



Generations of Pride SEJF Grant

1 Page Summary

Generations of Pride is a series of monthly LGBTQ+ intergenerational gatherings for the Whatcom County community hosted by Western Washington University's LGBTQ+ Western, the Psychology Department's LISTEN Lab, the Bellingham/Whatcom chapter of PFLAG, and the non-profit Bellingham Queer Collective.

LGBTQ+ students face hardships to their holistic wellbeing including areas of social community, personal finance, and health. The Generations of Pride program has been a supportive environment for many LGBTQ+ students, alum, and community members.

This program has already begun with low cost, but it cannot grow without dedicated staffing. Additionally, we are not meeting ideal food accessibility standards with the potluck style. We hope the SEJF grant can supplement the various costs this first year while LGBTQ+ Western seeks permanent funding. Through the SEJF grant, we are requesting \$50,000 to fund a full year of the program, starting with the upcoming 2024-2025 academic year in September. LGBTQ+ Western will be the lead for the project and handle fiscal responsibilities.

The funds will cover:

- Employment for one student Generations of Pride Coordinator: **\$18,600**
- Transportation for students using the Associated Students van rentals: **\$240**
- Entree catering for the monthly dinners, and additional events that are created. Ideally purchased from sustainable businesses that are LGBTQ+ and/or BIPOC owned **\$28,000**
- A website to maintain communication with the larger community **\$360**
- Advertisement including print, digital, and other ads **\$3,000**
- Supplies **\$1,200**

This will fund at least 12 events. We currently meet on the last Wednesday of each month. We hope to expand the program to include other events with small costs, such as game nights. We will not know what additional events will be created until our Generations of Pride Action Plan is completed, estimated this summer.

The project has a small amount of funding from our partners Bellingham Queer Collective and PFLAG. Collectively, we hope to fundraise at various events such as Pride IN Bellingham.

In our proposal you will find details about the Generations of Pride program thus far, where we envision it to grow in this first full year, and information on the research that inspired this program. Thank you for considering our proposal, we look forward to meeting with you.



Generations of Pride Grant Committee: JoeHahn, Kaleb Starling, Kate McLean, Ayanna Phillips, Sof Trujillo.

Grant Application 2023-2024

This SEJF grant application is for all fund requests. Please fill out the application completely, utilizing additional space as appropriate. Supplementary documents may be added in the appendix at the end of the document. For questions about the application, reference the SEJF Grant Proposal Toolkit or ask a program representative.

Submit your completed application (including signatures) by emailing it to the SEJF Grant Program Coordinator, Zinta Lucans. Applications must be signed by your advisor, all members of the project team, and all stakeholders, for them to be reviewed. Email: lucansz@wwu.edu.

Application Level: Determine the amount of funding you will require and check or highlight the appropriate category.

	Small Grant: Up to \$5,000. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute. Small grant applications may be approved, declined, or sent to the SEJF Committee for consideration.
	Medium Grant: Between \$5,001 and \$35,000. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute for alignment and completeness and then provided to the SEJF Committee. The committee will review the grant application, receive your presentation, and approve or decline the funding request.



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X	<p>Large Grant: Over \$35,000. To request funding at this level, you must first complete an SEJF Committee feedback session – please ask an SEJF representative for more information regarding this process or refer to the SEJF Grant Proposal Toolkit. Applications of this size will be reviewed by the Director of the Sustainability Engagement Institute for alignment and completeness and then provided to the SEJF Committee. The committee will review the grant application, receive your presentation, and approve or decline the funding request.</p>
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Image 1: Generations of Pride planning committee at the first Generations of Pride dinner on January 31st, 2024.



SECTION 1: Project Concept.

1. Project Title: **Generations of Pride**
2. Statement of Purpose:

Summarize your project idea, including a problem statement, in 1-2 sentences.

