

WOMEN'S RESOURCE CENTER 2023-2024 ANNUAL REPORT



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EXECUTIVE SUMMARY

Our Mission

We support student well-being & success through programs, counseling, training, and scholarships.

Our Purpose

For 53 years, the WRC has empowered all students to navigate their academic journeys holistically. We have always approached our work through a gender-inclusive lens that centers marginalized students and the issues they face.

Our Programs & Services

- Community-building programs
- Critical dialogue series
- No-cost mental health counseling
- Feminist multicultural therapy training program
- Education Navigation
- Student Support Funds
- Tuition Scholarships
- Fundraising

Our Values

Justice, Equity, Community, Accountability, Collaboration








“I appreciated the way the EdNav addressed my needs holistically and as a human first before working through any academic based needs. They made me feel seen and heard as a person first instead of centering my identity as just a student with only student needs.”
– WRC Scholar

“I’ll always remember that the WRC has always been a place of profound healing for me.... The WRC has provided me with belonging, community, and strength and I will always be immensely grateful for that!”

- Practicum student

2023-2024 KEY IMPACTS

	<p>Clinical Wait Time 87% Decrease</p> <p>By enhancing team collaboration, streamlining referral and assessment processes, and improving efficiency in scheduling appointments wait time for services significantly decreased.</p>
	<p>Programming 476 Participants</p> <p>WRC hosted 32 in-person, student-centered events that contributed to students' sense of belonging.</p>
	<p>Tuition Scholarships \$1,032,750</p> <p>With the addition of the Larry H. & Gail Miller Enrichment Scholarship (LHMS) to the WRC's scholarship portfolio, we were able to administer over \$1M to students.</p>
	<p>Student Support Funds \$69,770</p> <p>We supported 72 unique students with 74 awards to help them through unforeseen financial barriers that threatened their ability to stay in school. Issues included from housing, medical bills, lost jobs, and car repairs.</p>
	<p>Education Navigation 265 Appts.</p> <p>Our team of 2 Education Navigators hosted 265 appointments to provide holistic support to 195 unique students.</p>

The following highlights of a few positive impacts our efforts had on the campus community. continuing supporting students.

We offered the largest amount of scholarships to the largest number of students in our history. We are grateful for the investment from new and long-standing donors who entrust us with their gifts to continuing supporting students.

After 2 years of piloting and refining our Education Navigation model for scholars, we took on the Larry H. & Gail Miller Enrichment scholarship program, which required a new EdNav to join our team in December 2023.

Despite being a smaller team, our clinicians served 165 students and offer 1739 individual counseling sessions. This creative team addressed wait times, streamlined initial contact appointments, and responded to student feedback. The newly created Anti-Oppression Healing Art group, launched in spring, became a popular drop-in resource for students seeking support and creative expression.

Our programming team offered a series on Rest as Resistance and a Stitch n B!tch series, which was popular across campus. Additionally, our monthly drop-in community building events provided opportunities for students to make new connections and learn more about the WRC.

We are proud of our efforts to prioritize student belonging and holistic support. Those that connect with us later in their journey at the U often share that they wish they would have found us earlier. We are proud to serve these students, no matter when they find us.

"It is important that my therapist integrates my social identities (gender, race, sexuality, nationality, etc) in my therapeutic process." - WRC Client

OUR IMPACT



75% of clinical intakes were for new and unique students.
95% of students reported lowered psychological distress through therapy at the WRC.

The vast majority of program attendees (**91%**) shared that they felt a greater **sense of belonging** to the WRC community after attending our events.



WRC awarded **\$1,032,750** in tuition scholarships to **191** scholars.
A group of Heidi & Greg Miller Single Parent Cohort scholars celebrate their graduating peers.

WRC scholars continue to have a graduation & retention rate of over **90%**.
A group of Larry H. & Gail Miller Enrichment scholar-graduates pose with Gail Miller in May 2024.



II. MAJOR ACCOMPLISHMENTS

Student Support Funds

The WRC was able to award **\$69,770** to **70** students, and leveraged an additional **\$39,713** from other offices.

Increased Clinical Demand

WRC navigated an **18% increase** in clinical demand and managed the FMT training program with a smaller team.

