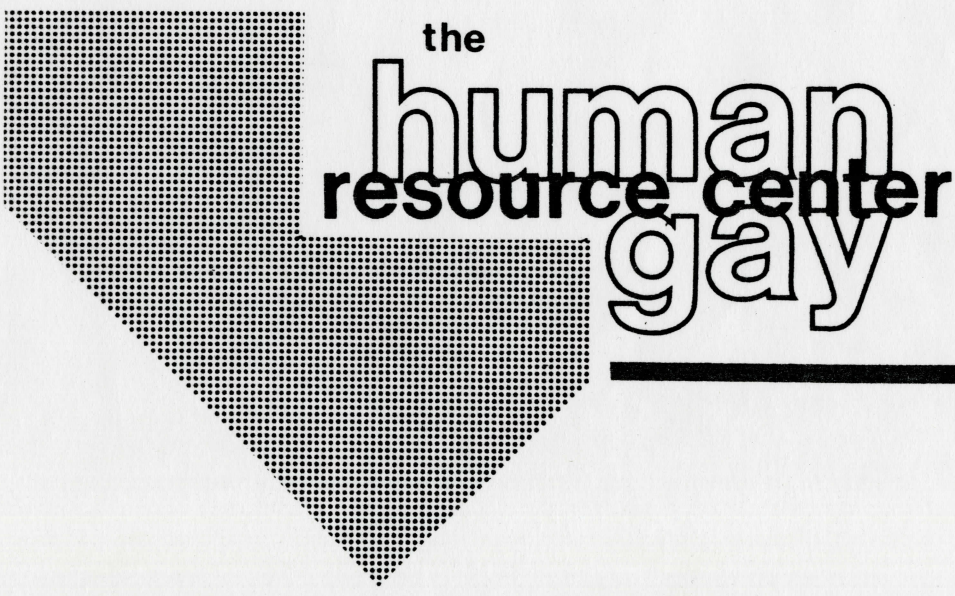

the
human
resource center
gay

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

The following report is an evaluation of the Human Resource Center/Gay Resource Center compiled by David Clark, Director of the HRC/GRC. Historical information was gathered from year-end reports of Resident Advisers assigned to the HRC/GRC, numerical information was retrieved from records kept during the 1988-89 academic year, and evaluative remarks are those provided by each member of the HRC/GRC Advisory Committee. This evaluation is a self-study of the Centers and the Advisory Committee recommends that a truly detailed evaluation be completed by individuals not directly involved with the Centers.

Respectfully submitted,

David D. Clark

David D. Clark
Director of the HRC/GRC
May 4, 1989

An Overview

The Human Resource Center/Gay Resource Center was opened on November 6, 1986 to provide an awareness of human development issues on campus and to make available resources on human development topics and gay issues. The initial plans for the centers were developed by staff members and students active in the fight for a gay resource center on campus. In September, a committee of students, staff and faculty were selected to act as an advisory committee. This advisory board was established with the responsibility for documenting policies and procedures as they developed.

The original committee developed the following set of goals for the Centers:

- to provide resource materials on a variety of human development issues.
- to provide educational programming on issues of personal growth development.
- to provide meeting space for various campus groups.
- to provide referral information for students seeking assistance.
- to promote and facilitate an appreciation of diversity on the Grinnell College campus.
- to promote a non-judgemental awareness of human development issues.

More specifically, the advisory committee was responsible for making resource decisions, designing and implementing campus programs, assessing the needs of the centers and training volunteers. The

original committee consisted of six students, three student affairs professionals and one faculty member. (Please refer to page 3).

In 1987 a VCR and TV were added and a media library started. Human Development Resources are purchased on an annual basis and are cataloged for the Center's library. The HRC/GRC library includes information on topics such as: homosexuality, Women's issues, Native American issues, Black issues, Lesbian and Gay issues, Self-improvement issues, Political issues, Sign Language, and Health issues. Currently, the HRC/GRC library contains 292 volumes. (Please refer to page 4).

The Human Resource Center/Gay Resource Center is staffed by volunteer monitors responsible for checking in and out resources from the library and monitoring the physical space. The Centers are typically open for six hours each night during the week and for eleven hours on Sunday. In the fall of 1988, the position of Assistant to the Director of the HRC/GRC was added. This paid, student position requires five hours per week and the duties include cataloging library resources, coordinating volunteer schedules and appreciation events, secretary for the HRC/GRC Advisory Committee and other duties as assigned by the Director.