Generations of Pride is a program of events offered to the Bellingham community which targets social connectedness through intergenerational storytelling and meal sharing. Many young adults in Bellingham, including Western students, are exploring their LGBTQ+ identities and need support and guidance from older people within their community. Further, many elders in our community have a desire to serve our students and youth through such opportunities for connection in which they can share their experiences, support, and wisdom; and learn from young adults experiencing a new generation of LGBTQ+ life.

3. Project description:

“We now ask you to imagine a dinner table surrounded by queer people of different generations, people with both unique personal stories, as well as shared experiences, elders whose stories serve as a diverse array of possibility models, who together can narrate some of the fabric of shared history to youth who are able to receive and participate in conversations with their elders, over a communal meal. What a new image this creates, one of possibilities, healing, and the continued threading of connected lives through time.” (McLean, Moriaty, Starling, Weststrate, 2024)

When originally written this quote was just a vision. The quote comes from a research paper written by faculty and students from Western Washington University’s Psychology Department LISTEN Lab, published in the *Journal of Homosexuality*. The work of the research team, which includes members of this project’s proposal team, aligned with programming hosted by LGBTQ+ Western, the department on campus dedicated to supporting LGBTQ+¹ students, faculty, and staff.

Generations of Pride began via an Intergenerational Panel community-centered event during Gaypril of 2023. Several of the current project team presented a panel on

¹ LGBTQ+: Lesbian, Gay, Bisexual, Trans, and Queer. The + denotes other identities of marginalized genders and sexualities



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research showing the importance of intergenerational connection within the LGBTQ+ community. At the session, several community members met and agreed to meet to develop a community-based program based on the research. There were several subsequent meetings between various groups (i.e., WWU, Bellingham Queer Collective², PFLAG³). We developed this program based on the research and other similar initiatives in Chicago (<https://prideactiontank.org/>). The community stakeholders all heard from community members that there was a desire and a need for intergenerational connection, a finding replicated many times in the research.

In this proposal we are seeking \$50,000 which will allow us to further fund our successful, community-building *Generations of Pride* events which caters directly to Bellingham's LGBTQ+ community, as well as build connections between WWU and the broader community. We believe this will, in turn, promote social, psychological, and physical well-being among LGBTQ+ adults in the greater Bellingham region, including WWU students, students from surrounding community colleges, and all adults who share an LGBTQ+ identity. In Table 1 below, we detail the attendance at the first four *Generations of Pride* community dinners.

² Bellingham Queer Collective: A new nonprofit dedicated to connecting, celebrating, advocating, and uniting LGBTQ+ and BIPOC communities in Bellingham.

³ PFLAG: Founded as Parents and Families of Lesbian and Gay, this non-profit is made of families and allies supporting LGBTQ+ youth. The PFLAG name is no longer an acronym to be inclusive of bi, trans, and many other identities but maintain the recognition of the original name. We have a Bellingham/Whatcom chapter of PFLAG.



Month	Total Attendees	New Attendees	Returning Attendees	Estimated Number of Western Students
January	80	80	N/A	35
Feb	64	34	29	22
March	55	28	27	11* Spring break
April	68	27	41	28

There is a strong community interest in this event, including students and the larger Bellingham and Whatcom community. While we can continue general operations, some things will need to change, or more out-of-pocket expenses will occur. This is not affordable for everyone, especially the students and retired folks. We are currently running on volunteer hours and support for food, materials, and equipment, which is unsustainable. The only paid staff consists of the LGBTQ+ Western professional staff, with occasional help from the student staff. As the interest in the program continues to increase, so do the demands on time and resources.

To support this project in full we need resources to not only run the events, but to thoughtfully plan them and onboard new participants. This is a structured activity that takes explicit 'socialization' around safe and supportive storytelling. Resources to support staff in doing this, as well as to connect with the community and increase accessibility, are needed.

We are currently gauging interest in creating secondary events outside of the monthly dinners. We anticipate a desire for these, especially outdoor events. One such event is a Generations of Pride Picnic we hope to host sometime this summer that will include LGBTQ+ people under 18 for the first time. This proposal focuses on the Generations of Pride Monthly Dinners. If we find a secondary event would be beneficial and needs funding, we can reallocate the money accordingly and keep the committee informed and seek advice from the committee. We are hoping for some flexibility of the funds as we are seeing this program grow.



