



Request for 2026 Funding Services and Activities Fee Committee

BUDGET PROPOSAL CONTACT INFORMATION

Department Name:

Create Date:

Due Date:

Submitter Name:

UW Email Address:

Phone Number:

Department Head Approval:

Department Head:

Requested Amount:

Departmental Information

STUDENT UTILIZATION

SAFC funds are critical to all the central services we provide. Given the reduction we experienced with the last award cycle, we had to delay hiring students to ensure that the fund allocation could sustain our usual programming and student employment across the remainder of the year. Thanks to the SAFC supplemental application allotment, we will be able to provide popular programs students love such as Welcome Days, Collective Care Week, ARISE celebration, Lunar New Year, Heritage Month events and more.

As we respond to growing student needs, the budget becomes crucial to meeting those needs and creating a sense of belonging. Over the last 5 years, our SAFC funding award has decreased by nearly 50%. We understand the circumstances but must note that this unit's general operating budget has also been cut for the last five years. Therefore, the CEI has resorted to spending one-time funds from the Chancellor meant to improve campus climate, has become an emergency contingency to support critical student programs in high demand.

The Center for Equity and Inclusion consistently and joyfully collaborates with campus partners and student organizations to provide services and programs that celebrate and honor our students. We need the full support of the Student Activities Fund Committee to continue doing so.

CORE VALUES/MISSION ALIGNMENT

As an urban serving institution, our diverse student population relies on the co-curricular, multicultural services offered by the CEI to support student learning outside the classroom. We facilitate student engagement and contribute to their capacity to persist through graduation. SAFC funds allow us to provide crucial services that enhance student experiences and feature their diverse backgrounds. The CEI team is routinely called upon to provide leadership and expertise in diversity, equity and inclusion across all venues of support including resources, programs, and events that represent and uplift student community cultural wealth.

CEI services align closely with the goals and campus strategic plan. We do this by:

- promoting and modelling inclusive excellence
- creating a welcoming environment
- advancing student success
- partnering to collaborate for common good
- fostering creativity and problem-solving
- advancing strong and diverse communities

Specifically, the CEI provides services that advance these shared goals, such as:

- maintaining relevant spaces open to all students
- programming and events that fulfill cultural and educational needs
- offering professional development and training opportunities centered on diversity, equity and inclusion
- building community in spaces for sharing food, expressing joy, and celebrating student accomplishments
- connecting students to campus and community resources
- providing access to recreational spaces, group activities, and artistic outlets to relieve stress, practice collective care and make friends
- coordinating student paid summer internships (SSJI)
- Providing free printing, office and personal hygiene supplies and snacks
- ensuring office coverage by professional staff who provide mentoring, a sense of safety, RSO collaboration, and intentional conversations for enhance learning

Finally, the CEI is well positioned to address student concerns identified in the climate surveys and student surveys that have informed the UW Tacoma Strategic Plan and the University's Diversity Blueprint. Examples of our responsiveness have included the development and maintenance of the Lavender Lounge, free food access, gender neutral bathrooms, gaming spaces, Multicultural Night, Heritage Month recognitions, AAPI THRIVE program integration (after the funding was cut by the federal government) and RSO support. Centering responsive and healthy ways to navigate challenges bring students of all identities to our space to learn and co-create.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

The Student Activity funded program and services being implemented for the 2025-2026 year include: Cultural Heritage Month Celebrations; Welcome Week Programs; Quarterly Collective Care Weeks, Weekly Student-led Programs and Social Hours; Summer Social Justice Institute, Staff Trainings and Retreats; support of RSO initiated programming, end of year recognition ceremonies; and other campus and community partnerships. We also aim to be relevant and responsive to student needs by holding pop-up events, trainings, and conversations in time with current events, topics, and situations presenting themselves. To supplement this summary, we have attached the CEI Winter Newsletter and the 2024-2025 Annual Report.

A drastic increase of daily usage of all spaces, affirms our work, commitment, and quality of services has led to a daily space usage increase to an average

Notes from our students include:

LAVENDER LOUNGE

- "This is my favorite place! I love the good lighting and comfortable seating."
- "I LOVE KARAOKE!"
- "Oooooohhh, can I reserve this room to watch a movie?!"