Gained & Retained Staff

At the close of FY 23-24, the WRC was fully staffed after hiring a Training Coordinator and adding an Education Navigator to the team.

Successful Fundraising Efforts

The WRC successfully raised funds for new and continuing programs through the annual Raise A Glass fundraiser and UGiving Day efforts.

Transitioned LHMS to Scholarship Portfolio

In Fall 2023, WRC began overseeing the Miller Enrichment scholarship program which added **40** first-generation scholars and overseeing over **\$1M** to support them.

Established Recurring Community Building Events

We partnered with various centers in Student Affairs and beyond to host regular community-building programs, including the LGBT RC and CESB.

III. MAJOR CHALLENGES

Clinical Integration & Staffing Challenges

- WRC and UCC staff initiated the process of aligning practices and procedures between the two centers. The passage of HB 261 resulted in the discontinuation of the WRC Clinical Team.
- Staffing - The absence of a dedicated Training Coordinator over the past year resulted in the Associate Director of Clinical Services assuming additional responsibilities.

Larry H. & Gail Miller Enrichment Scholarship Transition

- WRC took over the LHMS program in November 2023. Taking on an additional 40 scholars and overseeing an additional \$1M mid-year was no small feat.
- We brought on a new Education Navigator to support the LHMS program in December and the role was vacated only 3 months later.
- FAFSA changes significantly delayed selection & award timelines.

Legislative Challenges

The 2024 legislative session, particularly HB261, significantly impacted the viability of our work. Despite the WRC's long-standing mission to serve all students, it and other-identity based resources centers were closed in order to comply with the bill by July 1. Closing out our work and planning for the reorganization took a considerable amount of time and emotional energy of our staff.

IV. STATUS OF STRATEGIC PROJECTS

Organizational Capacity

Align professional development with staff needs & goals

- ✓ Two clinicians received their licensure in clinical social work (LCSW)
- ✓ Clinical staff received CEUs from virtual trainings & conferences
- ✓ Three staff members attended in-person professional conferences in fields related to their content areas (NWSA & Generation Hope)

Internal Processes

Improve collaboration & strategic partnerships across campus

- ✓ Hosted 32 events with 14 campus partners across the year
- ✓ WRC Director co-chaired Women's Week with over 15 campus representatives
- ✓ Leveraged over \$39,000 from other centers across campus to support our Student Support Fund (SSF) applicants
- ✓ Fostered collaborations with School of Social Work & Educational Psychology Dept. to support the FMT training program
- ✓ Worked with Dream Center to host Dream.US intern and 19 students with tuition assistance

IV. STRATEGIC PROJECTS, CONTINUED

Finances

Diversify & build new funding sources

- ✓ Received \$20,000 from Crone's Council to focus on professional development
- ✓ Received nearly \$9,000 from NHH-UT to support outdoor programming for scholars
- ✓ Raised nearly \$10,000 at annual Raise A Glass event and \$4,000 for Giving Day

Expand scholarship portfolio

- ✓ Took over Larry H. & Gail Miller Enrichment scholarship to support first-gen students (\$1M)
- ✓ Received recommitment from Heidi & Greg Miller to support single parent scholars for 4 years (\$500K)
- ✓ Began administering Resolute Fund scholarship to support Math & Data Science majors (\$10K)

Students

Design student leadership program

- ✓ Designed Gender Justice Scholars program collaboration with Gender Studies Department
- ✓ Secured funding from Gender Studies to support 3 interns for 2024-2025 academic year

V. ACKNOWLEDGEMENTS & FAREWELL



The Women's Resource Center would not have existed without the incredibly long list of visionaries, donors, and committed staff members who dedicated their time, expertise, and resources over the years.

As we close the doors of this Center, we celebrate our 53-year legacy of supporting students and advocating for a more inclusive and equitable campus community. We hope the legacy continues to live on through the many amazing students who shaped the course of our work. Now with degrees in hand, they will now change their communities, both here at the U and beyond.

This reflection from Rupri Kaur hangs on our office wall. It speaks to our why, and our deepest hope for those who come after us:

"I stand on the sacrifices of a million women before me thinking what can I do to make this mountain taller so the women after me can see farther."