The funds will cover:

1. Employment for one student Generations of Pride Coordinator: **\$18,600**
2. Transportation for students using the Associated Students van rentals: **\$240**
3. Entree catering for the monthly dinners, and additional events that are created. Ideally purchased from sustainable businesses that are LGBTQ+ and/or BIPOC owned **\$28,000**
4. A website to maintain communication with the larger community **\$360**
5. Advertisement including print, digital, and other ads **\$3,000**
6. Supplies **\$1,200**

Below is a summary of each area of need:

a. Transportation

We plan to rent 1-2 Associated Student vans each month with the goal of it being used for pick up at intervals such as 4:40, 5, and 5:20 for pick up and 7pm and 7:20 for drop off back on campus. The vehicle use is \$0.65 per mile. The Senior Center is about 2 miles away. The transportation can also be used to pick up catering. We plan to have pick up options on both North and South campus.

Budgeting for potentially more trips, picking up gas and food items, and other potential needs, we estimate costs to be \$20/month. While the carpool option will be a wonderful accessibility tool, we will encourage students to consider using the bus as well. Currently this plan is only used for the transportation of WWU students. We may look for other carpooling options for seniors through our community partners.

b. Student Employment

We plan to hire an LGBTQ+ Western student staff member to be the Generations of Pride Coordinator. They will coordinate the event with the professional staff and volunteers, work in the community, and expand the program beyond the monthly dinners.

Their job description is still in the works, but here are general duties, informed from other LGBTQ+ student positions:

- Be a member of the LGBTQ+ Western team
- Coordinate, with committee, the Generations of Pride dinners and other Generations of Pride events



- Serve as the primary point of contact about Generation of Pride questions, accommodation requests, and collaborations
- Engage with other colleges, schools, non-profits, and other community organizations and campus departments including: promotion, recruitment, collaboration, and sponsorship
- Support other LGBTQ+ Western events such as Queerientaton, Gaypril, and Trans Week and help connect them to the larger Generations of Pride program
- Facilitate trainings regarding Generations of Pride
- Support the search for and application to other funding opportunities
- Meet regularly with Generations of Pride Committee
- Meet regularly with the LISTEN Lab faculty and students
- Attend weekly staff meetings
- Have ~10 hours/week of office hours to be spent engaging with the community, working on projects, and supporting the LGBTQ+ Western community
- Support transportation for Generations of Pride, possibly even driving (this is not a requirement to drive, they might just be coordinating the work)

We will be paying the student around \$18.28 per hour in mind of the minimum wage increase of May 2025. With benefits being around \$30 a month and the student working a maximum of 19 hours per week, we estimate a monthly cost of around \$1,550 and an annual cost of \$18,600. Increases in wages may be adjusted depending on department and unit procedures. If we find applicants are not able to commit to 19 hours a week, we may make this a co-coordinator role where two students split the work at 9-10 hours per week. Our other student staff roles are co-coordinators, which has been beneficial. We will also seek a work study position as a potential co-coordinator like we do for all our student staff roles.

c. Food

We have had 50-80 people attending each monthly meeting. Our goal is 100 people each month. While full food coverage isn't needed due to potluck style feeding, we know some students are not attending due to safety concerns about home cooked meals. We are looking to supply enough main entrees for each event, and then have the potluck focus on sides and desserts. We are seeking to use local LGBTQ+ owned businesses and other minority owned businesses.

At \$23 dinner per diem rate as an estimate for 100 people, the food cost is a maximum of \$2,300 per month depending on the catering service. Totally \$27,600 for the year. We added \$400 to accommodate additional taxes, tipping, and delivery fees. We will try to avoid delivery when possible and arrange pick up.