In addition to programs and resources, the Centers are utilized by several campus groups as a meeting site. Campus groups meeting doing the first year of the Centers' existence were: Amnesty International, Native American Interest Group, Grinnell College Gay Community, Women's Group and Men's Group. Currently, eleven campus organizations utilize the HRC/GRC weekly and an additional eleven groups have utilized the Centers on a one-time basis. (Please refer to page 5).

During the first year the Centers became very visible on campus, student interest increased and comments from the campus community were generally positive. The Centers were visited by well over 1200 students the first academic year, a significant number for a campus of this size. During the 1988-89 academic year, the Centers were visited by over 1250 and an additional 1100 students participated in the programs offered by the Advisory Committee. The 2350 number is a statistical piece of information that shows the definite need of the Centers existence on the Grinnell College campus. (Please refer to page 7 and 8).

Even though the numbers show a very substantial and worthwhile program offered to the Grinnell College community, there is always room for growth and improvement. The HRC/GRC Advisory Committee completed a self-evaluation regarding a number of areas. (Please refer to page 9). Since the Human Resource Center/Gay Resource Center is in the developmental stages, the Advisory Committee has much work to do in developing policies and procedures. The Committee is in the process of planning a fall retreat during the first week of classes next fall. The retreat will focus on issues such as the HRC/GRC philosophy, programming and committee goals for the year, team building, leadership, etc.

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Advisory Committee for 1988-89

Name	Phone	PO Box	Username	
David Clark	x3581	S-6	Clerked	
Diane Dougherty	x3700	Stu Aff	Doughert	
Marilyn Kurtz	x4940	CDO	Kurtzm	
Glen Brown	x3681	01-26	Browng	Soph 91
Mark Hill	x3296	05-63	Hillm	Soph 91
Ashley Abel	x3199	01-03	Abela	90
Gail Piersen	x3243	11-14	Piersen	90
Ally Newman	x3636	10-19	Newman	89
Devani Scheidler	x3937	11-73	Scheidle	91
Rita Rawson	x3313	11-67	Rawson	Jr. 90
Melissa McCain	236-8450	09-51	McCain	90

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Summary of Resources

Books

Homosexuality	38
Women's issues	41
Gay	38
Native American	8
Black	25
Lesbian	39
Self-improvement	33
Political	14
Sign Language	17
Health Issues	16
missing books	23
TOTAL	292

Subscriptions

New York Native

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Organizations meeting regularly in the HRC/GRC

Monday	12:00 - 1:00 pm	HRC/GRC Advisory Committee
	6:45 - 7:45 pm	Sign language club
	8:00 - 9:00 pm	Mock Trial Club
	9:30 -10:30 pm	Grinnell Forensics
Tuesday	6:30 - 8:00 pm	NAIG
	8:30 - 9:30 pm	Women's Group
Wednesday	7:00 - 7:45 pm	Amnesty International
Thursday	7:00 - 8:00 pm	Grinnell Humane Society
	8:30 -10:00 pm	GLGA
Friday	8:00 - 9:00 pm	Creative Visualization
Sunday	6:30 - 8:00 pm	Shades of Color

Other Organizations utilizing the HRC/GRC

Younker/Smith Hall Staff
Gay Pride State Committee
Haines/James Hall Staff
Student Staff In-service Training
Langan/Gates/Rawson Hall Staff
Domestic Violence Alternative
Alcohol Awareness Week programming
Gay Pride Week Committee
Mesquakie Tutoring Group
Peace Day programming
Community Service Center

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Summary of Programs

OCTOBER

3rd "Racism 101"
Steven Jones
HRC/GRC - 14 persons

13th "Sexual Pressures: What Happens When One Partner Says Yes and the Other Says No..."
Dr. Leonard Felder
South Lounge - 150 persons

NOVEMBER

1st "Culture Shock and Cultural Adjustment
Maureen Fitzgibbon
Main Lounge - 45 persons

9th "All Wound Up With Nowhere To Go!"
Dave Clark
HRC/GRC - 30 persons

"Mocktrial on Date Rape"
Grinnell Mock Trial Team
Main Lounge - 40 persons

28th "Alcohol, Stress or Exercise" AAW '89
Dr. Ferguson
South Lounge - 11 persons

"Educating Rita" AAW '89 movie
HRC/GRC - 6 persons

"The Morning After" AAW '89 movie
HRC/GRC - 5 persons

29th "Rebel Without A Cause" AAW '89 movie
Hector's - 40 persons

DECEMBER

1st "Adult Children of Alcoholics" AAW '89
Tom Crady
South Lounge - 15 persons

"The Days of Wine and Roses" AAW '89 movie
South Lounge - 25 persons

2nd "USS Dry Dock" AAW '89 party
The Forum - 375-400 persons

FEBRUARY

16th "Depressive Illness Symposium"
National Alliance of Mental Illness
South Lounge - 200-225 persons

