University of Washington, Seattle
Services & Activities Fee
Fiscal Year 2027 Budget Request

CENTER

Unit Leads

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Budget Request Highlights

In this section, please list all line items for any changes in request amount greater than $1000, along with a short description of each line item and the amount requested. For all other changes under $1000, please list the total summed figures in a final "miscellaneous expenses" item at the bottom. Please ensure that all the SAF funded line items below and previous SAF allocation total add up to the requested amount. Our goal with this section is to provide an overview of the current financial state, along with any changes in SAF funding that are being requested this year.

Each unit's FY27 request may only represent a maximum increase of 6% or $38,000 over the unit's allocation for FY26 (whichever is higher in context of the unit's FY26 allocation).

While we would love to fund everyone's full request, SAF is financially constrained by the Washington State Legislature. RCW 28B.15.069 limits the amount that the Services and Activities Fee (SAF) is allowed to increase each year. For FY27, the SAF amount can be increased by a maximum of 4%. Requests beyond the maximum increase will be returned to units for corrections/updates.

Our unit's request in FY23 was **$585,835** and our award was **$585,835**.
Our unit's request in FY24 was **$632,702** and our award was **$604,635**.
Our unit's request in FY25 was **$653,005** and our award was **$632,505**.
Our unit's request in FY26 was **$670,455** and our award was **$651,005**.
Our request for FY27 is **$697,273,** which represents a **6% increase ($46,268)** from FY26**.**

In this section, please break each increase into its own sections (e.g. wage & benefits changes, increases in current employee hours/FTE, funding new positions, etc.). Example sections have been provided (you may delete the example sections).

Professional and Purchased Services **$13,000**

Our partners at the Husky Union Building have long provided the Q Center with free administrative support. While the HUB is not yet asking for the *full* cost from its dependent units for these services, the HUB will begin asking us to meet these costs, and the Q Center is poised to meet the full financial demand of them. Accordingly, we are seeking a partial increase to help us do so while not having to reduce programmatic spending by a drastic amount.

Supplies and Materials **$13,000**

As the cost of supplies continues to rise, the Q Center is experiencing increased expenses across core operational and programmatic materials. At the same time, our programming has expanded in scope and reach, including continued growth of the Marsha P. Johnson Memorial Library and Lounge, which requires ongoing investment in books, media, preservation materials, and accessibility support. This request reflects both inflation-driven increases and the material needs of expanded, student-facing programming, allowing us to sustain high-quality offerings without reducing access or impact for students.

Student Staff Wages and Benefits **$5,268**

Rising living costs in the Seattle/Puget Sound region, including housing, food, and child care, require us to offer **livable wages** to retain our staff. With additional funding, we will increase the **hourly base rate** to **$23/hour** for undergraduates and **$28/hour** for graduate students, with merit increases ranging from **$24-30/hour** for returning student staff, based on experience, academic level, and quality of past contributions. Because the Q Center is choosing to reorganize its professional staff rather than replace its recently vacant Deputy Director role, the Q Center has additional funds to underpin this increase in student staff wages. The original amount representing the necessary increase for student staff wages and benefits was $33,167. With our reorganization, we've reduced the overall increase by $27,899.

Space Maintenance and Updates **$15,000**

We intend to transform much of our storage space. At the moment, we are equipped with enough materials to keep student information confidential. And, we want to increase the quality of security *and* improve the function and feel of the environment, in accordance with patron feedback which lists the physical space as one of the most important aspects of their experience at the Q (See Appendix A). To do this, we will need to fit the space with new cabinetry and materials. This will need to extend to our main drop-in space as well.

Full Budget Overview & Justification

In this section, you will have the opportunity to explain your request in greater detail via the guiding question(s) below. You are encouraged to use graphs, charts, or other visual tools. Your goal for this section is to provide the SAF committee (and the public) with sufficient (and substantive) context and justification for the use of these funds.

1. **How are expenditures distributed across the programs and/or services your unit offers? Please provide a general overview of how much spending is allocated to each category of expense, such as staffing, materials, etc., as is applicable.**

The Q Center's expenditures continue to center on three primary areas: staffing, programming, and space operations. Our budget is intentionally designed to sustain a high-impact, student-centered resource hub that supports LGBTQ+ students, staff, and faculty and allies across the University of Washington.

While our core allocations remain consistent with prior years, FY26 includes a few significant structural updates to improve operational efficiency and financial sustainability.

Staffing
Staffing remains our largest area of expenditure, representing approximately 81% of the total budget. This includes salaries and benefits for three full-time professional staff members and multiple student employees.

- <u>Professional Staff:</u> In FY26, professional staff salaries and benefits totaled approximately $484,768 across four positions. As of November 30th of 2026, our Deputy Director departed in good standing to pursue the next step in their career. Rather than replacing this position, we are reorganizing the Q Center pro staff to distribute these responsibilities among the remaining team.
  - The Q Center's Assistant Director and Program Manager will be promoted to Associate Director of Operations and Assistant Director of Programs and Research, respectively.
  - The Director will also take on a portion of the Deputy Director's portfolio, though their title and compensation will not change.
  - Our restructuring strengthens internal collaboration, ensures continuity of services, and results in major cost savings—one of the key reasons we are not requesting an increase in funding for wages and benefits this year.
- <u>Student Staff and Interns:</u> We continue to invest approximately $163,000 annually in student wages and benefits for six undergraduate student staff,

four graduate student roles, and three interns. In FY26, $6,600 was offset through work-study, $17,305 through CIDF internship funding, and $15,000 through one-time support from the VP of Student Life (not available next year). We maintain our commitment to equitable compensation by paying at least $23/hour and ensuring our internships remain meaningful, skill-building experiences for students.

Programmatic and Material Costs
Program-related expenditures account for roughly 17% of the budget and include costs for events, community outreach, and educational programming.

- Programming and Events: Approximately $80,000 is dedicated to program materials, space reservations, catering, and signature events such as Lavender Graduation and our QWC (Winter Celebration) in collaboration with the ECC. This also includes operational support for the Marsha P. Johnson Memorial Library and Lounge. Reopened in Fall 2024 and remains the primary, non-UW affiliated LGBTQ+ special collections library centering LGBTQ+ histories and resources.
- Independent Contractors and Speakers: Around $8,000 supports guest speakers, artists, and consultants who bring expertise and representation to our community programming.
- Professional Development: Approximately $15,000 supports professional and student staff development through conferences, workshops, and trainings—ensuring our team continues to model excellence in leadership and service.

Physical Space Maintenance and Operations
We allocate funds to sustain and improve the Q Center's physical space, including supplies, furnishings, and technology. We plan to budget $15,000 this year for space and library enhancements, following $8,900 in FY26. These updates allow us to respond to increased usage and inflation-related cost increases. Our physical space maintenance is crucial for maintaining partnerships with the Seattle LGBTQ+ Center for STI/HIV testing and prevention. Space maintenance is also essential for our ongoing partnership with the UW's Counseling Center and the Let's Talk program. Our physical space is also reported as one of the most impactful parts of our services according to our research. (See appendix A)

Administrative Support Costs
Starting in FY26, the Husky Union Building (HUB) will begin charging units, including those within the Division of Student Life, for previously uncompensated administrative services. The Q Center will allocate approximately $25,000 annually for this service, which covers essential shared infrastructure and administrative processing.

Supplemental and Miscellaneous Expenses
Smaller but vital expenses—totaling less than 1% of the budget—include gender care and menstrual hygiene supplies (~$5,000), as well as costs for maintaining our computer lab cost. While sustainability partnerships, such as with the Campus

Sustainability Fund (CSF), help offset some costs, we continue to see increasing demand for transfemme-affirming items not covered under those funds.

Summary of Distribution

- Staffing: 81%
- Programming, Professional Development, and Contractors: 17%
- Space Maintenance, Administrative Services, and Miscellaneous: 2%

This distribution reflects our commitment to financial responsibility, staff investment, and programmatic excellence. The Q Center remains a nationally recognized model for LGBTQ+ and allied campus support—one that prioritizes student empowerment, equity, and belonging through intentional budgeting and stewardship of resources.

2. **Please give a summary elaborating on how SAF Funding has been used to support students** (*Please refer to dollar amounts in this discussion when possible*).

    a. In what ways has SAF funding been essential to supporting your unit's on-going services and role in the university? Please provide at least one specific example of a program/service.

SAF funding continues to be essential to the Q Center's operations and to fulfilling our mission of fostering connection and community among LGBTQ+ students, staff, faculty, and allies. Our annual surveys of queer and trans students consistently identify connection and belonging as their top needs at the University of Washington (See Appendix A). In today's increasingly polarized political climate, offering these opportunities for connection is more critical than ever—research consistently links social isolation among LGBTQ+ and allied students to lower academic engagement, retention, and overall well-being.

Through SAF support, we are able to deliver programming that directly addresses these challenges. SAF funding covers the staffing and materials for cornerstone programs such as Gayme Nights, Gender Discussion Group, A-Spec Discussion Group, and ColorMode, which provide identity-affirming peer spaces for hundreds of students each year. These programs are almost entirely SAF-funded through student staff wages, ensuring that those who lead the programs are also compensated for their time, creativity, and labor.

SAF also sustains our LGBTQ+ Competency Training Program, which provides workshops for departments and organizations across campus to strengthen inclusion and awareness. This initiative directly improves classroom and workplace environments for LGBTQ+ and allied students by increasing cultural responsiveness among faculty and staff. The Q Center is also beneficial for RSO learning as RSO's can request special training including Sexplanations (our Sexual Health Education training series), free of charge.

Finally, SAF continues to fund our annual Lavender Graduation, a 20-year tradition celebrating LGBTQ+ and allied graduates.. The event typically costs between $15,000–$20,000, covering space rental, catering, and staff time. The program allows us to celebrate up to 75 graduates, their families, their friends, and the UW allied community (approximately 300 guests in total). SAF's ongoing investment ensures this milestone celebration remains accessible and meaningful for students and their families.

b. How have your unit's services and programming changed over time, and how have you adapted the use of SAF funding?

As the campus community has grown and the needs of LGBTQ+ and allied students have become more complex, the Q Center has continued to evolve its programs and adapt its use of SAF funding. What began years ago as small social gatherings and individual support has expanded into a broad portfolio of initiatives, including identity-based discussion groups, skills workshops, and collaborative events with campus partners.

We have intentionally prioritized student leadership in these programs—many of our most innovative and high-impact initiatives are designed and facilitated by SAF-funded student staff. These talented students bring unique insight, creativity, and lived experience to their work, allowing the Q Center to remain responsive to emerging needs across queer and trans communities.

SAF funds are now more frequently used to cover materials, speaker honoraria, and supplies for these student-led programs, along with essential resources such as free menstrual hygiene products, gender care supplies, and mental health workshops. This shift reflects a commitment to meeting not only students' social and emotional needs but also their material and wellness needs in an equitable way. (See Appendix A for further information on wellbeing)

c. Are there programs/services that SAF has funded in the past that your unit no longer provides?

Some services previously supported by SAF have been phased out or reimagined in response to changing student interests and participation levels. For example, the annual LGBTQ+ Talent Show was discontinued after declining attendance and shifting campus interests. Similarly, while we no longer host our own LGBTQ+ Film Series, we have strengthened partnerships with community organizations such as Three Dollar Bill Cinema. In October 2024, during the Seattle Queer Film Festival (SQFF), we collaborated to distribute discounted tickets to UW students, staff, and faculty—continuing to meet this cultural interest while expanding reach beyond campus.

These changes demonstrate a thoughtful evolution toward programming with greater student impact and sustainability. The Q Center now prioritizes initiatives such as mental health programming, gender care support, and LGBTQ+ education for faculty and staff, ensuring SAF dollars continue to produce direct benefits for students and the broader campus climate.

d. Are you currently using your unit's allocation for new programs or services that were not originally requested as an item in your SAF budget request?

While most SAF funding continues to support ongoing programs, we remain flexible in adapting to new or emerging student needs. Over the past year, this flexibility has allowed us to expand our mental health and gender care initiatives - two areas of increasing importance within the LGBTQ+ community. With SAF funding, we were able to launch our A-Spectrum Discussion Group in 2024 and it is now one of our most popular programs. SAF funding has also enabled us to provide mental health workshops, supply gender-neutral hygiene products, and ensure the continued availability of trans-affirming care items for students who need them most.

Additionally, this year we launched a new discussion group in collaboration with CIRCLE (Center for International Relations & Cultural Leadership Exchange) to support LGBTQ+ international students and allies. This group responds to a clear need identified by students who often experience additional cultural and linguistic barriers when navigating identity and belonging on campus. This initiative, also supported through SAF funding, exemplifies our commitment to inclusivity and partnership while expanding the scope of our community-building work.

3. **What is the nature of your reserves/fund balances? For what purposes do you hold reserves? How were they accrued?** (Reserves/Fund balances are termed and considered differently in every unit. If you are unsure of what these terms mean or would like clarification on anything, please reach out and ask.)

The Q Center maintains modest reserves to ensure financial flexibility, operational stability, and the ability to respond to emerging student needs. These reserves are a critical part of our long-term fiscal planning and allow us to adapt without disrupting services that students rely on.

Our reserves are primarily used for the following purposes:

- Emergency and Unanticipated Costs: Reserves provide a safeguard for unplanned expenses, such as equipment replacement or other urgent needs that fall outside of annual budget projections.
- Sustainability of Long-Term Projects: For established initiatives like Lavender Graduation, our reserves act as a buffer to manage costs and maintain continuity during lean funding periods.
- Future Strategic Initiatives: Reserves also enable the Q Center to pilot new programs and scale successful ones that may not yet be covered by recurring SAF funding. For example, our Policy Literacy Program in FY24 began as a reserve-funded pilot before becoming part of our regular programming portfolio.

This year, we strategically utilized a portion of our reserves to cover the newly implemented Husky Union Building (HUB) administrative fee – a $25,000 annual expense now required of all units supported by the HUB. We viewed this as both a necessary and collaborative investment in the shared infrastructure that supports our operations and our colleagues' work.

In addition, we modestly increased student staff wages beyond prior years to reflect the high level of expertise, leadership, and professionalism our current team brings to their roles. This intentional adjustment ensures that compensation remains equitable and competitive, particularly for students whose specialized skills are essential to our programs' success.

Our reserves have been accrued over time through careful budget stewardship, including underspending in select areas, cost savings from staff reorganization, and funds carried forward from unspent program allocations in previous years. We continue to manage these funds prudently to sustain the Q Center's capacity to serve students effectively, respond to change, and invest in the long-term strength of our community.

Budget Breakdown

In this section, please include a breakdown of your requested revenues/expenses for FY27 your unit's budget for FY26, and your unit's actuals for FY25.

Budget Breakdown

Operating Revenues	FY27 Request	FY26 Budgeted	FY25 Actuals	Notes
SAF Funds	$ 697,273	$ 657,805	$ 643,005	
Core Funds	$ -	$ 11,233	$ 17,305	
Grants				
Other Student Fees		$ 1,153		
Auxiliary Revenues	$ 20,500	$ 21,000	$ 33,500	Revenues received from campus partners and occassional training fees charged to departments.
Total Revenue	**$ 717,773**	**$ 691,191**	**$ 693,810**	
Change From Previous FY (%)	**3.85%**	**-0.38%**		

Operating Expenses	FY27 Request	FY26 Budgeted	FY25 Actuals	Notes
Salaries & Wages				
Permanent	$ 284,752	$ 357,442	$ 340,548	Reduction of one permanent staff member from FY26 to FY27.
Student/Temporary	$ 163,256	$ 127,344	$ 101,712	Increase in student staffing to support lower permanent staffing levels
Retirement & Benefits				
Permanent	$ 92,544	$ 108,305	$ 103,186	
Student/Temporary	$ 26,544	$ 29,289	$ 23,394	
Supplies and Materials	$ 58,000	$ 30,000	$ 23,856	
Professional & Purchased Services	$ 59,287	$ 44,459	$ 15,281	
Travel	$ 3,000	$ 3,000	$ 3,008	
Utilities	$ 1,224	$ 852	$ 1,136	
External Funding Allocations	$ 5,850	$ 4,000	$ 2,764	
Capital Projects/Expenditures				
Other Operating Expenses	$ 2,799	$ 5,000	$ 3,571	
Total Expenses	**$ 697,256.00**	**$ 709,691.00**	**$ 618,456.00**	
Change From Previous FY (%)	**-1.75%**	**14.75%**		

Fund Balance	FY27 Request	FY26 Budgeted	FY25 Actuals	Notes
Unallocated	$ -	$ -	$ -	
Allocated	$ 240,511	$ 219,994	$ 170,880	
Restricted	$ 260,967	$ 248,540	$ 224,145	
Total Fund Balance	**$ 501,478.30**	**$ 468,534.00**	**$ 395,025.00**	
Change From Previous FY (%)	**7.03%**	**18.61%**		

Total Change From Previous FY ($)	**$ 71,961.60**	**$ (20,345.00)**	**$ 242,725.00**	
Total Change From Previous FY (%)	**115.99%**	**95.67%**		

The template and instructions can be found here: [SAF FY27 Budget Breakdown.xlsx]

[paste your completed budget breakdown here (we recommend pasting it as a picture to preserve formatting)]

Information on Other Revenues:
If you have other sources of revenue, please give an overview of those anticipated revenues (including new sources) and how you expect them to change in the coming years. If relevant, include a breakdown of services & positions funded by SAF vs other revenues.