We likely won't spend the \$2,300 on just the dinner. We hope to save part of the funds for the secondary events. Having food at each of our events is a critical part of our work. We want to address the high rate of food insecurity in the LGBTQ+ community, particularly for college students. Having catered food at our events also allows us to ensure we have nutritional options each meeting. At our latest potluck, we had a disproportionate number of desserts compared to entrees and healthy options like fruits and veggies.

To avoid food waste, we will have compostable to-go containers available so community members, especially students, can take home any leftovers. We will also adjust our orders based on anticipated attendance from RSVP lists. We will seek other services to collaborate with for food donations if there are still leftovers. Non-perishables will be saved for future events.

d. Supplies

We have had minimal supply needs that have been either donated or paid for so far by PFLAG, Bellingham Queer Collection, and LGBTQ+ Western. However, as we grow, we will need more supplies and having a dedicated supply budget will allow us to allocate current funds to other projects.

The supply needs vary, so it is difficult to make this itemized. But includes items such as:

- Name tags
- Sign in sheets
- Masks
- Question cards
- Tablecloths
- Tech support items

If we have secondary events outside of the Senior Activity Center, we may have different supply needs and possible reservation costs. We will seek affordable and sustainable options and communicate any changes with the committee.

e. Publicity

We currently have posters that are on campus and in the community that cost ~\$200 for the first run print. We will need to update these as we update or adjust our services. We also would like to advertise in various physical and online media spaces during peak months such as October (LGBTQ+ History Month), April (LGBTQ+ Western's Gaypril), and June (LGBTQ+ Pride Month). And if we expand our services to include people under 18, we will need additional publicity to



schools, parents, etc. This number may actually be too low, but we will adjust accordingly and ask for members to share with others.

For our annual drag show this year, we had daily Instagram ads for 1 week leading up to the event which cost approximately \$3.75 a day. We may use the LGBTQ+ Western Instagram to target LGBTQ+ people in the community, especially fall quarter when a new group of students will need recruitment.

Publicity costs may mostly be labor costs. We hope to create outreach opportunities through phone and email for Generations of Pride members who have a lapse in attendance to check in, invite them back, and refer them to any appropriate resource on campus or in the community. This work may fall under the Generations of Pride Coordinators, but likely be primarily from the LGBTQ+ Director.

f. Website

While WWU will be the primary host of the event logistics, we have created this event with a shared equity leadership lens. This means Bellingham Queer Collective, PFLAG, and other future partners shouldn't have to rely on accessing our website to get information about the event. Creating a website hosted outside of the various organizations will allow us to show that Generations of Pride is a collective project with various partners.



4. Goals:

What are the goals and desired outcomes of your project?:

We see intergenerational encounters and intergenerational relationships as central to the health and well-being of both LGBTQ+ elders and youth. We have visions for expanding Generations of Pride to include intergenerational film festivals, art shows for art made through intergenerational collaborations, speaker panels and more. We believe in strengthening our community members and building resilience through education and action, across campus and in connection with our larger community in Whatcom County.

5. Student impact:

How does this project directly impact the Western student community?:

Generations of Pride is a community-based event, built by and for our community members. However, we utilize practices that are based in a broad and robust program of research. We know that cultural storytelling is uniquely important for developing a coherent and integrated identity (e.g., McAdams & McLean, 2013) and for positive psychosocial functioning (e.g., Adler et al., 2016). Further, intergenerational storytelling can profoundly impact one's sense of collective continuity, a phenomenon associated with decreased suicidality (Chandler et al., 2003), among other critical factors (see Merrill & Fivush, 2016). Although intergenerational contact in the LGBTQ+ community is not common, it is strongly desired by all ages: elders, middles, and youngers (Turner et al., 2024; Weststrate et al., 2023). Research shows that when such contact occurs, in the context of storytelling, it is associated with psychological development (e.g., well-being and identity development) (Weststrate et al., 2023). We know that sharing both personal life stories as well as stories of cultural-historical events central to the community is most impactful when it is done in person and in developed relationships (as opposed to getting information online, for example) (Turner et al., 2024). Supporting our student's health and well-being while they are at WWU is central to the mission of the university, and this is a community-based practice that can support this goal.