THE CHILL SPACE

- On a typical Wednesday the students will share so many different ways they need the Chill Space. From the morning napper, the early bird studier, the cartoonists, news followers, and video gamers, the Chillspace keeps students connected between classes

THE CLASSROOM

- "Come in! Do you want to paint a pumpkin?"
- "Attending this workshop was so affirming and informative."
- "My RSO wants to do an event in the kitchen? Would y'all be interested?"

THE MEDITATION ROOM

- Has grown from unknown to a popular destination. With nearly 100 visitors daily, this resting space is one of our most utilized resources and yet the quietest room in the center.

THE KITCHEN

- Every day I see a favorite student ask for a snack or anything to eat. Offering resources complementing the services provided addressing food concerns, we fill a sensitive gap as they feel comfortable verbalizing their hunger.
- Only 50% of the students surveyed, said that they found something to eat in the CEI.
- "Do you have a spoon?"

SINGLE STALL - ALL GENDER RESTROOMS

- Private restrooms enable people to feel safe, utilizing a space in their most vulnerable state.
- One student complimented the CEI to new friends sharing, "I love it here. It is so nice that they have gender neutral restrooms."

COMPUTER STATIONS AND PRINTER

- Simple support, like helping students log in to a UW desktop, is always encouraging as you know they are learning and utilizing the systems and services we have to offer. With all kinds of paper jams, notes, exams, study guides, the students utilize rings of printing paper monthly.

STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)

The number of students utilizing our services increases each year across all programming. The following data reflects how many students have registered and attended our events. Note that our documentation may not include those who participated but did not sign-in:

- Cultural Heritage Months
- Latine Heritage Month (150)
- Black History Month (250)
- Welcome Weeks (over 300 students each quarter)
- Collective Care Weeks (250 each quarter)
- Summer Social Justice Institute (16 student participants (started at four students 3 years ago))
- Professional Development
- Seattle LWB Conference (6)
- Know Your Rights Training (12)
- Huskies Stayed Prepared (50)

Additional Programs with Partnership Collaborations as of February 2026:

- Monday's Teatime -Office of Global Affairs
- Trans Day of Remembrance-RSO/Faculty/Diversity Alliance of the Puget Sound
- Heightened Scrutiny Film Showing - Faculty
- Hungry to Learn Film Showing - Faculty
- Health Fair - Oasis Youth Center
- Silky Shah Presentation - Faculty
- MLK Breakfast - RSO, Campus Committee

Key moments signifying our increased engagement with students on campus include, Black History Month, Latine Heritage Month and the Fall Welcome. In 2025, Black History Month was in a much smaller venue with limited participants. This year, Black History Month accrued more than 250 sign-ins, 16 vendors, and a food truck with more than 85 sales. In autumn 2024, we could only offer 2 programs for Latine Heritage Month due to the early autumn timing and limited staffing. Thanks to new leadership, we finally hired a staff member to fill a three-year vacancy. This staff member, dedicated to retention, has enabled us to increase programming for Latine Heritage Month to 5 events with more than 150 participants. Fall Welcome Week participation has a drastic increase this year as more than 350 participants with an average of 100 daily attendees engaged with us that first week. Consistent leadership in the CEI enabled us to partner, develop, and promote a great welcome into the new year.

COLLECTION OF FEEDBACK & IMPROVEMENTS

The mechanisms we have in place to collect feedback on our programs and services include qualitative and quantitative data such as: QR code intake forms, participant surveys, detailed registration forms that shape programming agenda beforehand, and verbal feedback, and the collection of attendance records. Furthermore, we routinely debrief as a team after each activity to reflect on what went well and what needs to be improved upon.

The number of student participants for all our events has increased this year. We know this because kept track of our attendance records. This data informs how we manage our budget and ensures that funds are being used efficiently for maximum outcomes. For example, we determine ahead of time the measure of success for an event. If a two-hour program cost \$500 to host and 100 students attend, that only cost \$5.00 per student for a DEI activity that supports the mission of the university. Conversely, if attendance is low and the cost per student is high, we know to make adjustments so that funds are not wasted on events that don't attract students or meet their interests; or perhaps we consider different advertising strategies or the time/day of the event, etc.