In addition to SAF funding, the Q Center maintains a small but meaningful portfolio of recurring and project-based funding sources that help sustain and expand key student services.

The Campus Sustainability Fund (CSF) continues to be a core external partner, supporting two of our flagship initiatives:

- Menstruation Station Program — $5,000 per year for three years (totaling $15,000), which covers the purchase and distribution of menstrual products across campus.
- EnGender Program — $6,000 per year for three years (totaling $18,000), which supports gender inclusivity initiatives, including supplies, educational materials, and workshops.

CSF contributions allow the Q Center to direct a greater share of SAF funding toward staffing and core programming, including discussion groups, community events, and unpaid LGBTQ+ safe and supportive environment trainings. While we do charge for some trainings, cost can be a barrier for many units and departments that need this learning. CSF support for other programs allows us to direct SAF funding to offset financial barriers for units in need. .

These customized workshops typically range from $1,000 to $2,500, with all revenue reinvested directly into Q Center programming – supporting expenses not covered by SAF, such as food, some materials, and outreach supplies. This reinvestment increases the accessibility and impact of our SAF-funded programs and services. Looking ahead, we anticipate continued CSF support while pursuing additional funding through sustainability-, health-, and wellness-focused grants.

Additionally, the Campus Internship Development Fund (CIDF) has provided annual support for our student internship placements over the past three years, with awards ranging from $5,000 to $17,000. This funding is competitive and must be renewed annually, but it remains an important source of supplemental support for student employment.

Together, these diverse revenue sources strengthen the Q Center's financial resilience, allowing us to maintain high-impact programming while ensuring that every dollar, whether from SAF or external partners, is reinvested into creating a more connected and inclusive campus community.

Additional Questions

1. **The following questions will help us understand your unit's priorities.**
   a. **How would you adjust your operations if you did not receive your full FY27 request? Please elaborate on the potential impact on staffing and services.**

If the Q Center did not receive its full funding request, staff compensation and retention would be our primary concern. Competitive wages are essential to sustaining the quality of services and programs that students depend on, and limited funding could challenge our ability to maintain those standards. Reduced compensation or staffing capacity would affect morale and retention among our professional and student staff, ultimately impacting the student experience and sense of belonging—both key factors in LGBTQ+ and allied student retention and success at UW.

We have already taken proactive steps to strengthen our financial sustainability. As of November 30th, we began reorganizing the Q Center's professional staff structure, following the Deputy Director's departure. Instead of filling the vacant position, we are redistributing those responsibilities among existing staff and elevating two roles into new leadership positions. This reorganization reduces long-term costs while maintaining program quality and service coverage.

In the event that our full request is not funded, we would build on this same approach—maximizing efficiency through thoughtful restructuring rather than immediate cuts to student-facing programs. Our priority would be to preserve core services, such as peer discussion groups, community events, and essential resource offerings. We would also continue conducting regular efficacy analyses through formal surveys, feedback forms, and observational data to identify programs that can be scaled back or restructured with the least disruption.

If necessary, we would increase collaboration with campus and community partners to share programming costs and explore low-cost engagement opportunities, including volunteer or for-credit student roles that align with our values and educational mission. Transparent communication with our students and partners would remain central to any transition, ensuring our community understands how and why adjustments are made.

While reduced funding would require difficult decisions, the Q Center's reorganization, strategic planning, and commitment to innovation position us to adapt responsibly and sustain the impact of our work.

b. What if you received 4% less than your FY26 allocation? Please elaborate on the potential impact on staffing and services.

If the Q Center were to receive less than its FY25 allocation, we would take a strategic and deliberate approach to reallocating resources in order to protect our most essential student services. Our priority would remain programs with the most direct and meaningful impact on students' well-being—especially those that foster belonging and connection, such as gender-inclusive programming, distribution programs, and peer discussion groups.

In this scenario, we would scale back or postpone lower-impact or non-urgent initiatives such as ColorMode, Gayme Night, Grad Student Night, or other exploratory programs. We would also look for ways to streamline programming schedules and expand partnerships across campus to share costs.

As outlined in response to question (1.), it is important to note that the Q Center has already begun reorganizing its staffing structure to improve long-term sustainability. Following the Deputy Director's departure in late 2025, we made the intentional decision not to hire a replacement. Instead, those responsibilities are being redistributed among the three remaining professional staff. As part of this reorganization, the Assistant Director and Program Manager are being promoted into new roles—the Associate Director of Operations and the Assistant Director of Programs and Research—while the Director will assume additional oversight responsibilities without a pay increase. This approach reduces salary and benefit costs while maintaining operational coverage and service quality.

If our allocation were to fall modestly below FY25 levels, we would likely pause any additional wage increases beyond state merit adjustments and refrain from adding new Graduate Program Coordinator or intern positions. A more significant reduction could require temporary decreases in staff hours or student positions.

Even in the face of reduced funding, our ongoing reorganization and strong fiscal management position us to sustain core programs and uphold student trust, ensuring that LGBTQ+ and allied students continue to have access to affirming, high-quality support at the University of Washington.

c. **What student services/programs are integral to your mission that you would not cut even if you received an amount less than your FY26 allocation? Why?**

Even in the event of a funding reduction, there are several core programs and services that are essential to the Q Center's mission and would remain protected. These offerings directly uphold our commitment to student well-being, belonging, and equity, and are foundational to how we serve the UW community.

- Open Space and Drop-In Hours: Our physical space remains a vital resource for students seeking safety, connection, and affirmation. While hours could be adjusted if necessary, maintaining regular drop-in access would remain a top priority. This open space model allows students to gather informally, access resources, and build community throughout the academic year. We are open for 20 hours per week during our drop-in time. We are open an additional 12-15 hours each week for after hours programming, events, and miscellaneous commitments.
- Coaching and Support Services: Individual coaching is central to our student support work, particularly for those navigating challenges related to gender identity, sexual orientation, or intersecting marginalized experiences. This service provides advocacy, guidance, and connection to mental health and wellness resources across campus.
- Educational Programming: Our LGBTQ+ Core Competency Training and related workshops are integral to creating a safer, more inclusive campus environment. These programs build awareness and allyship among faculty, staff, and students, advancing a culture of equity that benefits the entire UW community.
- Menstruation Station and EnGender Programs: Supported by the Campus Sustainability Fund (CSF), these initiatives ensure access to menstrual hygiene products and gender-affirming care items. They meet essential material needs for students and directly reinforce our values of accessibility, dignity, and inclusion (See Appendix A).

These services embody the Q Center's mission and would be prioritized regardless of budget constraints. They are the foundation of our work and the clearest expression of our commitment to fostering a supportive and affirming environment for all LGBTQ+ students and allies at the University of Washington.

2. **If you are projecting a net deficit for your overall FY27 budget, please provide additional context for this net deficit (e.g. reallocation of carryover funds from previous fiscal years, extraordinary expenses necessary to meet operational needs, etc.) and how this might impact your operations.** *(Optional – Answer "N/A" if not relevant to your unit)*

N/A

3. **What is one program/service your unit would like to work towards building to enhance students' out-of-class experience at the University? How much would it cost?**

If we had the opportunity to build or expand programming to further enhance students' out-of-class experience, we would continue investing in the Q Center Library and strengthen our small, community-based event series.

The Marsha P. Johnson Memorial Library, relaunched in 2024, has quickly become a vital resource for students seeking affirming materials, quiet space, and cultural connection. With additional funding, we would expand our collection, improve digital accessibility, and create a curated lending system that better serves students across all three campuses. Estimated additional cost: $10,000 annually for expansion, digitization, and maintenance.

We would also like to deepen investment in our small-scale social and educational programs, such as Gayme Night, which builds low-barrier community connections through shared play, and Sexplanations, our evidence-based workshop series that promotes sexual health, consent, and wellness. These programs are high-impact, relatively low-cost opportunities that bring students together in affirming, educational, and joyful spaces. Estimated cost for program expansion: $XXX annually.

4. **How does your unit ensure that student fees do not subsidize non-student, academic, research, and other costs that are the primary responsibility of the University and its colleges?**

We take great care to ensure that student fees are used exclusively to support student-facing services and programs. SAF funding is never allocated toward academic research, departmental administration, or other university functions outside the scope of student engagement.

All SAF expenditures are tracked through distinct budget categories tied to specific programs, student staff wages, and materials. Each expense undergoes review by our professional staff, and we maintain transparent monthly reconciliation processes to confirm compliance with SAF guidelines.

Additionally, when Q Center staff provide external trainings or consultations that generate revenue, those funds are segregated and reinvested into community-building activities and materials not covered by SAF—such as food and accessibility supplies—ensuring that student fees are not subsidizing non-student operations.

5. What active roles do students and their views play in your unit's decision making?

Students play an active and continuous role in shaping the Q Center's priorities, programming, and operations.

- Student Staff Leadership: Our student employees design, coordinate, and evaluate most Q Center programs. Their insights guide our yearly programming calendar and resource allocation.
- Community Feedback: Each year, we administer pre- and post-organization-wide program surveys, along with post-event evaluations, to assess impact and identify areas for improvement (See Appendix B).
- Direct Communication: We maintain open feedback channels throughout the year—through email, social media, and in-person engagement—allowing students to share perspectives that directly inform decision-making.

This participatory structure ensures that the Q Center remains responsive to evolving student needs and that our programs continue to reflect the lived experiences and priorities of the LGBTQ+ and allied student community.

6. How are you utilizing the SAF logo? In what ways do you spread awareness of your affiliation with SAF? Attach an example if applicable.

The Q Center proudly acknowledges SAF support across nearly all of our programming and communications. We display the SAF logo on:

- Flyers, posters, and digital graphics for all SAF-funded events and programs
- Training and workshop materials created and delivered with SAF-funded labor
- Email newsletters and website pages promoting student-centered programming

This consistent visibility reinforces the essential role SAF plays in sustaining LGBTQ+ and allied services at UW and helps students understand how their fees directly support their campus community.

7. **When projecting out 1-3 fiscal years, what challenges, if any, do you foresee for your unit (policy changes, financial, etc.)? How could SAF be helpful in navigating these challenges?** *(Optional – Answer "N/A" if not relevant to your unit)*

Looking ahead 1–3 fiscal years, we anticipate several challenges that could shape our work and the needs of our community.

Most significantly, we are closely monitoring the broader political climate, as federal and state-level efforts targeting LGBTQ+ inclusion may influence university policies or public attitudes. These pressures could increase the demand for Q Center programs, advocacy, and visibility, while also creating new safety and resource challenges for queer and trans students.

Financially, rising operational costs and the need to sustain competitive wages within constrained university budgets remain ongoing considerations.

In this context, continued SAF support is critical. It allows us to maintain stability during uncertain policy shifts, ensure livable wages for student employees, and provide responsive programming that helps students feel safe, affirmed, and connected—regardless of external political climates. SAF funding makes it possible for the Q Center to remain both a refuge and a site of empowerment for LGBTQ+ and allied students at UW.

Appendices

Appendix A: Pre- and Post-Survey Results
Prepared by Joie Waxler, MPH, MSW

Appendix B: 2024–2025 Academic Year Report: Full Year Review of Programs
Prepared by Joie Waxler, MPH, MSW

2024-2025
Academic Year Report
Full Year Review of Programs

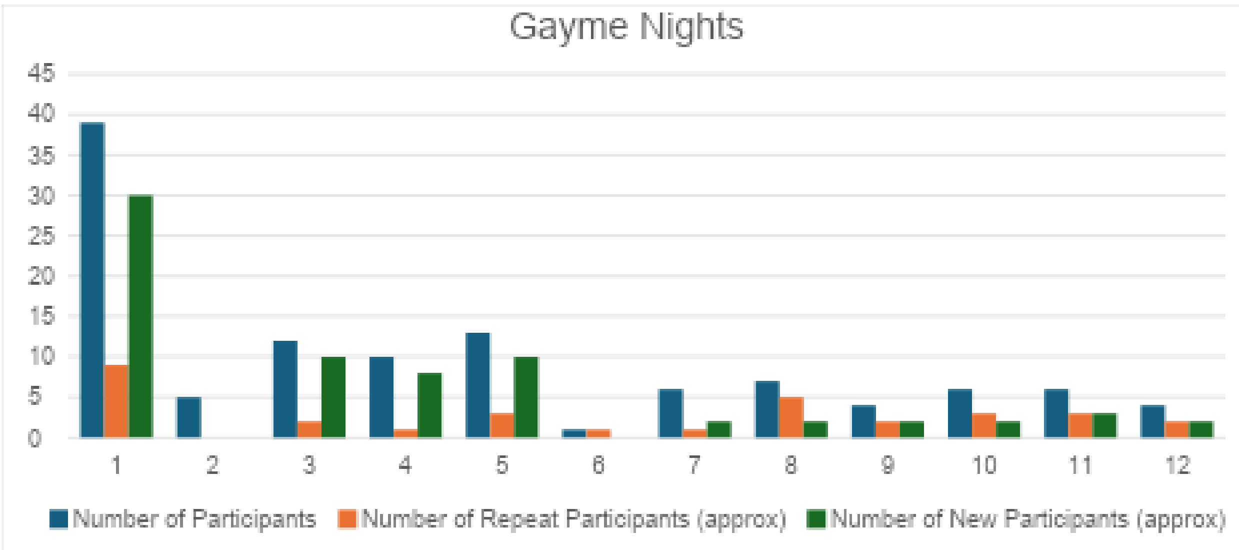
Joie Waxler, MPH, MSW
Q Center, University of Washington