Student development theories are also a critical part of this work, as LGBTQ+ Western is a department under Enrollment & Student Services. One theory is Astin's Involvement Theory (1984), which states that when a student is involved in their environment, growth and learning is



more likely to occur. The more the student puts into the activity, the more they get out of it. Generations of Pride recurring each month allows students to continuously build connections, and with each month take on different roles such as facilitating, volunteering, speaking on a panel, welcoming newcomers, and many more.

Generations of Pride also supports students exploring their gender identities, sexualities, and romantic orientations. We are informed by historical and contemporary identity development theories such as The Cass Model (1979) for Sexual Identity Development; Trans Identity Development (2017); and general Queer Theories. While our work is currently rooted in our Psychology research, we hope to see how other disciplines such as Women, Gender, and Sexuality Studies, Sociology, and Communications can help further expand the academic lens applied to this program to keep it holistic.

Okanagan Charter

Western Washington University is part of the [Okanagan Charter](#), an international charter for “health promoting universities and colleges.” Generations of Pride meets both of the Okanagan Charter’s action framework for higher education.

1) Embed health into all aspects of campus culture, across the administration, operations and academic mandates:

Having holistic health integrated into programming for our LGBTQ+ students can increase safety, wellbeing, retention, and community connections, generating a “thriving community and a culture of well-being.” (Okanagan Charter Call to Action 1.3).

2) Lead health promotion action and collaboration locally and globally:

With our origins in psychology research, Generations of Pride is a helpful piece of integrating well-being and sustainability in all disciplines. We have monthly storytelling conversations, and plan to have intentional conversations about how students’ field of study can connect them with elders in the community who have worked in those fields. Additional conversations about the areas of wellbeing such as mental health, sustainability, and other topics can help us meet this goal not just on campus, but in the larger community as well. Some students have already connected with elders outside of the monthly meetings. We hope to create various mediums to encourage that connection both in-person and through email, mail, and other applicable methods that meet the needs of everyone involved.



Mission Statements

Lastly, Generations of Pride falls under many areas of the Western Washington University Mission Statement and Strategic Plan. It also addresses the four areas of LGBTQ+ Western Mission Statement. We believe that the program meeting the two mission statements help illustrate how impactful a fully funded proposal can be for our students.

Western Washington University:

Western Washington University is a public comprehensive institution dedicated to serving the people of the state of Washington. Together our students, staff, and faculty are committed to making a positive impact in the state and the world with a shared focus on academic excellence and inclusive achievement.

As a community, we uphold certain basic values. These include:

1. Commitment to student success, critical thought, creativity, and sustainability
2. Commitment to equity and justice, and respect for the rights and dignity of others
3. Pursuit of excellence, in an environment characterized by principles of shared governance, academic freedom and effective engagement
4. Integrity, responsibility and accountability in all our work

The four basic values are each met through the program. Being rooted in storytelling from the LISTEN Lab research connects students to critical thought through creative engagement. Developing the program further will also us to have our community more directly engaged in the facilitation and creation of the events, integrating a shared governance model. We keep integrity, responsibility, and accountability central in our work, and our Action Plan will address how to use Restorative Justice to address harm if it occurs between members of our community through the program. All of this is rooted in our commitment to equity and justice.

The Western Washington University strategic plan has four goals. We highlight two: Goals 3 and 4. Goal 3: "Western will foster a caring and supportive environment where all members are respected and treated fairly." Generations of Pride not only exhibits this care, but also teaches students how to engage with age groups and other identities.