APRIL

18th "Drug Awareness"
Powell III - Iowa Methodist
South Lounge - 11 persons

19th "Dieting? - An informal discussion on Eating Disorders"
Donna Dixon, Frank Goodkin, and Diane Weisz
South Lounge - 60 persons

27th "The Family Resources" - A poetry reading
Maria Mootry, Kesho Scott and volunteers
HRC/GRC - 27 persons

MAY

8th "Living With AIDS"
Robert Mann
Main Lounge -

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Below is the attendance report for the HRC/GRC for the 1988-89 academic year thru the date of May 1, 1989. The parenthesis indicates the average number of users per day.

MONTH	DAYS OPEN	#ORG HOURS	# WALK-INS	# ATTENDING MEETINGS	TOTAL #
Sept	15	17	56	196	252(16.8)
Oct	22	23	117	191	308(14.0)
Nov	24	30	137	200	337(14.1)
Dec	8	7	38	43	81(10.1)
Feb	19	28	106	226	332(17.5)
Mar	15	12	48	113	161(10.7)
Apr	25	23	131	281	412(16.5)
TOTALS	128	140	633	1250	1883(14.7)

PROGRAMS PRESENTED

Racism 101	14
Sexual Pressures ...	150
Culture Shock ...	45
All Would Up ...	30
Mocktrial - Date Rape	40
Alcohol, Stress or Exercise	11
Educating Rita	6
The Morning After	5
Rebel Without A Cause	40
Adult Children of Alcoholics	15
Days of Wine and Roses	25
Uss Dry Dock	400
Depressive Illness Symposium	225
Drug Awareness	11
Dieting? ...	60
The Family Resources - poetry reading	27
Living With AIDS	
TOTAL	1104

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

HRC/GRC Evaluation

Following is a list of remarks I have compiled after one year in the position of the Director of the HRC/GRC.

Dave Clark

Human/Resource Center

I have very strong feelings that the name of the Centers should be changed. I know of students who refuse to attend lectures and workshops because they saw the word Gay on the posters. I also feel the name implies that gays are not humans and humans are not gay. The terms are not exclusive. I propose the name be changed to something more global or more broad based. I realize the 'vocal' gay students who fought for the Centers are still on campus and will resist the change, but I feel the younger gay students on campus will welcome a change.

Physical environment

From my understanding, when the Centers were established the administration was cautious of spending a lot of money on physical improvements of the space. I feel it is obvious now that the space is highly utilized and the space is not designed to accommodate the specific needs of the users. Therefore, I would propose further renovation of the space to include a large meeting area (for 50-75 people), a smaller meeting area (for 15-20 people), more book shelves and a more centrally located monitor desk and office area. To achieve these areas I feel it is important to remove the shower/bathroom facility, remove the main corridor walkway, and remove the two offices on the east end of the Centers. This will not only open up the space and allow for more flexibility for users but also give the Centers a 'feeling' of their own - rather than a slightly remodeled hospital. Other additions should include another video monitor, large black boards, furniture with foot stools, etc.

Organizations

Many organizations utilize the Centers each week. I feel the recommendations should be that organizational meetings be limited to Monday, Tuesday, Thursday, Friday and Sundays. Meetings should be held from 6:00 pm to 10:00 pm time frame to allow for individual exploration or studies from 10:00 pm to midnight. I would leave Wednesday and Saturday un-scheduled to allow for the flexibility in planning one time workshops/lectures which can be facilitated in the Centers. I would also recommend that organizations provide for their own volunteer monitor - some organizations prefer to have their own due to the nature of the information discussed (ie. Women's Group, Shades, etc.) and also this monitor will provide an important liaison

relationship to the Advisory Committee. I would also suggest that the Advisory Committee meet monthly with the heads of Organizations using the Centers for feedback and creative ideas. More workshops should be presented to Organization heads to inform them on issues of leadership (how to run meetings, how to brainstorm, how to set goals, how to deal with conflict and power issues, how to motivate, how to promote, etc.), how to approach SGA for moneys for resources to be housed in the Centers, etc.

Confidentiality

I know many students who refuse to utilize the Centers as they fear confidentiality will be broken by the monitors (ie. "If I check out a book about Gays, everyone on the Grinnell grapevine will hear about it by the end of the day.") I see this as being more of a perception than a reality, but the perception is what needs to be challenged. One possibility is for myself to have a more structured office hour schedule during the early afternoons when individuals can browse, check out books, receive counseling, etc. I would also offer this time for other Resident Advisers or central office staff who would be willing to volunteer their time to allow for another perspective.