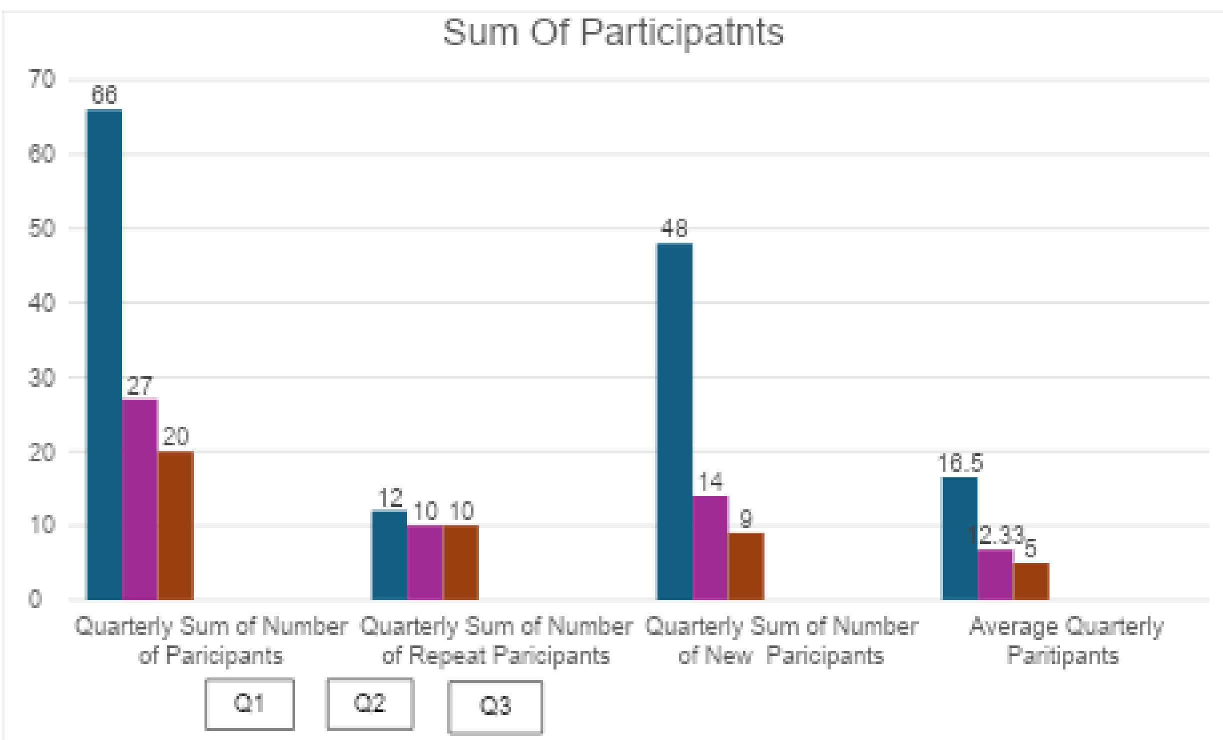
CENTER

Engagement

Gayme Nights

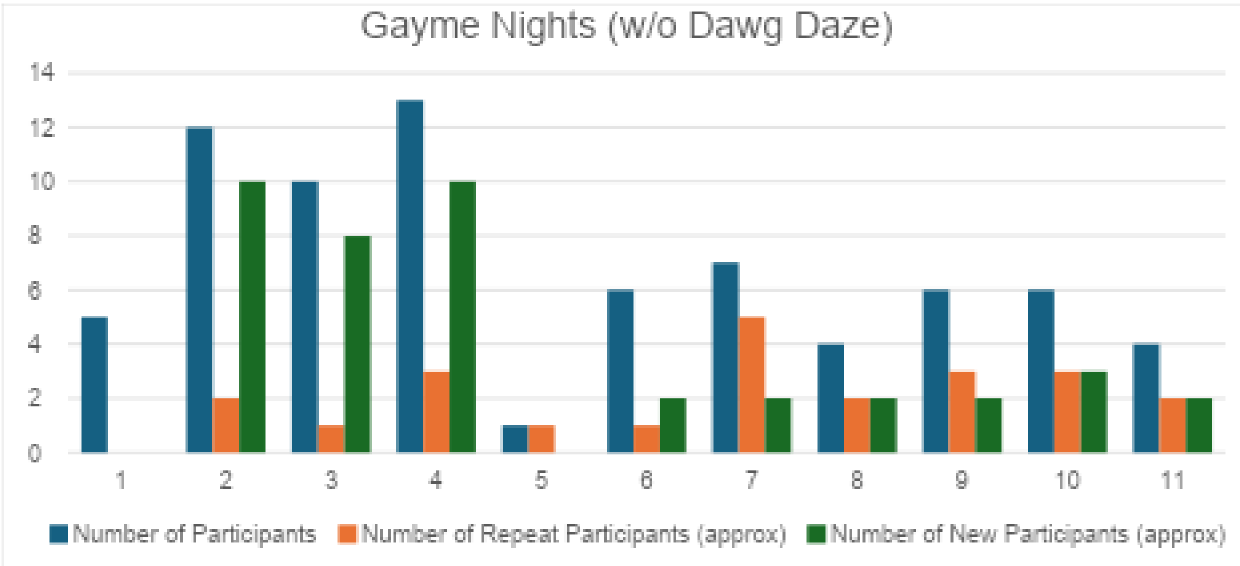
Total Engagement: 113 (w/ Dawg Daze)