Many LGBTQ+ people do not have a community of queer elders in their biological families. Being able to learn intergenerationally will foster the caring and supportive environment we strive for. Goal 4: Western will pursue justice and equity in its policies, practices, and impacts. Western directly names that it has failed to meet the needs of people of “many races, ethnicities, creeds, socioeconomic classes, gender identities, sexual orientations, and disability statuses.” It calls for authentic engagement. We have already seen the Generations of Pride program create authentic engagement, such as our students and staff sharing their stories in the Intergenerational Beyond Borders Panel we hosted during our April 2024 meeting. Vice President of Enrollment and Student Services Melynda Huskey connected the current issues LGBTQ+ people are experiencing with the historical experiences she has lived through such as the AIDS Crisis. These challenging, authentic storytelling experiences are a step towards addressing the oppression LGBTQ+ communities have and currently experience and how Western Washington University can be part of solving the issues.

The LGBTQ+ Western mission statement is to “advance the holistic thriving of diverse LGBTQ+ students, faculty, and staff by collaboratively engaging the Western community with transformational knowledge, resources, advocacy, and celebration. LGBTQ+ Western is committed to learning about and celebrating sexual orientation and gender identity diversity as they intersect with race, ethnicity, nationality, ability, religion, and other aspects of identity and experience.”

Transformational knowledge is occurring with each storytelling session and even general conversations. Connecting our LGBTQ+ students with the community helps them learn about **resources** and share them with their elders. They learn about past **advocacy** and activism and can dream and take action for their futures. And every event is a **celebration** of our community in a unique manner many students and community members have not experienced.

7. Education and outreach plan:

How do you plan on promoting your project on campus? How will the Western community learn about your efforts? Is there an educational component to your project?

Our methods of education and outreach have been limited by our lack of funding but have so far included face-to-face coordination with local community colleges, internal WWU advertisements in coordination with LGBTQ+ Western, and online promotion by our community partners Bellingham Queer Collective and PFLAG Whatcom. With this grant we would be able to expand our outreach into other areas of the community with



tabling, posters, and other methods. We will focus on building intentional relationships with other entities and establish our own social media and online presence to further promote our project. We envision having our own website outside of WWU, Bellingham Queer Collective, and PFLAG (Parents and Families for Lesbians and Gays) so that we can inform the community through a host page for more accessibility beyond the university. This site would show our events and links to our community partners.

8. *Metrics: How will the impact of this project be measured? What are quantitative and/or qualitative metrics that can be tracked?*

This project is based on research that already exists. That is, we are implementing an evidence-based program. However, we have also been surveying participants after events to determine what is working well and what is in need of improvement. We will continue to survey participants to determine the impact of the program.

Currently we are documenting attendance for everyone attending Generations of Pride. A monthly feedback survey is sent to gather information and we will integrate other metrics such as focus groups, 1:1 interviews, and other engagement with students and community members to continue to improve Generations of Pride.

10. *Lasting impact & Ownership: What is the longevity of this project? How will it impact sustainability, in the long-term, on campus? Which individual, office, or department is taking ownership of this project? Identify the post-SEJF-funding plan.*

We believe this project can become a foundation for the LGBTQ+ community in Bellingham by giving adults critical hope, connection, and belongingness at a time they need it most. We will have a lasting impact on the culture of Bellingham and Whatcom County because we are shaping this programming based on direct feedback and recommendations from within the community. Events are designed simply, with the hope that community members can take ownership over the Potluck Dinner event as desired. We as organizers have already begun recruiting participants who want to play a bigger role in the event's production to gauge and train their interests. When it comes to longevity, we believe the format of our events are designed with sustainability in mind.

We hope to have Generations of Pride become a regular Bellingham/Whatcom County program that will continue in perpetuity. By becoming a regular program, we can guarantee the community will have at least one intergenerational LGBTQ+ space monthly, which intentionally connects college students with the larger community.



Having sustainable connections for LGBTQ+ students will increase their wellbeing. Positive wellbeing can increase the recruitment, retention, and graduation rates of LGBTQ+ students (Rivera et. al 2022). With LGBTQ+ students making up approximately 40% of Western's student body (Climate Survey, 2021), it is critical that we have programming that helps the wellbeing of students around campus and the community.

Many LGBTQ+ graduates remain in the Bellingham area, and we hope they can become mentors and support for new students while they join the workforce and engage with Bellingham and Western Washington University as community members and Western alum.