In addition to our own data collection and assessment practices, we responded to the ASUWT Student Survey conducted early last year which included specific requests for raising the visibility of LGBTQIA+ students. That feedback led to the dedication of a welcoming space that centers affirming themes for LGBTQIA+ community members and allies. Since its dedication a year ago, awareness and utilization of this space by students, staff and faculty have increased.

We hope to be included in the SLATE pilot rollout to get a more demographic data.

SERVICE BENEFITS TO STUDENTS

The meaning and significance of our program continues to expand year after year; our services continue to be more dynamic and collaborative, allowing us to engage a greater number of students. Over the last two years, the Center for Equity Inclusion has grown in two ways: the volume of students who visit our space and the number of partners interested in collaborating with us to address student interests in multifaceted ways. We have seen a dramatic increase in daily return and unique visits from new students. Students have found belonging here and even invite their friends who seek to lead initiatives in partnership with the CEI. Halfway into this Winter Quarter 2025, we have had 40+ hours of partnered programming. This is a significant turnaround for the CEI. When it comes to hiring students, a few years ago our efforts used to be a desperate attempt to recruit, but now we have so much demand we must turn students away. For example, this quarter alone at least 15 have asked if we are hiring. Even though we cannot accommodate additional hires, students are overjoyed to volunteer.

The first priority of the CEI is to lead with an equity lens to ensure that students feel seen, heard, respected and cared for. One way we ensure that, is to provide relevant programming pertinent to this national moment. For example, students, staff and faculty have asked for cultural competency trainings, Conflict Engagement, and Know Your Rights training for all. In response, we have coordinated Conflict Management and Bias reduction trainings for UWT community members which strengthen the skills of our staff and faculty when serving students. Furthermore, the CEI staff are launching a student dialogue across differences series as part of a tri-campus initiative to support communal processing of massive societal changes. Additionally, our Retention and Community Outreach specialist and our Program Support Supervisor have developed interactive trainings, "Huskies Stay Prepared." The popular sessions attended by over 50 campus community members, are designed to educate about the UW protocols for properly engaging federal agents seeking undocumented students. Furthermore, we have partnered with faculty and Pride Pack to offer campus lectures and days of recognition for queer and trans community members.

This year, 2025-2026, we were only able to respond to student needs by drawing on resources from one-time funding intended to address climate needs. After so many drastic cuts, we are desperate to retain some resources so that we can continue to offer quality program that advances the mission critical work of diversity, equity and inclusion.

Staff Budget Requests

Category	Details	Amount Requested
Professional Staff ¹	Program Support Supervisor E001	
	Professional Staff Wages:	\$53,376
	Fringe ⁴ @ 37.7%:	\$20,123
Classified Staff ²	Retention and Community Outreach Specialist E002	
	Classified Staff Wages:	\$28,500
	Fringe @ 32.5%:	\$9,263
Student Staff ³	Center for Equity and Inclusion Senior Specialist E003	
	Student Staff Wages:	\$12,672
	Fringe @ 16.2%:	\$2,053
Student Staff ³	Center for Equity and Inclusion Specialist E004	
	Student Staff Wages:	\$9,120
	Fringe @ 16.2%:	\$1,477
Student Staff ³	Center for Equity and Inclusion Specialist E005	
	Student Staff Wages:	\$9,120
	Fringe @ 16.2%:	\$1,477
Student Staff ³	Center for Equity and Inclusion Specialist E006	
	Student Staff Wages:	\$8,640
	Fringe @ 16.2%:	\$1,400
PERSONNEL TOTAL:		\$157,221

Other Budget Requests

Category	Details	Amount Requested
Contracted Services		S001 \$3,000
Other Services		S002 \$5,500
Travel		S003 \$1,000
Non-Food Supplies & Materials		S004 \$14,000
Food		S005 \$12,000
Equipment		S006 \$4,000
SUPPLIMENTAL TOTAL:		\$39,500

PERSONNEL TOTAL:	\$157,221
SUPPLEMENTAL TOTAL:	\$39,500
COMPLETE PROPOSAL TOTAL:	\$196,721

Supplemental Documents



CEI NEWSLETTER SNAPSHOT

Find the full newsletter here. <https://explore.uw.edu/index.php/email/emailWebview>