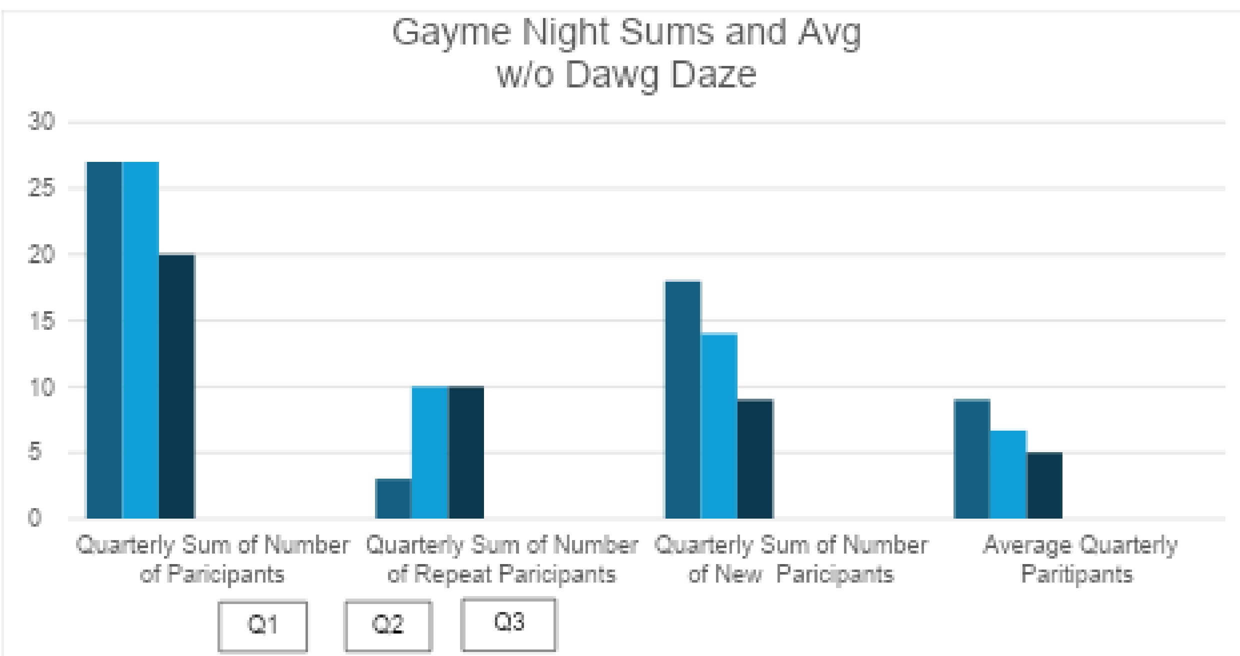




Gayme Nights w/o Dawg Daze

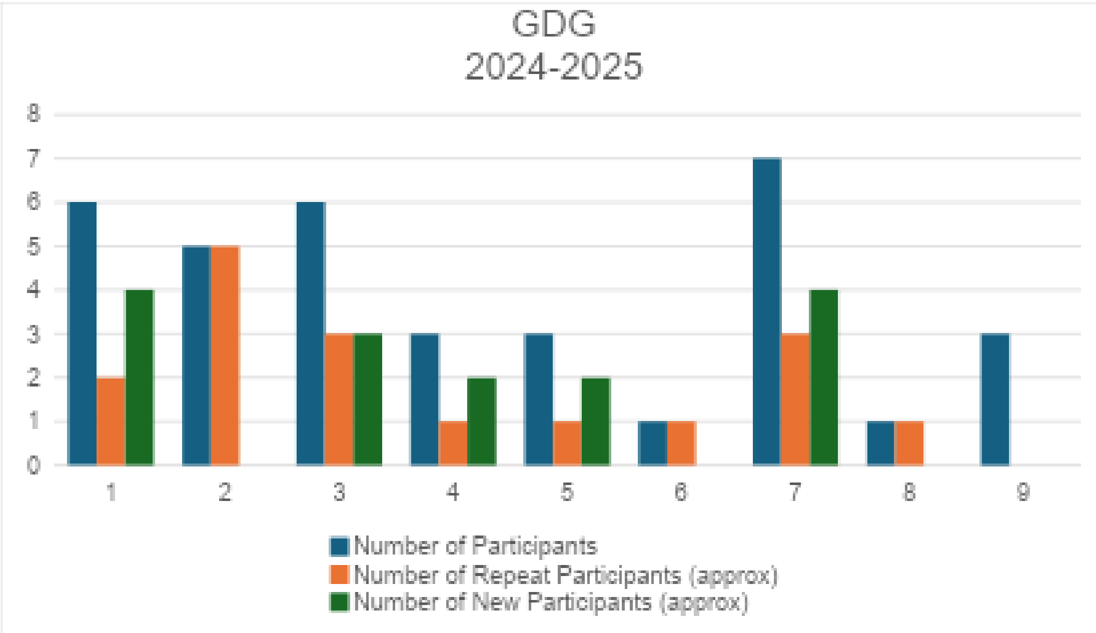
Total: 74

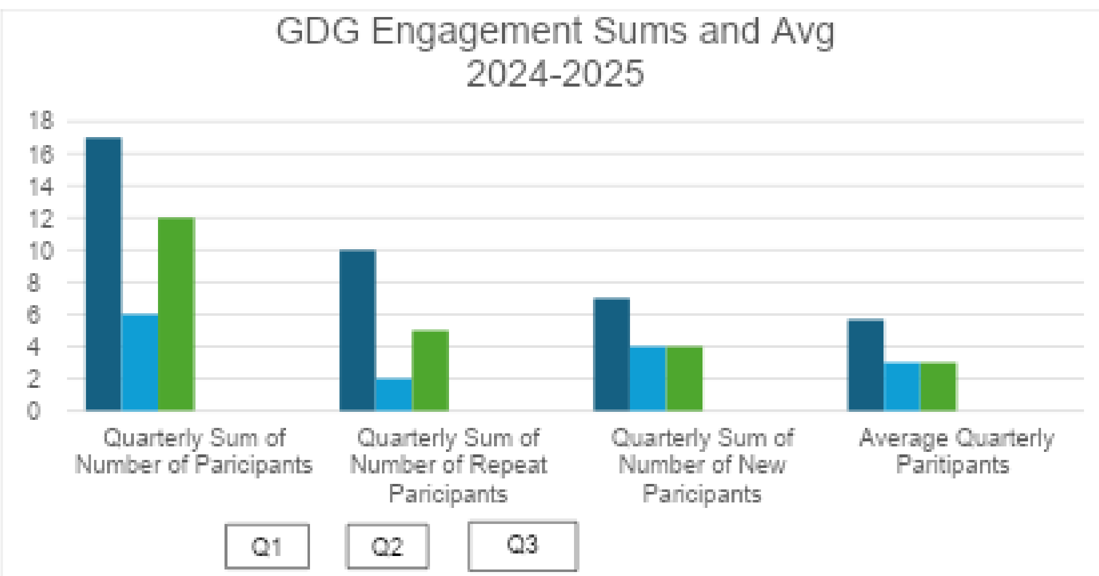




Gender Discussion Group

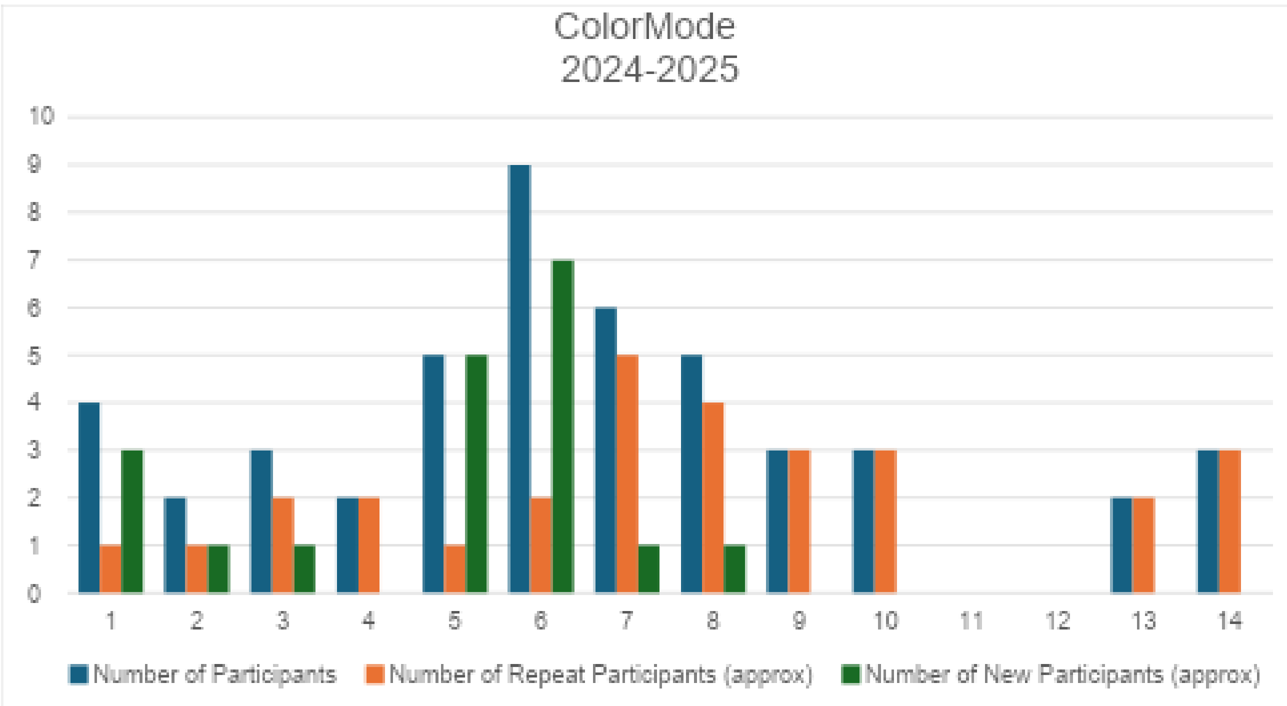
Total Engagement: 35

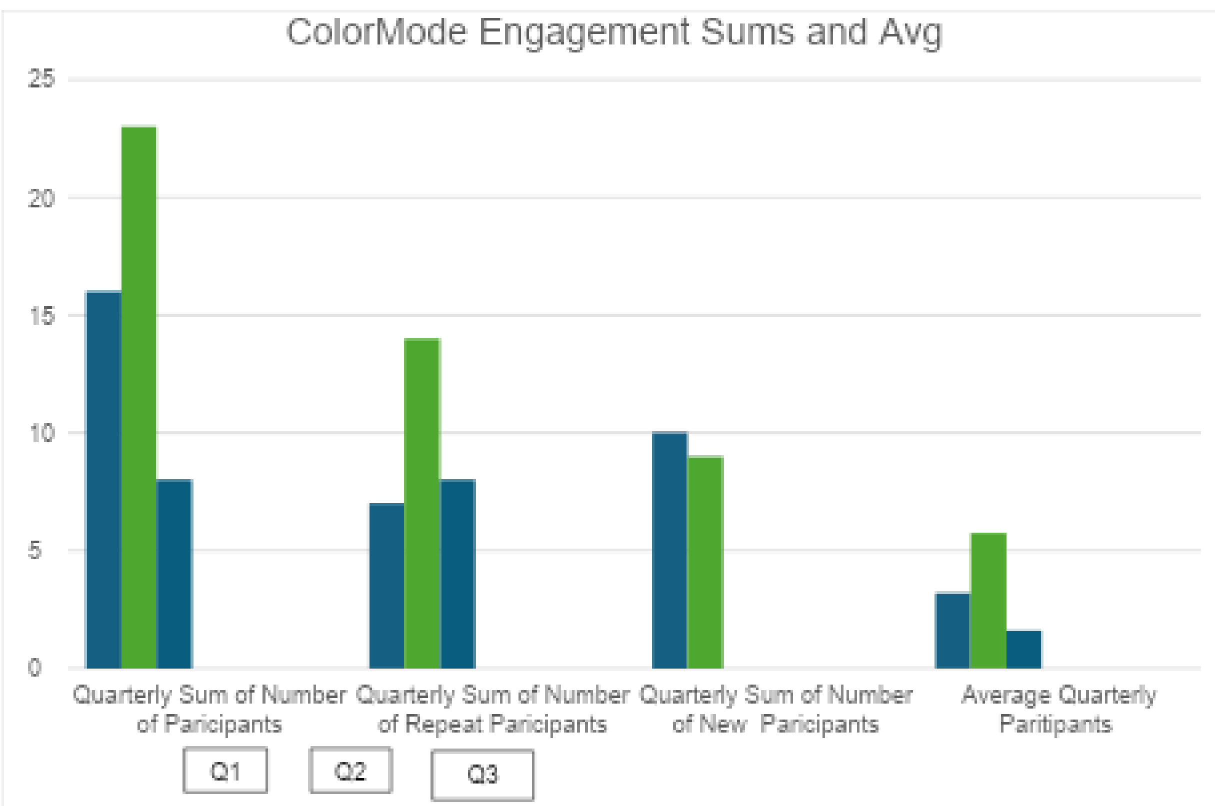




ColorMode

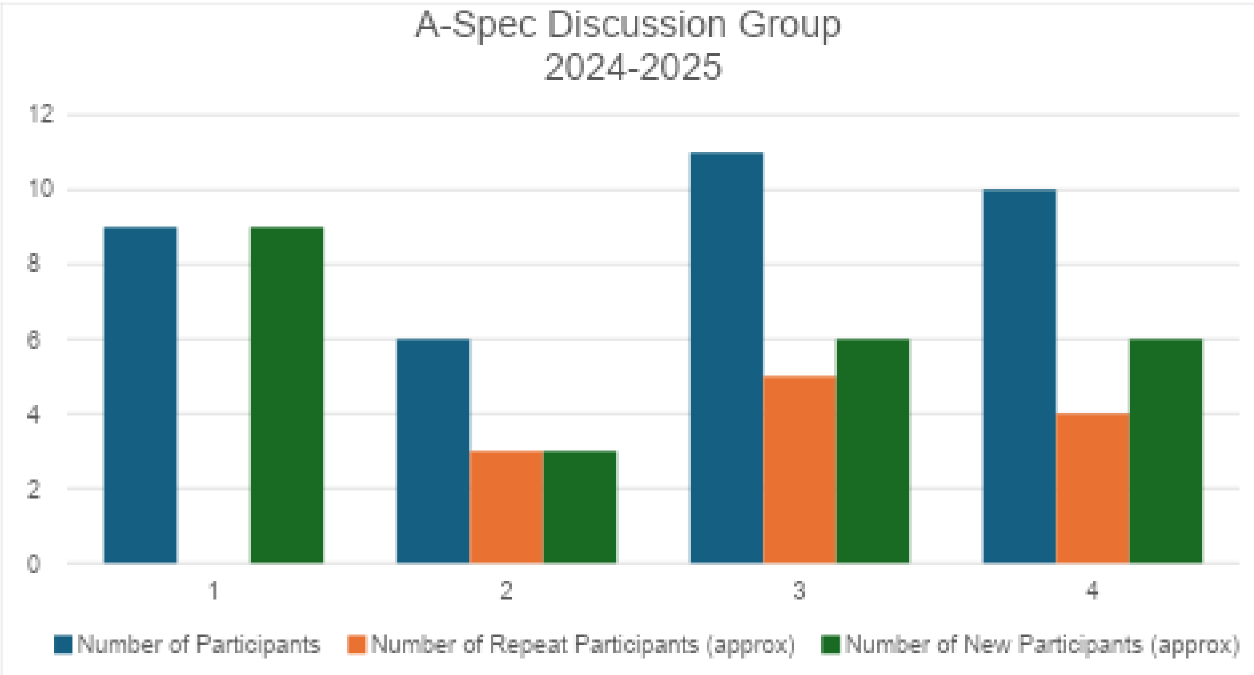
Total Engagement: 47

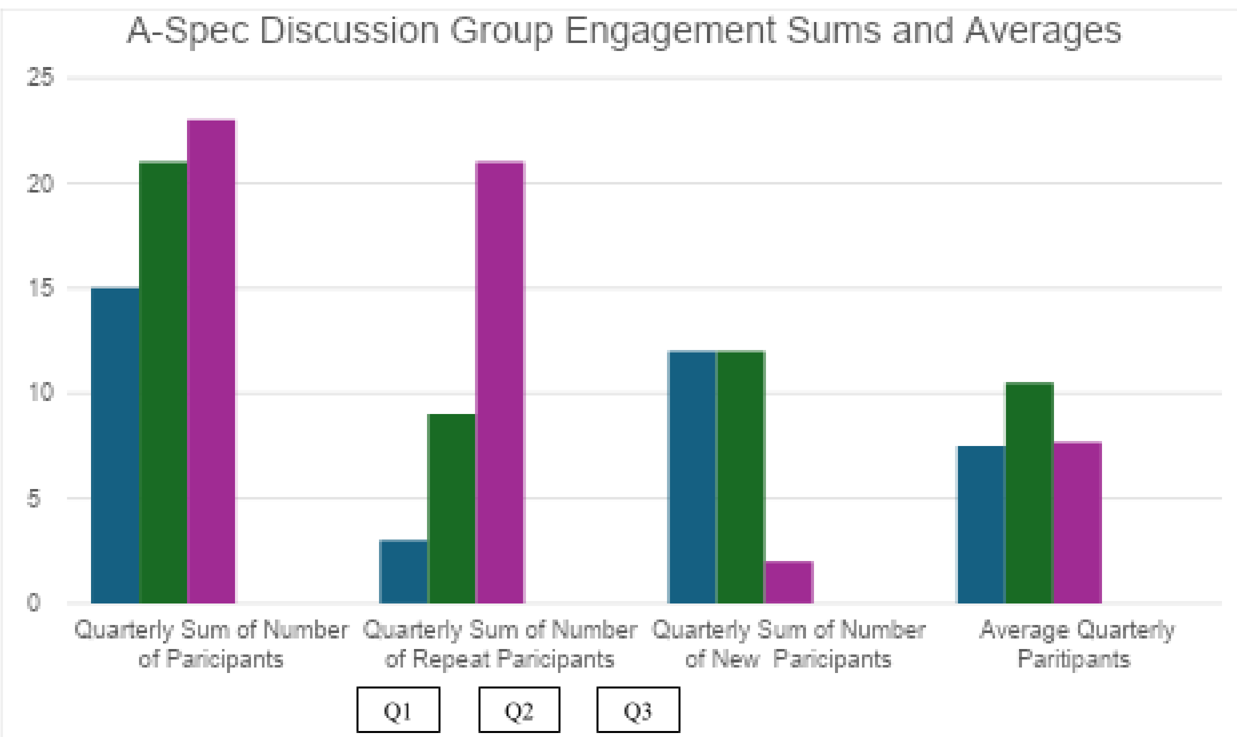




A-Spec Discussion Group

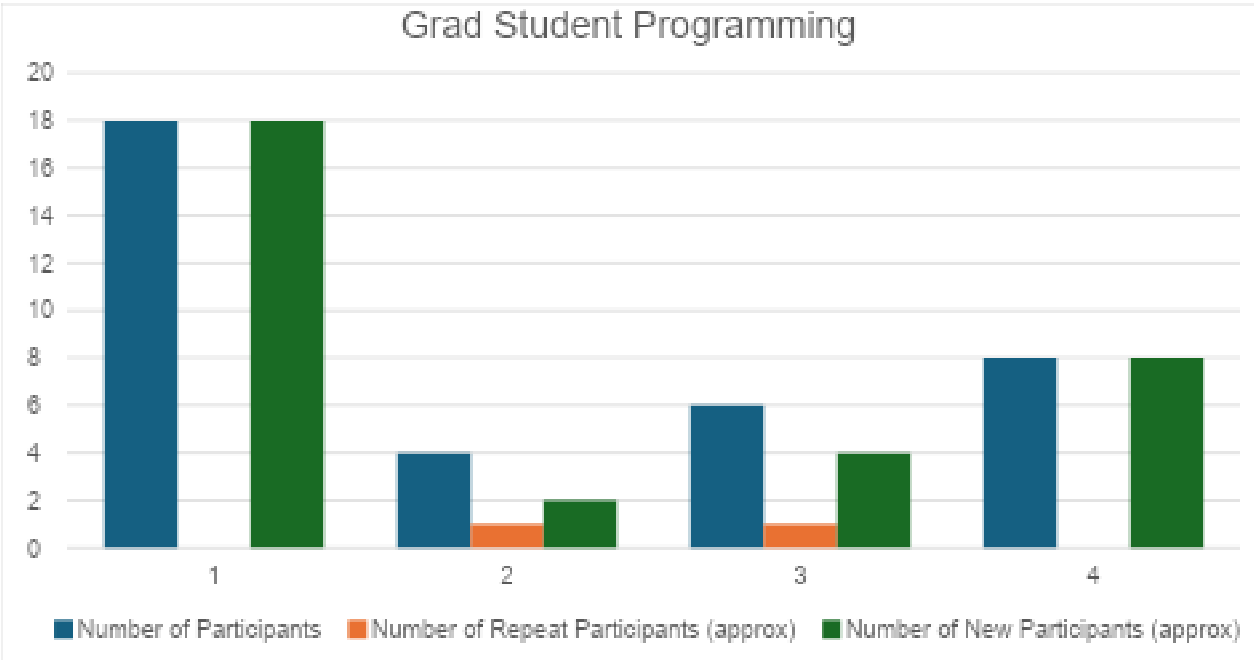
Total Engagement: 59

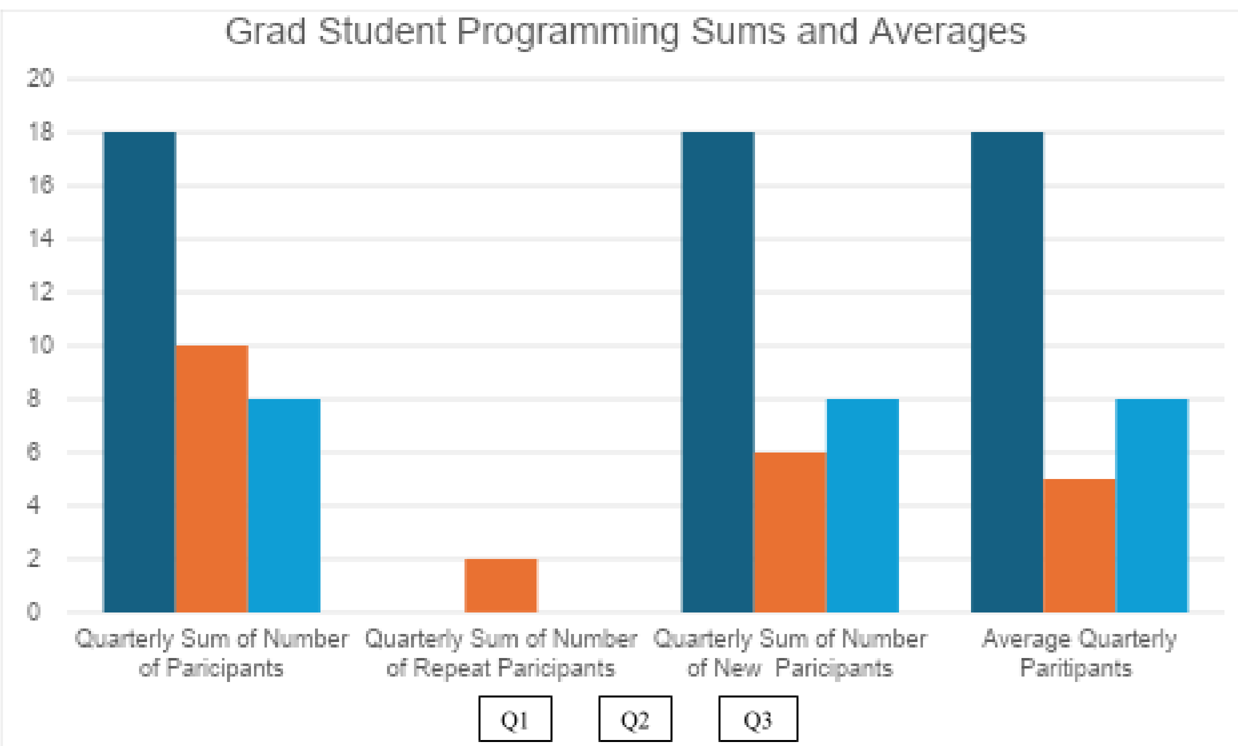




Grad Student Programming

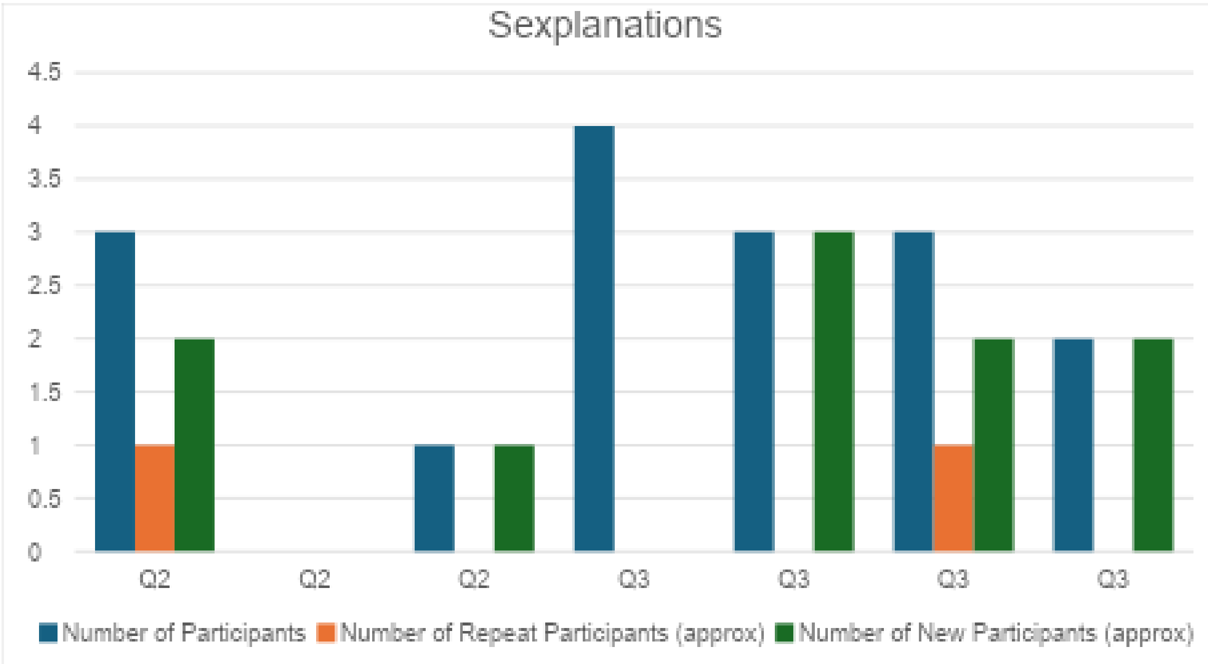
Total Engagement: 36

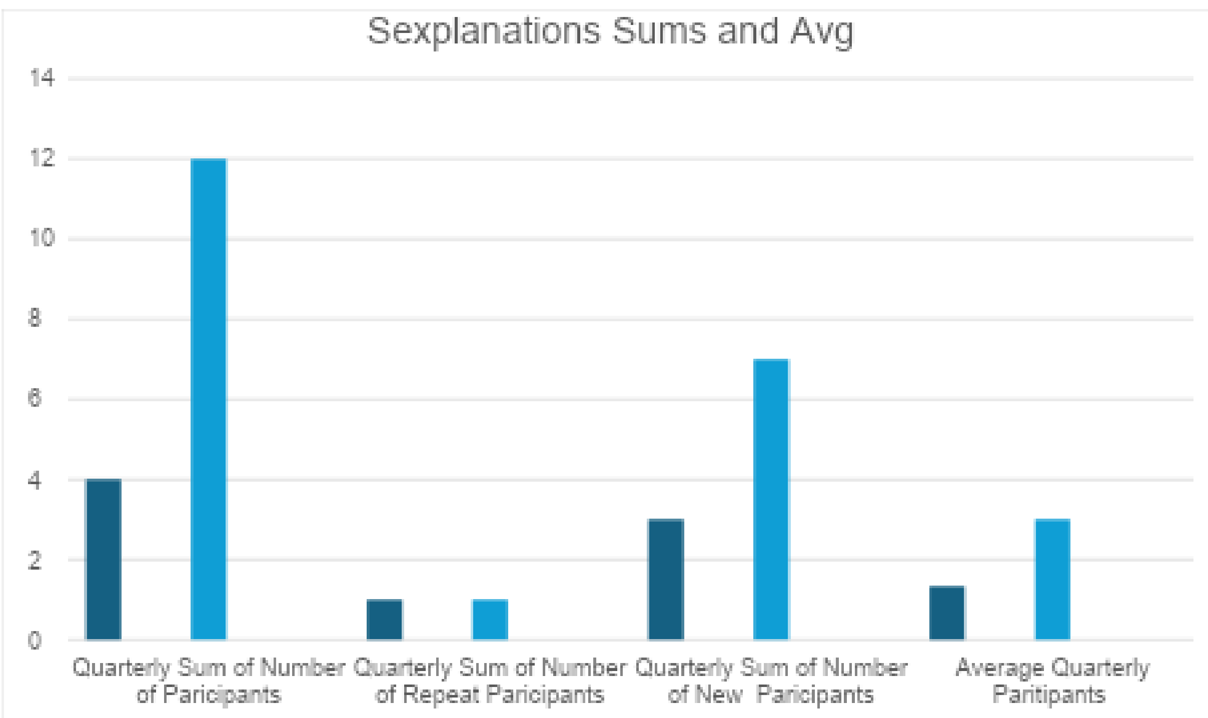




Sexplanations Workshops

Total Engagement: 16





Sexplanations Resource Distribution

Total Engagement: ~700 individuals served

Event Engagement:

- HUB Halloween: 210
- HUB Valentines Day: 30
- Rocky Horror Picture Show: 400
- General daily resource distro throughout the year: ~50

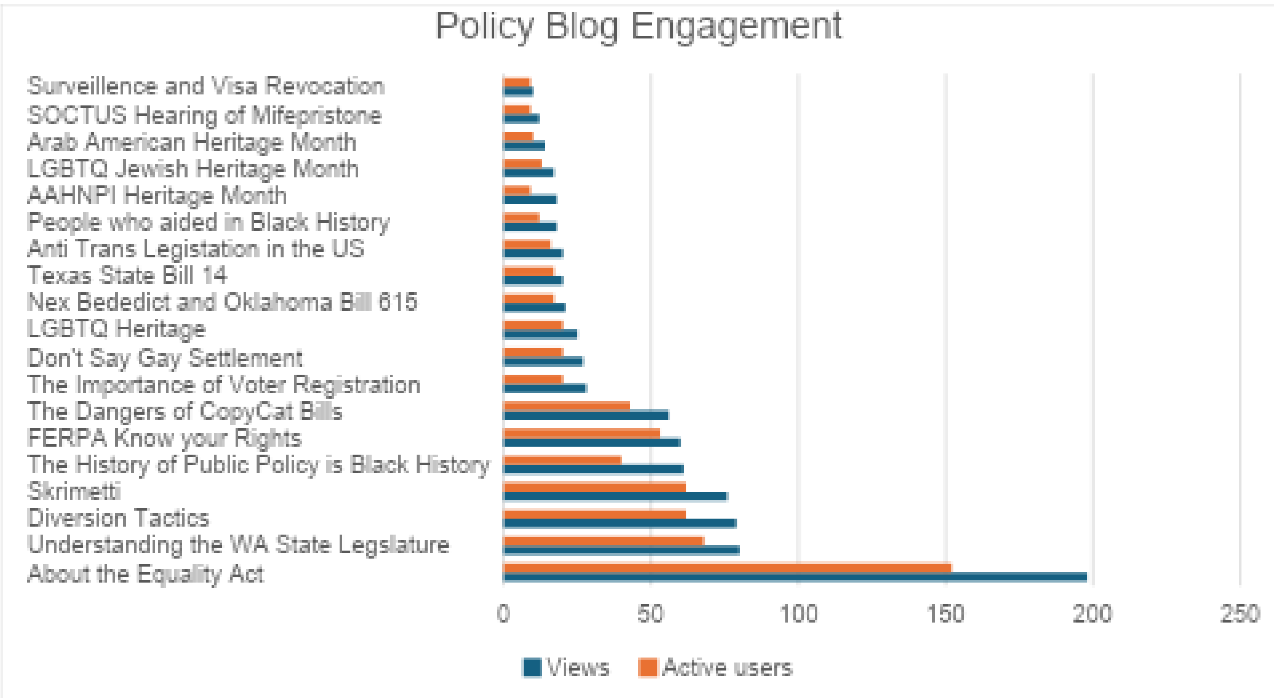
Resources Distributed:

- Condoms
  - Internals and Externals
- Lubricant
- Dental Dams
- Gloves
- Finger Cots
- Instructional materials

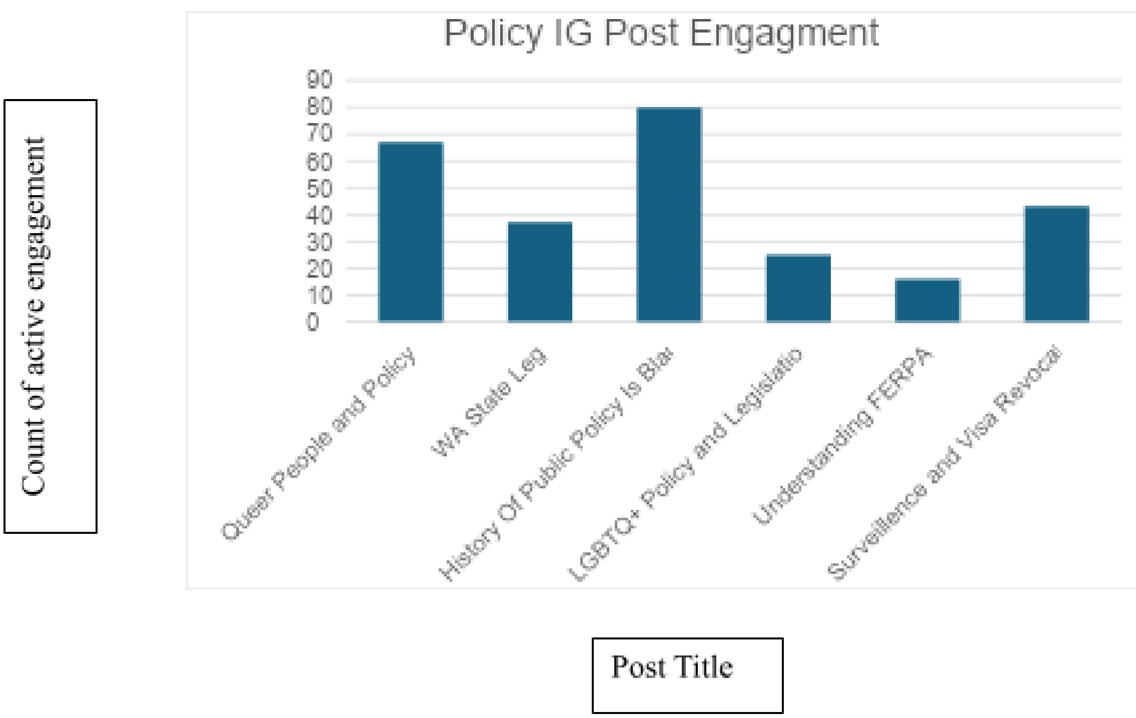
Policy Posts

Blog Engagement (data collected by Nhu Tat)

Policy Page viewed 198 times, actively used 152 times

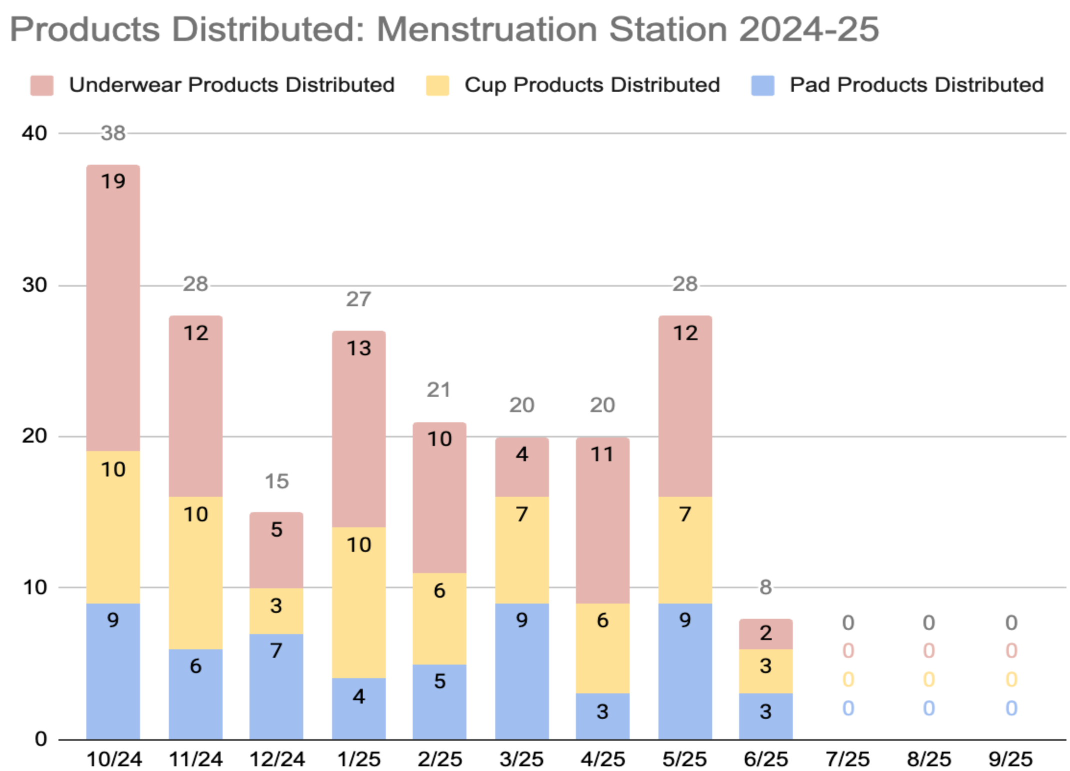


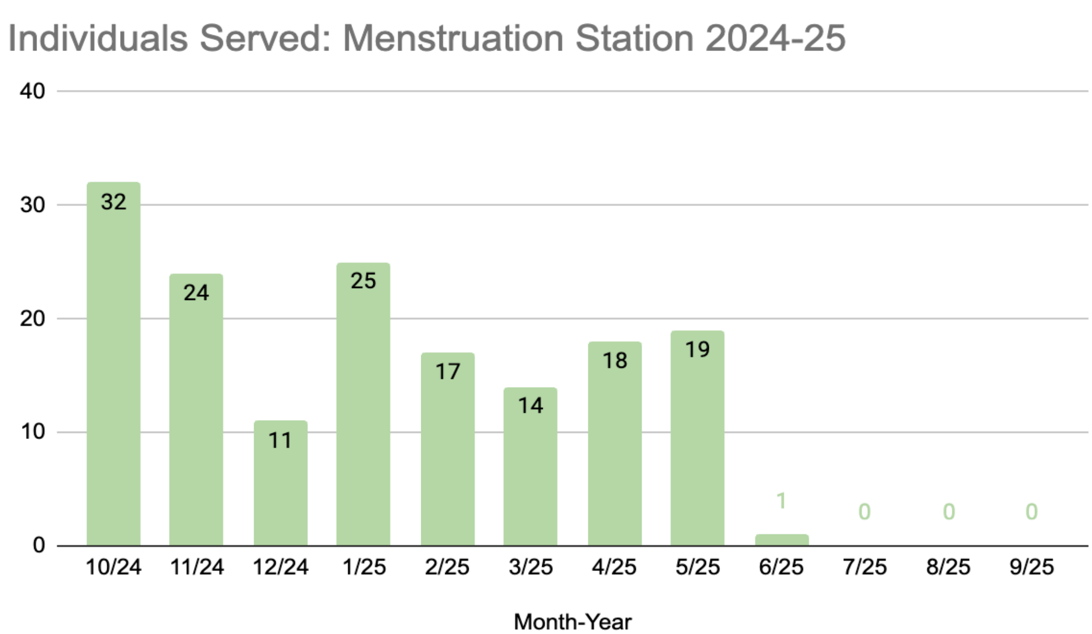
Post Engagement (data collected by Nate Vezina)



Menstruation Distribution Station (data formatted by Nhu Tat)

Total Products Distributed: 205
Total Individuals Served: 169

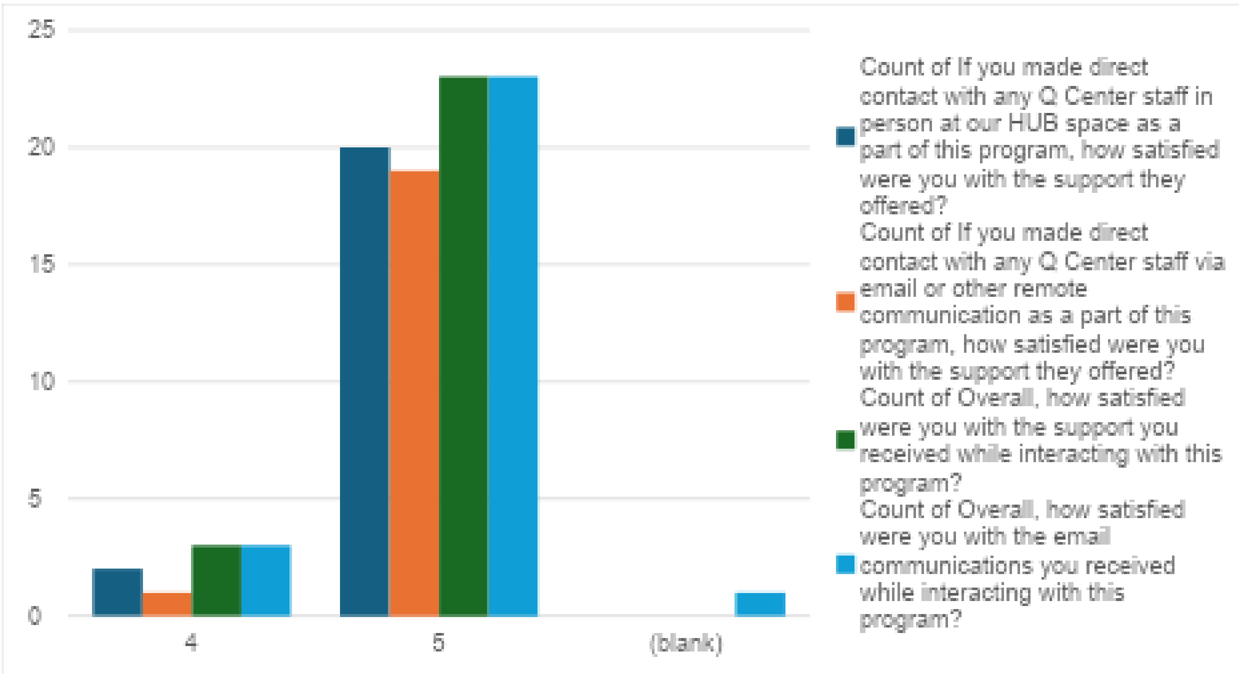




Menstruation Station Survey Data (data collected by Lexi Santiago)

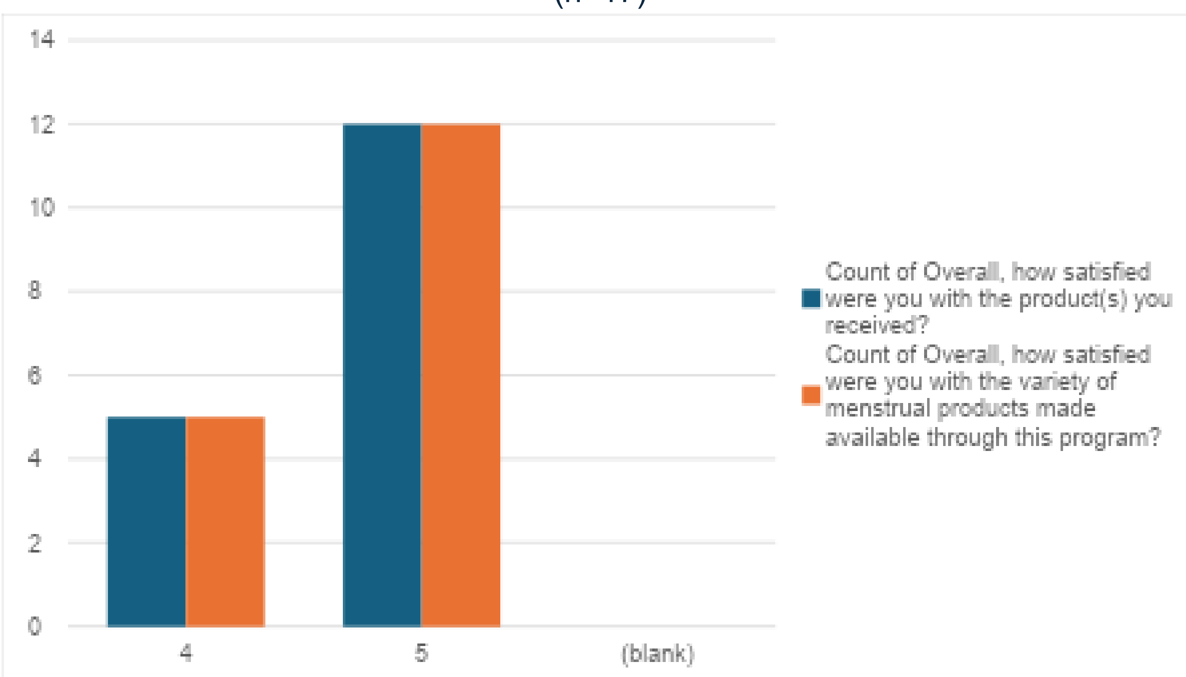
Menstruation Station Likert Scale Satisfaction (Communications)