LGBTQ+ Western is the primary department taking lead with the project. However, we are practicing Shared Equity Leadership (American Council on Education, 2021) so that anyone at Western and the larger community can be part of the Generations of Pride planning such as facilitation, set-up, theme selection, etc. LGBTQ+ Western will serve as university budget authority, overseen by JoeHahn (LGBTQ+ Director) with support from Ayanna Phillips (Program Manager) and other staff from The Centers for Student Access, Community, and Intercultural Engagement. The research that has informed Generations of Pride will continue from faculty and students from Western Washington University's Psychology Department's LISTEN Lab. Community partners Bellingham Queer Collective and PFLAG Bellingham/Whatcom County will also be stakeholders in the program.

If this project continues, we will need to seek additional funding primarily from LGBTQ+ Western through the Services & Activities fee, state, and foundation funds. At this time, we are not able to commit to this funding line, but will be submitting proposals for it in the future. We will also ask PFLAG and Bellingham Queer Collective to help in fundraising and see if they are able to allocate more funds as the program grows. However, we know they are limited in funding opportunities as small and new non-profits. Additional grants outside of the SEJF funds will be pursued as well.

Ultimately, we are confident the Generations of Pride program will continue, it just may need to be flexible. Fundraising events and the eventual integration of the program into the larger university budget will take time, but it will be one of our budgeting focuses moving forward. We will work with the community to scale accordingly. Our Generations of Pride Coordinator(s) and LGBTQ+ Director will have some of their 2024-2025 work focused on seeking grants that either we, or our nonprofit partners, can apply to to



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continue this unique program. One program we are exploring is the [Pride Foundation's Community Grants](#).



Image 2: Pao, an LGBTQ+ Western student staff member, seated with a plate of food at a Generations of Pride dinner.



SECTION 2: Sustainability Impact.

1. How will your project positively support at least one of the four pillars of sustainability at Western?

1. Create economic vitality; 2. Promote well-being; 3. Protect the environment; 4. Uphold social justice.

Economic Vitality:

By bringing students into downtown Bellingham once a month, there is the possibility of increased activity for downtown businesses. As Bellingham Queer Collective and Northwest Youth Services launch their downtown Queer Center, we can host Generations of Pride smaller events in that space to encourage continued engagement with Bellingham.

Our goal for the Generations of Pride meals funded by this grant would be to buy from LGBTQ+ and BIPOC owned businesses in the community. This puts money back into the community and connects current students with business owners and community members, some of which are Western alum.

Students will also save a small amount of personal funds from having free meals and transportation covered each month. This can be a small piece of supporting the basic needs of LGBTQ+ students, who we know face a disproportionate rate of financial burdens such as food insecurity, housing insecurity, and higher debt (Henry, et. al 2022) While the savings would be small, we know a single meal in community can make a major impact in student's lives.

Generations of Pride is open for all above 18, which can be a helpful way to engage community members and connect them back to Western, whether they be community members, alum, or future students.



Promote Well-Being:

We have detailed how the primary aim of this project is targeting the health and wellbeing of participants, based on existing research. Given that there are structural barriers to elders and youth accessing each other in the LGBTQ+ community (e.g., Weststrate et al., 2024), this project is rooted in a social justice orientation to address those barriers that disproportionately impact this community. We view the wisdom held within this community to be vast, and a part of it is the wisdom to navigate systemic and structural oppression (Weststrate et al., 2024). Providing space for this knowledge to be shared is critical when there are no designated spaces for its transmission. The impact relating back to the Okanagan Charter detailed in Section 1.5 will help align Generations of Pride university strategic goals and commitments.

Protect the Environment:

Generations of Pride has many community members who pursue alternative transportation methods, such as proud Western Washington University alum Robert Ashworth who bikes everywhere he goes. By funding transportation costs through the shuttle system, we can reduce the number of students using their own cars. We will also continue to promote the WTA buses as another alternative transportation directly from campus.