Advisory Committee

Currently, I feel we have one of the most diverse Advisory Committees the Centers have ever had (eight students and three administrators). Next year two administrators and one student will be leaving the Committee. It is also rumored that SGA will be assigning a senator to the committee due to the budgetary issues. I feel careful attention should be taken in selecting administrators willing to sit on the committee -- hopefully someone from the academic arena as well as an administrator not affiliated with the Student Affairs division. I feel the size and the selection process of the Advisory Committee is very adequate and should be continued as is.

Assistant to the Director

This year the new position has really been a working experiment. Devani has done a wonderful job in a very non-structured situation. I feel a more formalized list of duties need to be created and I am working with Devani to compile that listing. Areas I feel important for the position include compiling agendas, minutes, organizing the resources, overseeing the resource check-out procedure, coordinating the volunteer schedule, volunteer appreciation/study breaks, opening mail and distributing it appropriately, compiling lists of new resource materials available, etc. Currently, we have used slightly over 1/2 of the budget for Devani's payroll. Perhaps we should be looking at adding another position and separate the two by very distinct job descriptions.

Budgets

This is the most confusing aspect of the HRC/GRC but I feel in the future will become less so if semi-formalized line items are created. My recommendations would be for the Student Affairs portion of the budget be used for housing, transportation and meals for

speakers, volunteer appreciation, Advisory Committee retreats, certain events (ie. Substance Abuse Week), resources for the centers and publicity. The SGA budget should be utilized for speakers honorariums and resource materials. I suggest a semi-formalized line item account to add for flexibility in planning but also so book resources may be purchased throughout the year rather than waiting for the end of the fiscal year. Granted, books are not as dynamic as speakers, but the information lasts longer and should not be seen as a less necessary resource. Individual organizations should still be encouraged to approach SGA with requests for book moneys to increase the library in areas important to the Centers users and Student Affairs should purchase resources in other human awareness areas (ie. drug abuse, alcohol abuse, eating disorders, relationships, etc.).

HUMAN RESOURCE CENTER/GAY RESOURCE CENTER

Following is a list of evaluative remarks compiled from the April 17, 1989 meeting of the HRC/GRC Advisory Committee. The evaluation is divided into specific areas: physical, programming, hrc/grc advisory committee, resources, publicity, and miscellaneous.

Physical

- something on the walls - looks too harsh now
- paint the walls - too sterile looking
- Put pictures, posters, etc. on the walls. Maybe thru donations.
- get new brighter curtains.
- bulletin boards for pamphlets.
- art on walls
- Have the college provide artwork to make the wall attractive. Plants would be nice, too.
- Walls: need some form of art (tapestry, photos, paintings, etc.) Art representative of gay/lesbian people as well as other forms of art.
- memo board inside (small)
- more attractive library - it's in a dark corner now
- Junk the furniture!!
- Personally, I like the blue and brown hyper-checked sofa.
- matching furniture
- It would be nice to see furniture that coordinated with one another. To see comfortable furnishings that could easily be moved around for discussion purposes.
- Is it possible to have all of the furniture reupolstered in a gray or brown design so that everything matches and presents a more professional air.
- Why must we have a pillow storage room, shower and bath. It would be nice to use the added space for more meeting areas or work facilities, activity rooms. People could read and have meetings at the same time. The little room is great to read but you get stuck - to get out you have to walk through the group.
- put doors on bathroom stalls.
- Ideally - redo the structure of the center to open it up. It seems that we could make better use of the space we have, particularly the halls and bathroom. Remove additional doors.
- new stereo cabinet
- What to do with that kitchen area? Can we just redo it, and use it as a new reading room!

Programming

- reverse discrimination (a good controversial issue)
- racism dealing w/ Hispanics
- how liberal are we? It's easy to sit in Grinnell and whine, but do we do anything?

- Anniversary of the HRC/GRC celebration
- We should definitely work on convocation speakers although it's hard to know who to get.
  Melissa's ideas of relationship workshops or talks are good.
- Keep good records of programs, etc. Maybe a scrapbook.
- Set an agenda for yearly programming early in the year. How many major programs per semester? How many minor programs per semester?
- Would it be possible to sponsor bi-weekly movie nights? That would get people here.
- Find a way to solicit ideas from students, faculty and administration on programming ideas - maybe thru the newsletter.
- Program more small events at the HRC/GRC - movie nights, etc.
- get newsletter going
- more speakers - convocations
- The planning and implementing of programs needs to be improved. I hate to admit it, but I think there may need to be more structure in the committee. I don't know if people get tired of programming or if these responsibilities need to be delegated to others outside of the committee, but it is a problem.