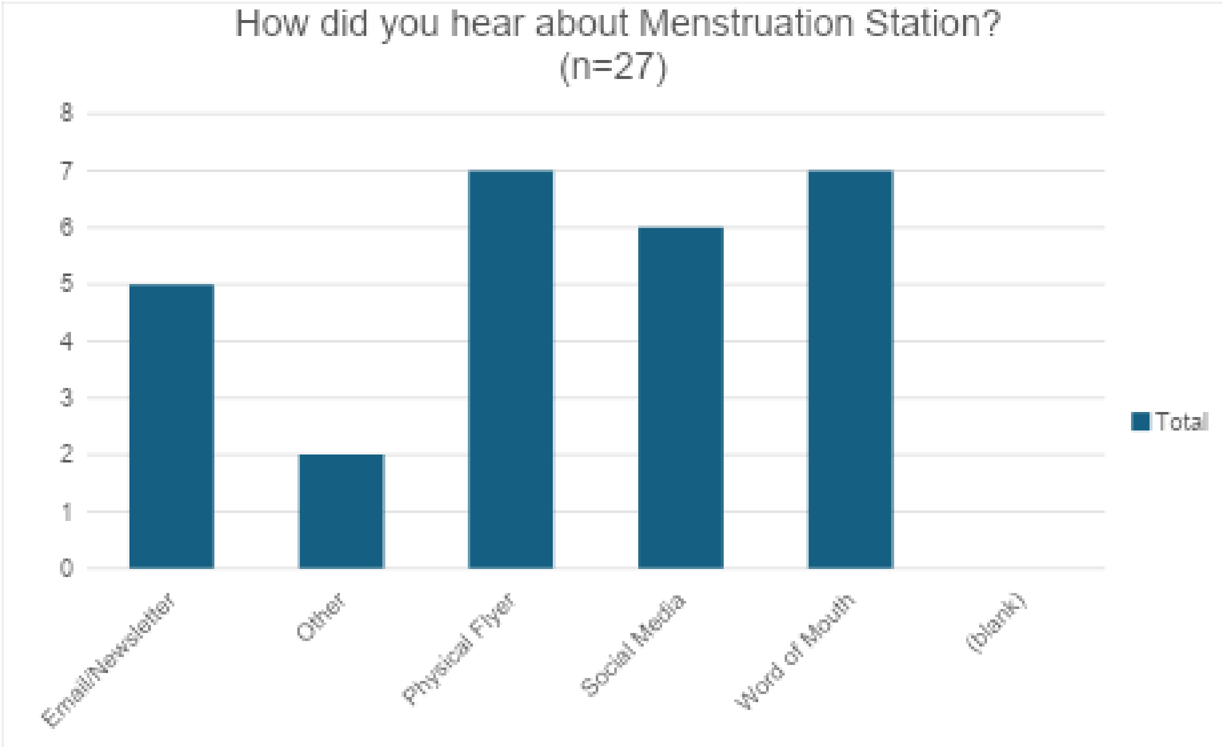
(n=22)



Menstruation Station Likert Scale Satisfaction (Product Satisfaction)

(n=17)





Qualitative Results

Sizing

- More clarity on sizing for cups may be indicated

Product Satisfaction

- Overall positive experiences with the products were expressed, specifically their sustainability, high quality, and overall impact on menstrual wellbeing

Misc

- General sense of gratitude for this offering was expressed.

Notable Quotes:

- *The products offered are great and they make going through periods much more manageable. I also love the sustainability aspect of it and appreciate programs like these. Thank you!*
- *Your thought for making sure that the menstrual underwear has inclusive sizing is so appreciated.*
- *The staff are extremely friendly and approachable! Thank you for offering this service, I have been sharing it with fellow UW students and student coworkers whenever I get the chance :) Many have been amazed that you guys offer this and love the idea. Sustainable menstrual products are often inaccessible for many, mostly due to finances, so thank you again for addressing this inequity and making this possible for students like me who otherwise would not have been able to afford them.*

EnGender (data formatted by Nhu Tat)

Total Products Distributed: 79

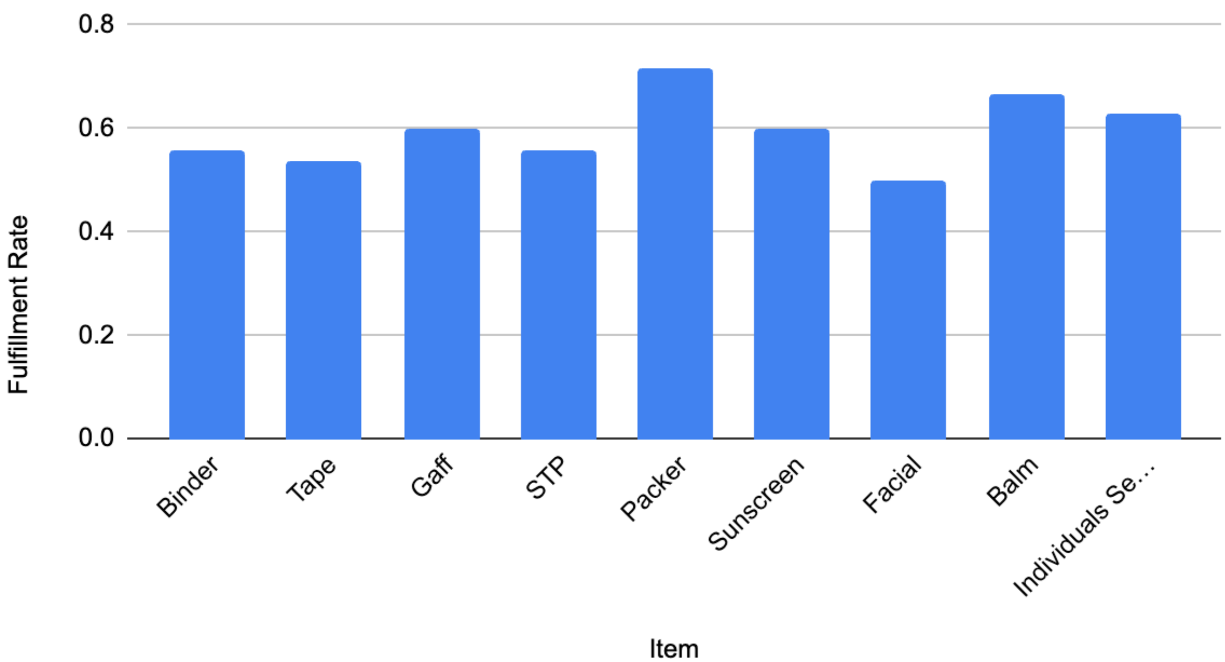
Total Individuals Served: 62

Autumn 24

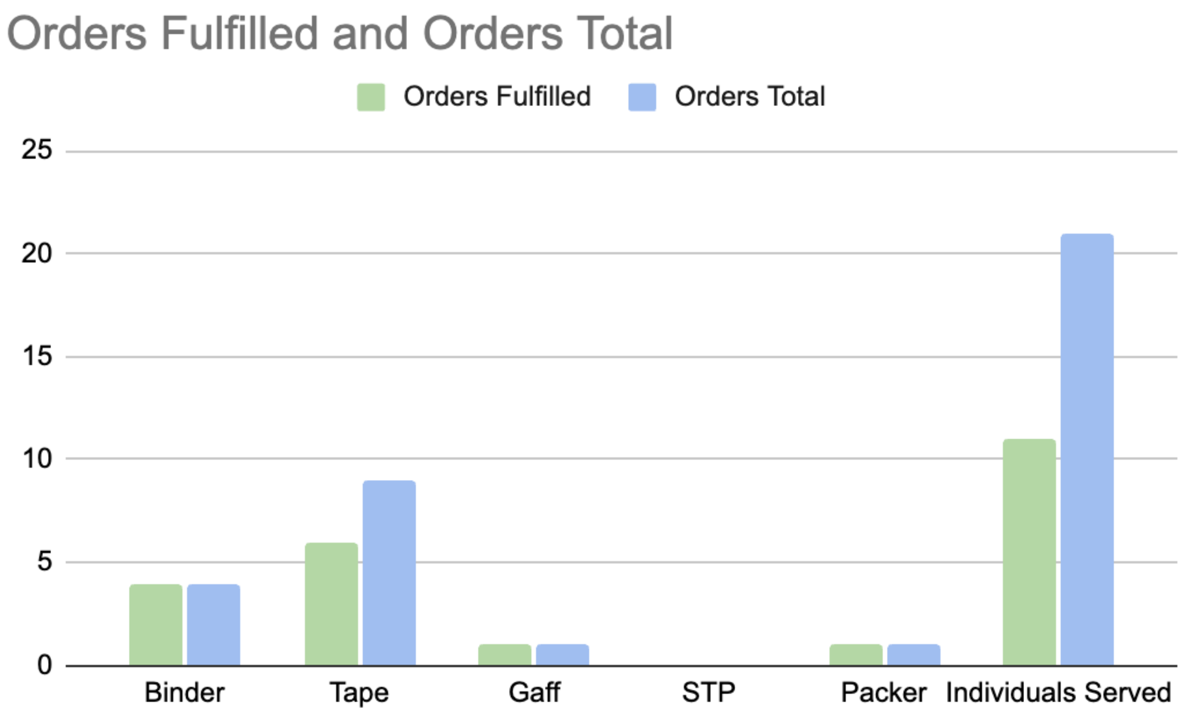
Winter 25

Orders Fulfilled and Orders Total

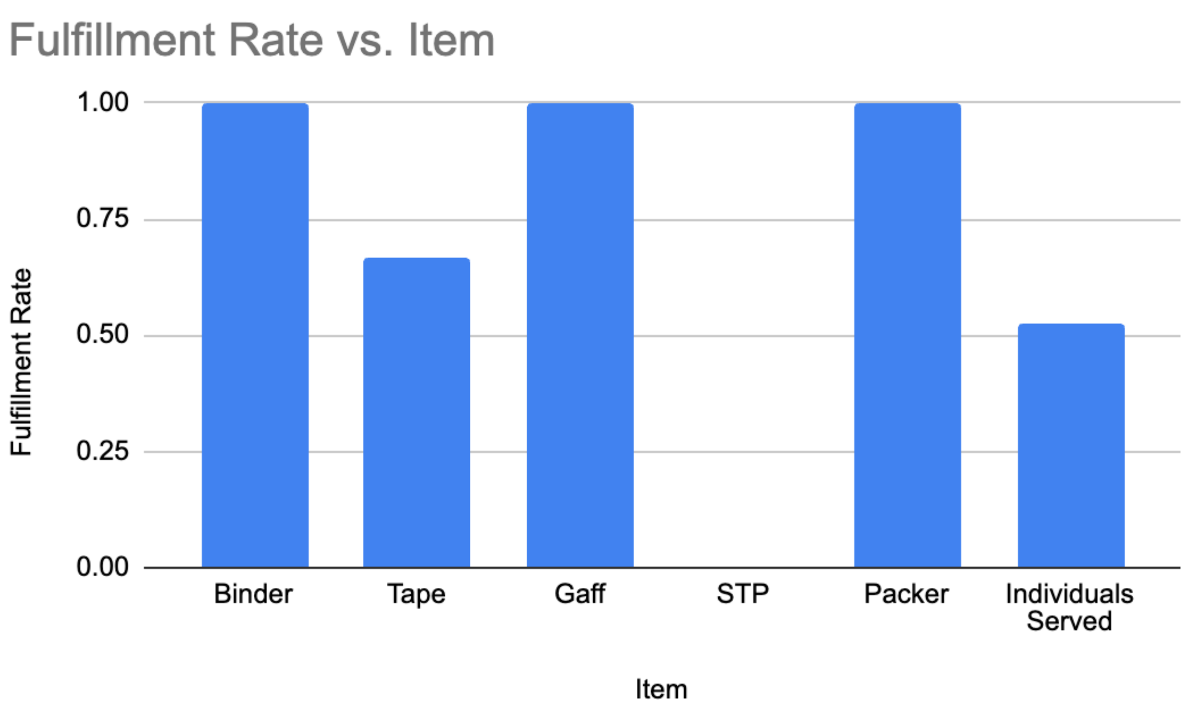
Orders Fulfilled and Orders Total



Spring 25



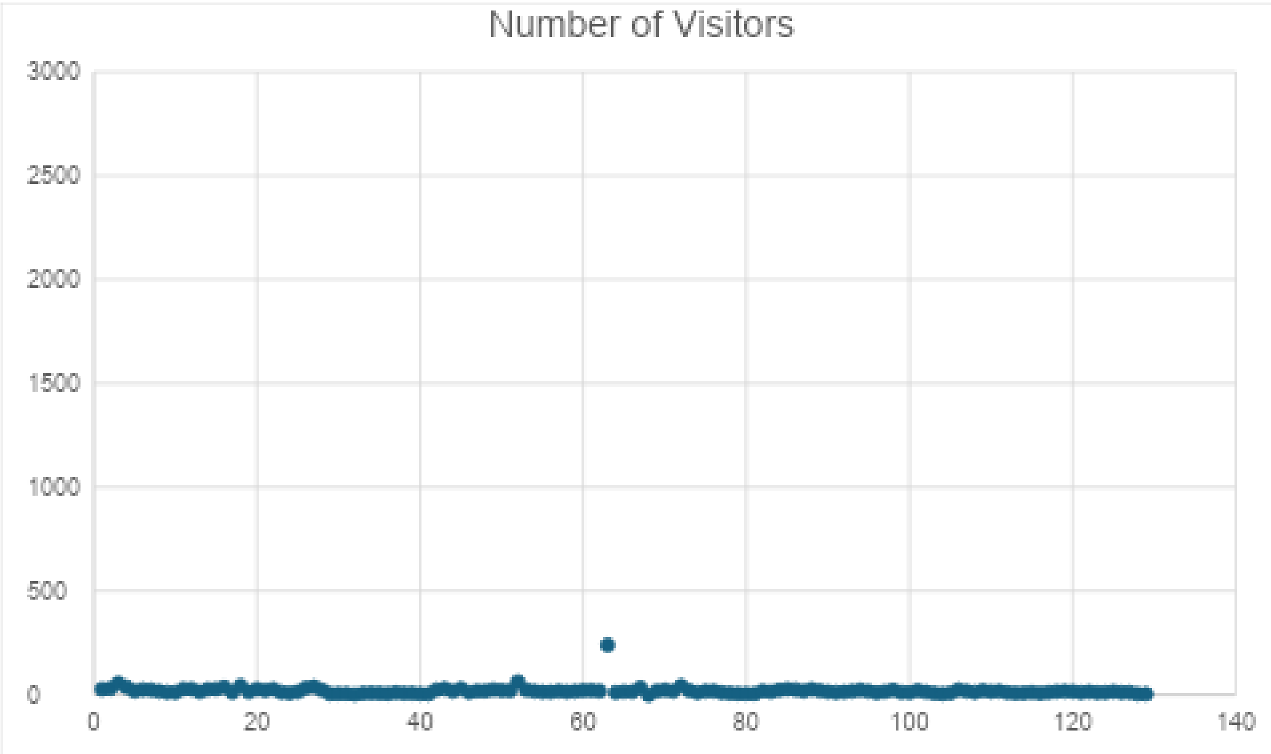
Orders Fulfilled and Orders Total
Orders Fulfilled
Orders Total
25
20
15
10
5
0
Binder
Tape
Gaff
STP
Packer
Individuals Served

