5000	Ongoing	no
a2.	Funding for Director to attend annual LGBTQ Creating Change conference and other conferences	2	Student support and success	To stay abreast of current developments in and issues facing the LGBTQ community so that the Center can better provide services to our students	\$5000	Ongoing	no
a3.	Books and other media for our library	3	Student support and success	To assist LGBTQ students in gaining knowledge about their community and their identity	\$500	Ongoing	no
a4.	Student ID card reader and laptop	4	As above	To more accurately track the numbers of students visiting the Center	\$1500	One-time	no
a5.							

**b. Technology (computers, data projectors, document readers, etc.) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource (Link)	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
b1.	Computer and software upgrades, including Photoshop and Illustrator programs for graphic design, available on Adobe Suite	1	Goal 5 – facilities and infrastructure	Provide adequate computing resources for Pride Center Assistant and students	\$5000	As needed	no
b2.	Printer	2	Student support and success	“ “	\$500		
b3.							
b4.							
b5.							

**c. Budget for 4000s (per unit cost is <\$500 supplies) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource (Link)	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
c1.	Announce Pride Center in semesterly class schedule	1	Student support and success	To increase awareness of the Pride center on campus so that we can better serve students		ongoing	no
c2.							
c3.							
c4.							
c5.							

**d. Budget for 5000s (printing, maintenance agreements, software license etc.) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource <a href="#">(Link)</a>	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
d1.	Printing of flyers for events, announcements, T-shirts, buttons, etc.	1	Student support and success	To increase awareness of the Pride Center on and off campus and of particular events and programs	\$5000	ongoing	
d2.							
d3.							
d4.							
d5.							

**e. Classified staff position (permanent/contract position requests unique to this discipline) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource <a href="#">(Link)</a>	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
e1.	Assistant Director	1	Student support and success	To better serve LGBTQ students, staff, and allies by providing continuity in services	\$40,000	ongoing	no
e2.							
e3.							
e4.							
e5.							

**f. Classified staff position (temporary and student workers position requests unique to this discipline) Enter requests on lines below.**

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource <a href="#">(Link)</a>	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
f1.	Part-time Pride Center Assistant	1	Student support and success	Implement effective pathways that support student success. The Assistant's current hours (24-26/week) should be increased to 30 hours/week so	\$16,000	ongoing	in part

f. Classified staff position (temporary and student workers position requests unique to this discipline) Enter requests on lines below.

Resource	Describe Resource Requested	Prioritize these requests 1,2,3, etc.	Strategic Plan 2019 Goal/Objective Addressed by This Resource (Link)	Provide a detailed rationale for the requested resource. The rationale should refer to your discipline's plan, analysis of data, SAO assessments, and/or the College's Strategic Plan	Estimated Amount of Funding Requested	Will this be one-time or on-going funding?	Is resource already funded (in part or in full)? If so, name source. Why is that source not sufficient for future funding?
f2.				that the Center can serve the needs of additional students			
f3.							
f4.							
f5.							

III. B. Are there other resources (including data) that you need to complete your discipline review and planning?

The data from state-mandated Admissions form (CCC Apply) will allow us to more effectively and fully carry out our planning. Items a1-3, b1, d1, and f1 have been at least partially funded in the past through Student Services. We request that these and all items be similarly funded.

STEP IV. SHARE YOUR ACCOMPLISHMENTS Please include at least one discipline accomplishment that you'd like to share with the college community.

Recognition on campus and in the community of our Pride Center as the first of its kind at a community college in Southern California – and the only one in San Diego County. Increased visibility of the Center, which provides safe space for LGBTQ students, staff, and faculty, both on campus and in the larger community.

STEP V. ACCREDITATION For programs with an external accreditation, indicate the date of the last accreditation visit and discuss recommendations and progress made on the recommendations.

n/a

STEP VI. COMMENTS Other comments, recommendations: (Please use this space for additional comments or recommendations that don't fit in any category above.)

The District needs to incorporate the Center into its Master Plan and to begin planning for a purpose-built, permanent Center.

Please identify faculty and staff who participated in the development of the plan for this department:

Abbie Cory

Name	Abbie Cory	Name	
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Name		Name	
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Abbie Cory  
Department Chair/Designee Signature

12-5-17  
Date

Division Dean Signature

A. Johnson  
Division Vice President Signature

Date

- Provide a hard copy to the Vice President Gonzales no later than November 17, 2017.
- Email an electronic copy to [lhornsby1@palomar.edu](mailto:lhornsby1@palomar.edu) by November 17, 2017.
- Email an electronic copy to [rjohnson3@palomar.edu](mailto:rjohnson3@palomar.edu) by November 17, 2017.