Miscellaneous

- HRC/GRC - a volunteer organization?
- Why are we considered a student organization? We have a central purpose, we are an educational facility.
- Can we have the nightwatchman lock up the center at 12:00 pm but allow us to stay if we want to study.
- the mail system - What is it? How is it distributed? Does GLGA get their mail. We need boxes and then establish a person in each group to deal with it. Or have the hired student put up the bulletin boards, or put it into the volunteer bulletin and group mailing lists.
- We should be included in new student days? So people will know us. We are not just a student organization.
- The RA turn over rate is really hard on the continuity and plan ahead ability.
- Help student groups establish continuity so cycling out isn't so bad.
- I think we still need to widen the 'appeal' of the center. It is still perceived as being limited to women, gays and other special interest groups. If possible, we should widen the appeal, while not losing our "traditional" appeal.
- I would like to drop the G and make this the Human Resource Center.
- The center needs more $ and no SGA senators bothering us. SGA is the most inefficient of organizations.
- Ask students for music donations - tapes, records, etc.
- Get HRC/GRC on NSD calendar
- More communication with HRC/GRC's around country (if others)
- center to be seen as educational facility, an institution, not a student group.
- Somehow (?) there needs to be a stronger commitment to a budget. This seems to be SGA's/students' responsibility.
- Manual - It would be helpful for historical purposes, and for

guidance for current volunteers, to have a manual on hand. This could be used for training purposes.
- Encourage people to hold meetings, lectures at the HRC/GRC in order to increase awareness and use of the facility.
- Be represented at the organizational fair during NSD.
- Sponsor fundraisers at raise $ to buy items for the center that the school may not be willing to fun. Or the money can be used to send people to other campuses to hear speakers or to speak themselves.

Committee
- the committee sometimes doesn't follow up on things. For instance, we never put up the bathroom signs for the depression talk. Whatever happened to the keychains?
- Continue to share responsibilities, having someone chair meetings and keep minutes. Keep meetings moving!
- Weekly meetings are a bit much. Would every other week or every three weeks be enough?
- The center needs to keep the committee the size it is, or smaller if possible. As it is, we have a large group and it is hard to get any focus with such a large group. I'd suggest not adding any new members till the current juniors graduate.

Resources
- More books!
- The book picking mechanism needs to be fixed. It is very hard to get the groups to say which books they want. Maybe we need a quota for the different subjects and then go to group meetings with quick approval. Though it is important that subjects not dealt with by student groups are covered. Keep SGA involved in groups going to them for 1/2 the money, but keep up picking up books that the groups don't.
- Keep files on other student groups - this and other schools. Support groups everywhere.
- Work on getting more books as usual.
- Organize pamphlets
- list of periodicals
- The library needs a more extensive collection. The current # of periodicals, pamphlets and magazines is no way representative of what the HRC/GRC should have as a resource library.
- I would like to see a video library developed. Visual aids are just as important as written materials.
- I would like to see a record library developed.
- A comprehensive file/history of HRC/GRC to give the students a history to start with. A foundation to work from so that the center can continue to go ahead.
- Create a contact file with other schools and universities so that our resources will be greater since we can utilize each other's resources.

Publicity
- Be more organized in planning time frames for advertising.
- Lots of publicity - High Visibility
- Design a brochure and newsletter.

- Done well on publicity, keep it up.
- Publicize hours more - post office.
- I would like to see the newsletter become a valuable paper on campus with input from all organizations.
- more "advertising" to attract new people to the center (what exactly, I don't know)
- leaders or heads of organizations meeting here to discuss how they can promote each other.
- I think HRC/GRC board should meet with head of each of the organizations that use the facility.
- Could we do an all campus stuffer during NSD? Send every new student an HRC/GRC pamphlet and copy of "The Humanists".
- Have an activity for NSD held at the HRC/GRC in order to heighten the awareness of the new students that this facility does exist and is a valuable resource.
- We were working on getting the HRC/GRC on the "official" tours of campus. We talked to the admissions office and tour guides. I forgot what happened with that. Are we on the tour they give visitors and perspectives? And what about college publicity? Are we mentioned?
- Including the campus - I think we only serve a fraction of the student body. That is good, but I think we could do much better. Our publicity and promotion could be helped.