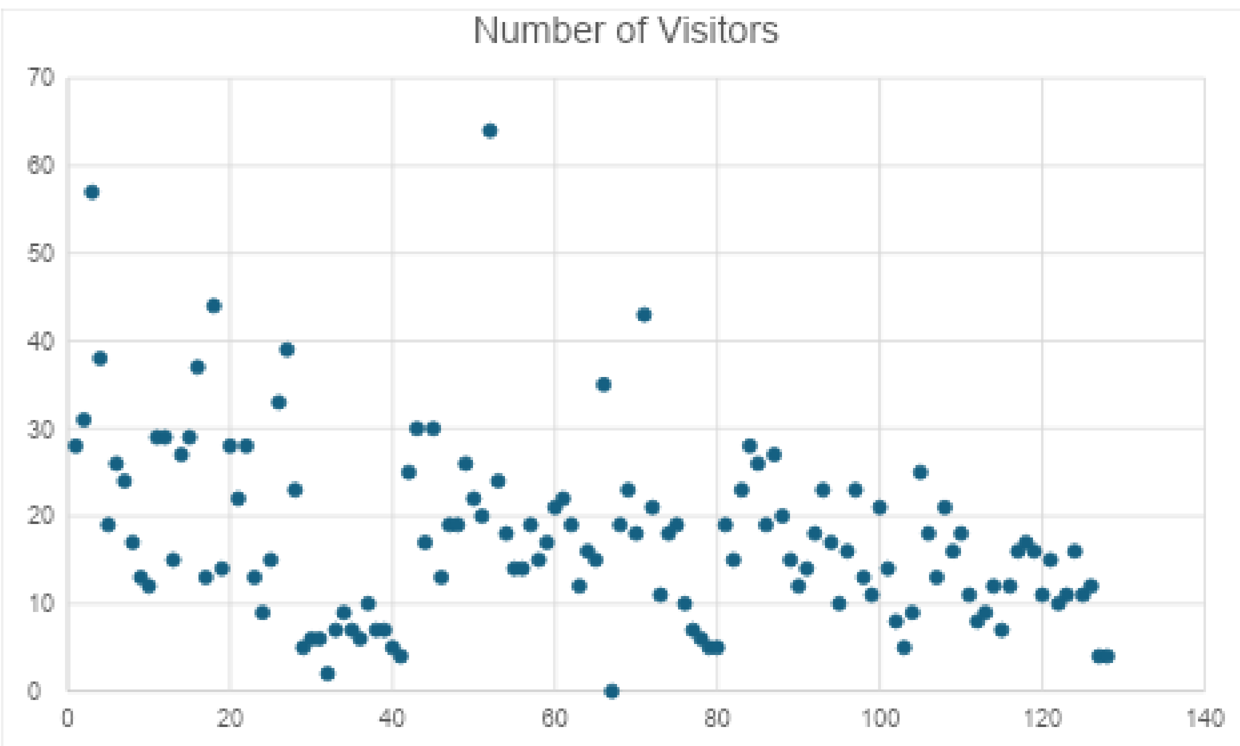


Fulfillment Rate vs. Item
1.00
0.75
0.50
0.25
0.00
Fulfillment Rate
Binder
Tape
Gaff
STP
Packer
Individuals Served
Item

Daily Log

Sum Total: 2504





Observable and Qualitative Data Synthesis

Gayme Nights

- Engagement was impacted by advertising early in the quarter, less impacted later in the quarter
- Strong overlap between participants who utilize the Q Center drop in space and Gayme Night participants
- Participants are more likely to stumble upon Gayme Night while in the e-sports arena than in the Q Center
- Generally, participants seem to feel comfortable playing the games they want to be playing during the group
- Timing of gayme night impacts participation – some patrons report increased access if the time is earlier so they can stay on campus after classes
- Expect more sign ups than show-ups

GDG

- Consistently expressed need for this space to connect and talk
- Conversation and general vibe is impacted by external environment
- Cancellations despite clear communication can impact engagement
- This group and the participants are deeply impacted by the transphobia of the moment, especially as it shows up on the UW campus

ColorMode

- Timing can be prohibitive or increase access (later is better)
- Hosting in the ECC may be prohibitive – initiated switch to the Q Center.
    - The switch to the Q Center was a positive, generative, move which increased comfortability and engagement

A-Spec Discussion

- Participants want an online space to connect in addition to an in person space
- Participants are eager for more meetings throughout the quarter

Grad Student Programming

- Programming introduced participants to other Q Center programming, such as at the library
- Covid conscious events are desired and needed

- Off campus grad student programming was generative, drew in more diverse participants, and was highly appreciated

Sexplanations

- Sexplanations events are highly attended while workshops have mid-level interest but low-level turnout
- Patrons who do attend the workshops are generally very engaged and are curious to learn and ask questions.
- In space announcements cultivate higher participation in the workshop

Menstruation Station

- General gratitude for the program and all that it offers as well as gratitude for the staff they interacted with
- Menstrual cup sizing can be confusion for people
- Menstrual underwear sizing was noted as challenging for around the waist
- Requested increased variety of cup choices and underwear style choices

EnGender

- Expressed gratitude for the program and how meaningful it is
- The sizing aspect of the program is a draw, multiple participants named how useful it is to be sized, especially because multiple of these participants are trying a binder for the first time

Policy Programming

- Patrons are being negatively impacted by the elections and presumably by current events following the election
- Closed door events can be challenging because it can be hard to ensure people feel welcome to come in
- Low attendance when competing with other QT events

In Space Observable Data

- Quarter 1

    - The way students show up to the Q Center space, and the ‘how and when’ of it is impacted by both the institutional environment, as well as the national and global environment
        - Notable environmental factors:
            - Finals
            - Elections
            - Current Events
- Quarter 2
    - Returning patrons vs first-time patrons:
        - Returning patrons tend to feel comfortable using the space in the ways that suit them best, whether it be eating lunch each day, coming in to talk about current events and feelings, or chat with staff for resources.
        - First-time patrons tend to come in for a specific need, i.e. printing, MS or EnGender pick up, seeking volunteer opportunities, or further a touchpoint from a virtual drop in session
    - Q Center survey length is a barrier for participating – short surveys feel more accessible
- Quarter 3
    - The welcoming environment and the student staff available to engage in conversation help facilitate a space where student patrons can come to receive support, care, distraction, and comfort, even and especially in challenging times.

Pre and Post Survey Results

Survey Population

Pre Survey: n=46

Post Survey: n=41

Summary of Programmatic Quantitative Results

General Reasoning for Visiting the Q Center

Pre and post survey comparison of stated reasons for visiting the Q Center confirm that the top reason patrons visit the Q Center is for a sense of community.

The divergence in second most reported reason for visiting the Q Center indicates a relationship to specific programming which has been built over the course of the academic year.

Programmatic Reasoning for Visiting the Q Center

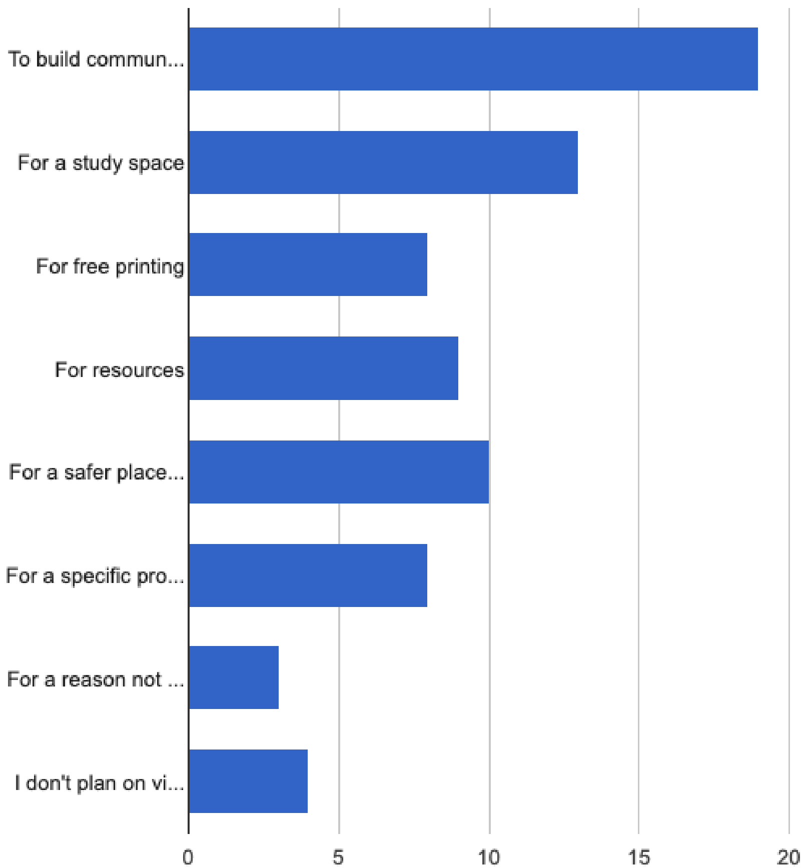
While the sample size of people who answered this question is small, the broad range of answers in the post survey support the conclusion that patrons have built relationships with programming over the course of the academic year; while most people have heard of Gayme Night at the Q Center, as patrons enter into and build relations with specific programs, the programmatic specific reasons for visiting the Q Center stratify more evenly.

Frequency of Visits

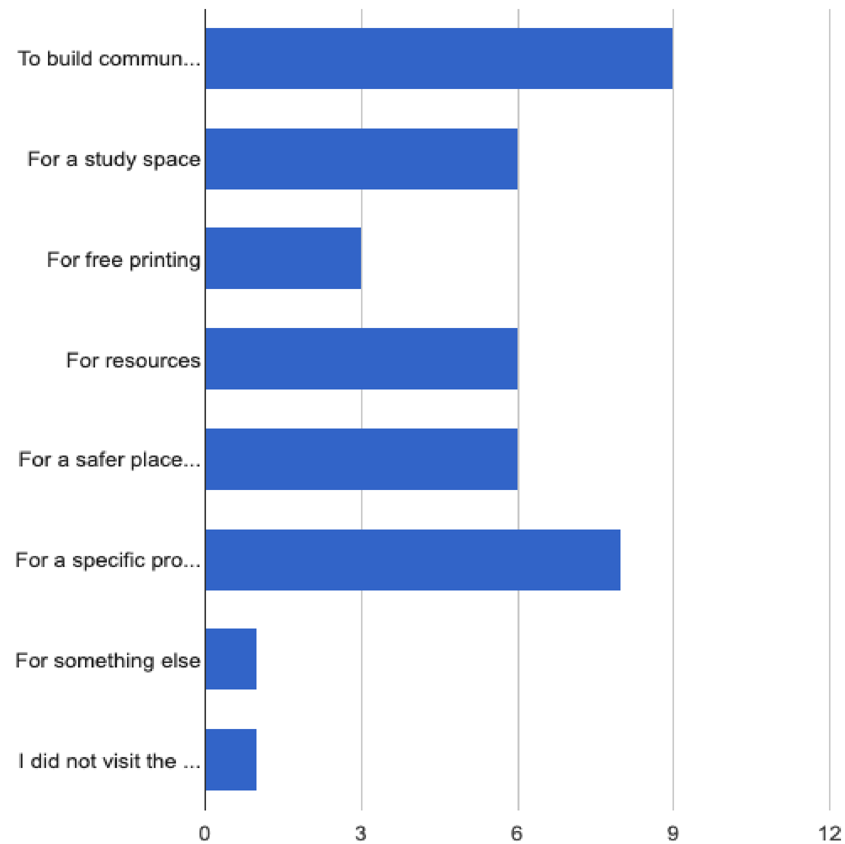
The frequency of visits reported in the post survey indicate a positive trend in patrons knowing about the Q Center (the number of people who reported they did not know the Q Center had a physical space declined). However, the anticipated frequency of visit vs the actual frequency of visit indicate a decline in frequency of visits to the Q Center. It is possible that the sample size of the post survey is small enough that this is an insignificant result. It is also possible that this decline supports the stronger relationship patrons have to specific programs, and therefore only attend the Q for those programs.

Reason for Visiting the Q Center

Pre Survey: n=30

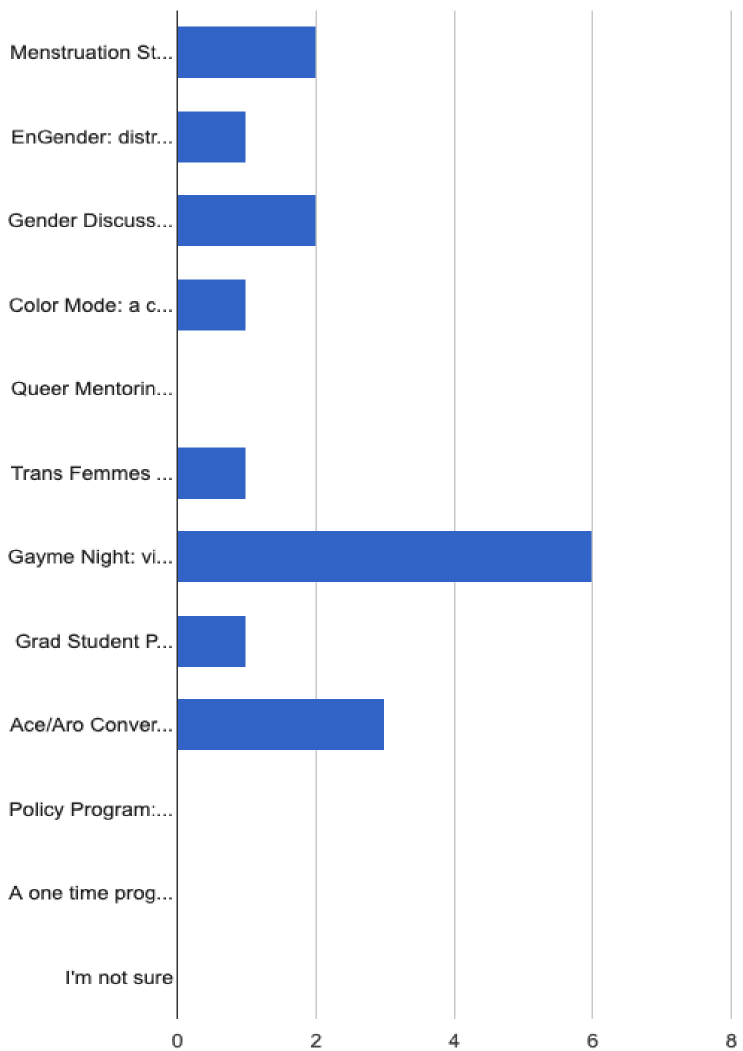


Post Survey: n=15

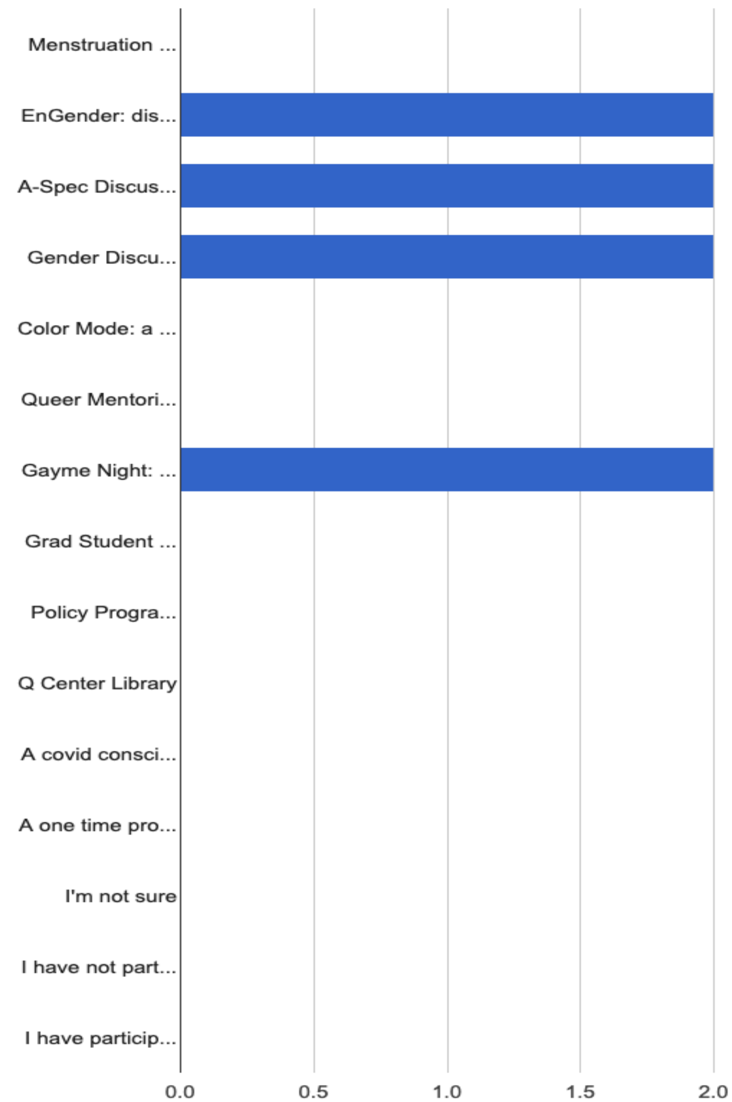


Reason for visiting according to a specific program

Pre Survey: n=8

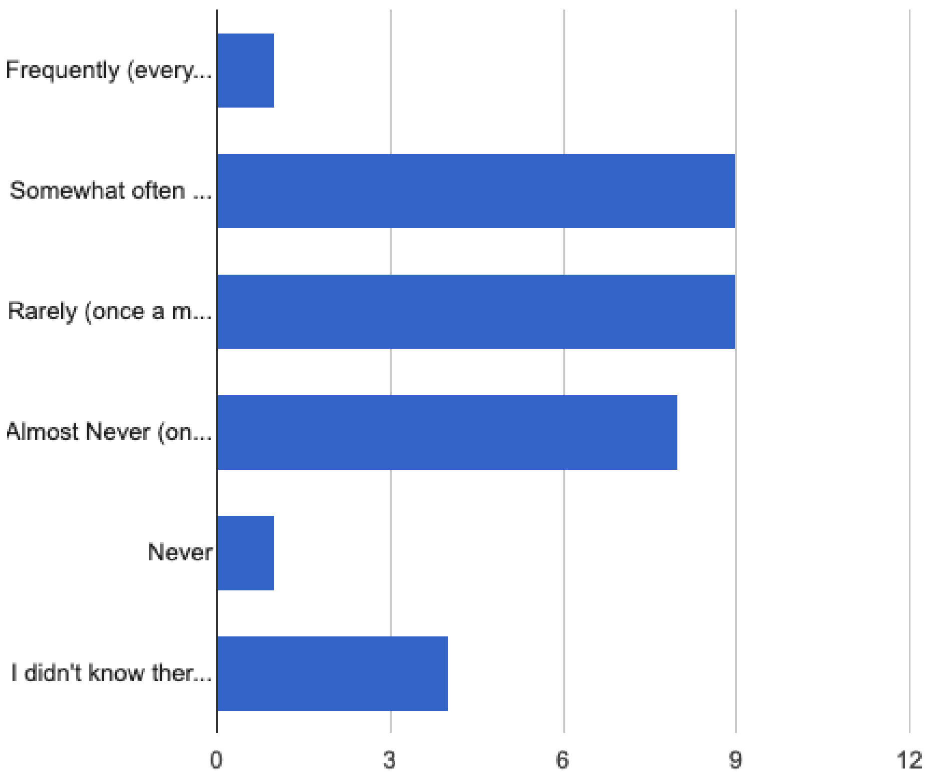


Post Survey: n=8

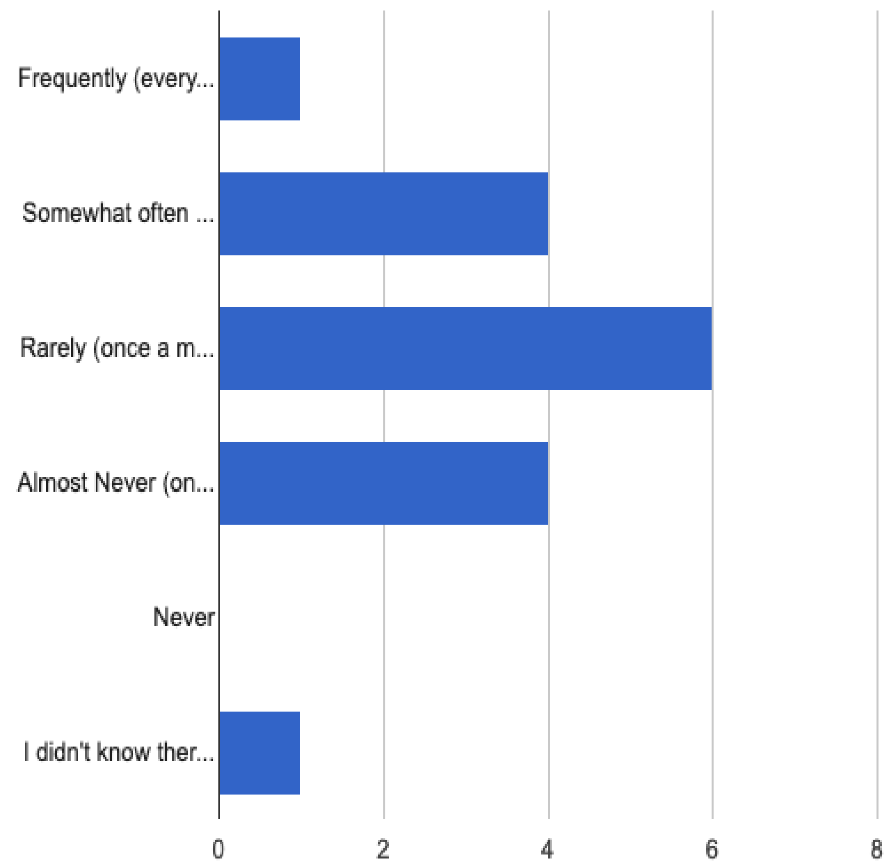


Frequency of Visits

Pre Survey (Anticipated Frequency of Visit): n=32



Post Survey (Reported frequency of visit): n=16



Summary of Safety and Belonging Likert Scale Scoring and Mixed Methods Results

Sense of Belonging (Likert Scale Only)

CENTER

The majority of respondents indicate that they have a strong sense of belonging as an LGBTQ+ student at the UW. While the stratification of divergent responses decreased in the post survey, the number of respondents also decreased so this may not be indicative of a decrease in strength of sense of belonging among at the UW. However, it is worth noting that the pre survey captured respondent results before two large anti-trans events where held on campus, and the post survey captured respondent results after these events and may have impacted sense of safety and belonging.

Sense of Safety (Likert Scale Only)

The majority of respondents reported feeling a generally strong sense of safety at the UW. In the post survey, a majority of respondents reported a strong sense of safety in classroom spaces while a majority of respondents only reported a mid-level sense of safety in non-academic spaces.

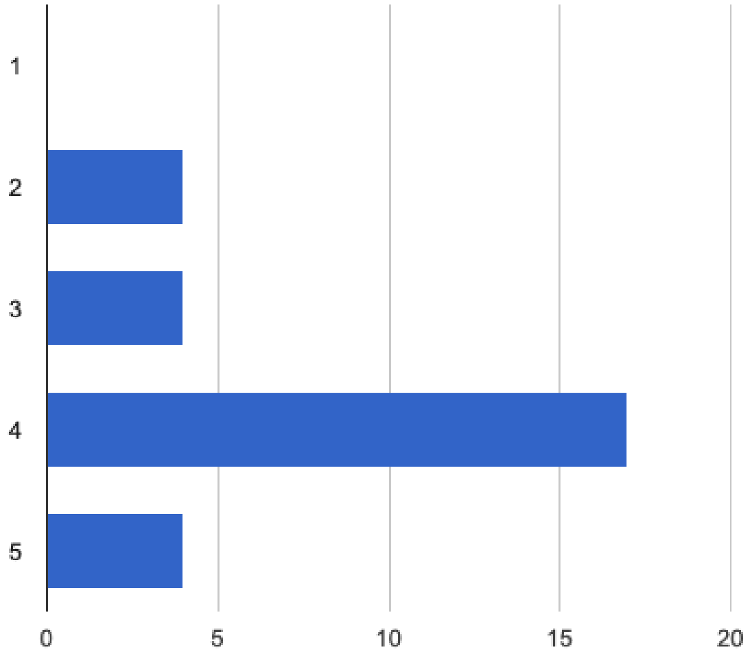
Mixed Methods Results Summary

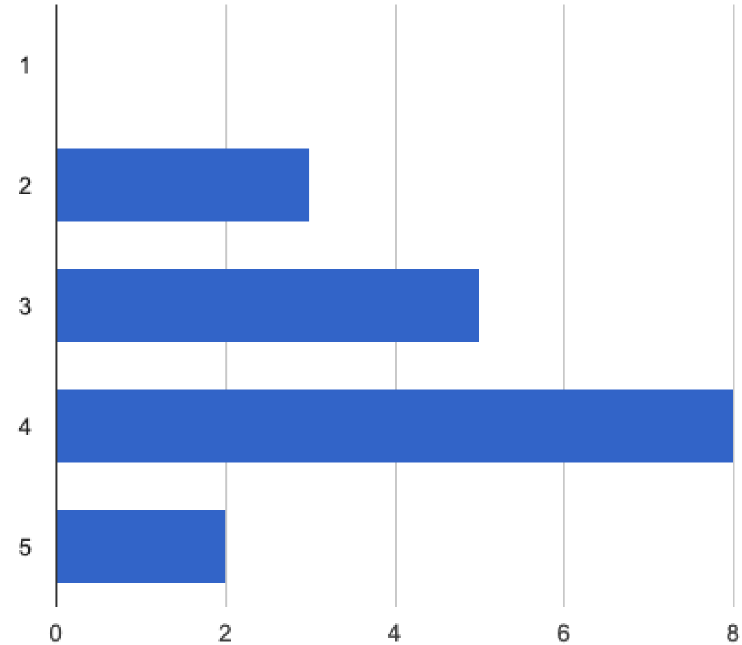
The majority of respondents report that their sense of safety and belonging is often enhanced by individual interactions from peers, professors, and staff. However, sense of safety and belonging is diminished by the larger context of the UW when anti-trans events and racist undercurrents pervade on a larger scale.

Sense of Belonging

Pre Survey: n=28

Post Survey: n=18



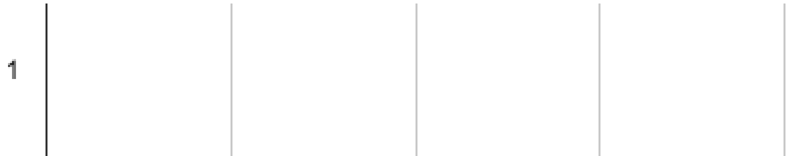


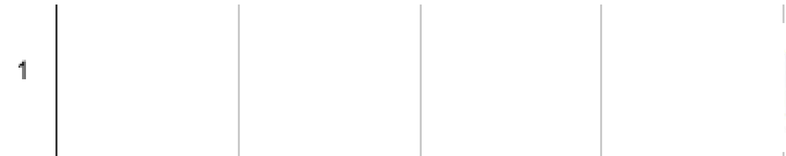
Sense of Safey

On Campus

Pre Survey: n=28

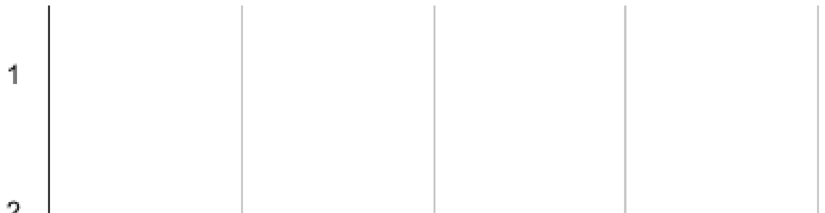
Post Survey: n=18



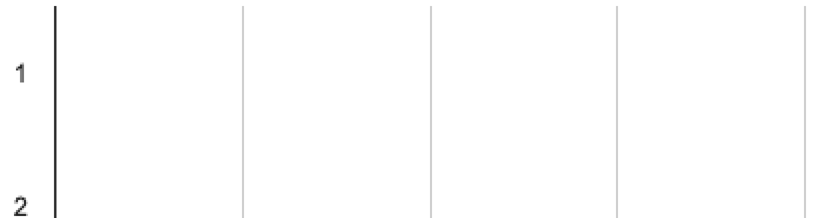


Post Survey Only

Sense of Safety in the Classroom: n=18



Sense of safety in non-academic spaces: n=18



Summary of Mixed Methods Results

Belonging

Pre Survey

Pre Survey		Post Survey	
Likert Scale Score	**Reasoning**	**Likert Scale Score**	**Reasoning**
1	• No date available	1	• No data available
2	• Internal and external sense of loneliness	2	• Consistent experiences of misgendering • Feelings of disconnectedness
3	• Sense of Queer culture • Lack of sense of Trans understanding	3	• Detracted sense of belonging and safety with divergence in UW purported values vs actions • Various forms of visibility have both detracted and enhanced a sense of belonging and safety
4	• Visibility of openly queer individuals • General culture of respect around pronouns	4	• Specific events and symbols of visibility add a lot to a sense of belonging

5	• Sense of density of queer folks in Seattle and UW	5	● Insufficient data

Safety

Pre Survey		Post Survey	
Likert Scale Score	**Reasoning**	**Likert Scale Score**	**Reasoning**
1	• No data disclosed	1	• Insufficient data
2	• general sense of aloneness on such a large campus • External (political) climate and its impacts	2	• Insufficient data
3	• Insufficient data	3	• Availability of programming and services for LGBTQ students contribute to a sense of safety • Anti-trans programming and violence at UW detract from a sense of safety • QT identities intersecting with racialized identities detracts from a sense of safety, with an emphasis on racialized identities experiencing less safety than QT identities

CENTER

4	• no experienced instances of hatefulness enhances sense of safety • general climate and diffusion of harmful environment detracts from sense of safety	4	• Queer visibility in people, classes, and physical spaces contribute to a sense of safety • Presence of queerphobia and misogyny detract from a sense of safety
5	• sense of being among many other QT students	5	• Sense of being among many other QT people on campus

Programmatic Qualitative Results + Summary

Hopes and Expectations of the Q

Pre Survey

- Community Building
- Connection generating
- Internal and external comfort

Post Survey

- Community building
- Well run, collaborative programming
- Welcoming space

Aspects of the Q Center that serve community

- The physical dop in space
- Events, resources, and programming
- Lav Grad

Aspects of the Q Center that could be different

- Hours and times of the space being open (various respondents reported differing needs, but generally spoke to a desire for more hours
- Desire for increased collaboration with RSOs

Ways the Q could continue working towards its mission

- Generally expressed desire for the Q to continue challenging the University to acknowledge the ways in which Queer liberation is tied to all liberation, including the people of Palestine.

Summary

The majority of respondents in the post survey concurred with the majority of respondents in the presurvey regarding their hopes and expectations of the Q Center. There was a relatively even split between among post survey respondents who felt their hopes and expectations had been met or exceeded and those who did not feel their hopes and expectations had been met.

A majority of respondents named the physical space of the Q Center as a major asset which serves the community, and many respondents spoke to their appreciation of specific events, programs, and resources which help them thrive as students. It is congruent then, that the majority of respondents indicated a desire for increased open space hours, although there was not consensus on specific times requested.

A majority of respondents noted the efforts the Q Center makes towards our liberatory frameworks and the challenges of maintaining that alignment within an institution.

Next Steps

As we kick off programming for the 2025-2026 academic year, we aim to take what we've learned in this brief study and apply it to our iterative and ever evolving best practices for our programming and operations.

- We have shifted our hours on Wednesdays to accommodate the request for different hours of opening
- We have maintained and strengthened our most utilized programs, such as Gayme Nights, A-Spec discussion, and our distribution programs, EnGender and The Menstruation Station.
- We are continuing to strengthen our campus partnerships to expand support for students and help work collaboratively towards and increased sense of safety and belonging on campus.
- We aim to continue collecting feedback from students through various monitoring and evaluative pathways in order to continue meeting student needs for safety, belonging, and resourcing.