Uphold Social Justice:

Upholding social justice is a core component of Generations of Pride. Each month, members discuss various topics such as women's history, going beyond the borders of societal expectations, and LGBTQ+ relationships. Students engaged in Generations of Pride will connect with LGBTQ+ Western and the larger unit, The Centers for Student Access, Community, and Intercultural Engagement (shorthand is "The Centers").

Connecting with elders in the community, whether they be recent grads, retirees, or anyone in between, can help students learn about social justice issues outside the Western bubble and perspective. They can hear from elders who went to college when Matthew Shepherd was alive and the activism that came after his death. They can learn about the HIV and AIDS crisis and how it relates to health epidemics today including Covid and m-pox. They can learn how to find joy even when anti-LGBTQ+ sentiment is seen through legislation. Students will not just learn from their elders; they will also teach their elders. We believe the intergenerational connection will strengthen the community's commitment to upholding social



justice and allow everyone involved to learn more about not just LGBTQ+ issues, but social justice issues worldwide. Finally, simply providing access to intergenerational connection is an act of social justice given the structural barriers to doing so.

3. How will your project positively align with Western's Sustainability Action Plan (SAP)?

Please determine how it advances one or more of the ten SAP chapters. *For information on the SAP, please refer to the Sustainability Engagement Institute's website (sustain@wwu.edu) or ask a program representative. The ten SAP chapters are:*

1. Built Environment
2. Campus & Community Engagement
3. Curriculum and Research
4. Dining Services
5. Grounds
6. Investments
7. Procurement
8. Student Life
9. Transportation
10. Waste

Primary chapter of alignment: #2, #3, and #8

Explanation: The centerpiece of this program is connecting the campus community with the broader Whatcom County community. Students engaging with the community helps bridge the relationship between campus and the larger community, creating and sustaining healthy relationships between generations of LGBTQ+ people. We hope to partner with more LGBTQ+ centered organizations in the community that center sustainability in their values and connect them with Western Washington University programs, such as our Intersectional Action Club.

We have started to engage with the other local schools, Whatcom Community College, Northwest Indian College, Bellingham Technical College, and other institutions outside of Whatcom County. With the Generations of Pride Coordinator position funded by this grant, we will be able to have that student further connect us with our peers and meet Student Life goal 1.3.



Generations of Pride's origins is in co-curricular learning, with the Psychology Department's intergenerational LGBTQ+ research pairing with LGBTQ+ Western's student engagement. This co-curricular learning has continued with the monthly events, including LGBTQ+ students connecting with each other and community members in various fields and even connecting with LGBTQ+ faculty and staff. We hope to partner with our Career Services Center and other departments and programs at Western and in the community to help connect students and community members with careers that center the Social, Economic, and Ecological (SEE) principles.

Additional chapter(s) of alignment and explanation, if applicable: #9 transportation, #7 procurement, #10 waste

Transportation is only a small part of our proposed budget, but an important piece of our work. There are many LGBTQ+ students who do not drive for a variety of reasons: financial limitations, lack of parking, vehicle back home, and disability including physical and mental disabilities.

By providing transportation for students to attend Generations of Pride events, we help meet goals to reduce solo-driving and increase access for many students.

Our procedure for selecting vendors for each Generations of Pride dinner and other events has not been developed yet, but we envision using the Sustainability Action Plan as a guide to find sustainable businesses.

As we use materials for the meals, we want to provide reusable, recyclable, and compostable items and reduce the number of products we use such as water bottles. If our programming can expand with this grant, we hope to create learning opportunities for students and the community such as composting, upcycling, or other workshops. We have done some partnerships with Zero Waste Western in the past for other events and would love to collaborate with them and other sustainability focused organizations in the future who could teach us more, while we teach them about LGBTQ+ issues and experiences in a mutually beneficial relationship for ongoing community sustainability.



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Image 3: JoeHahn facilitating the Intergenerational Beyond Borders panel with participants and panelists April 2024



SECTION 3: Project Participants.

Project Advisor (Faculty or Staff) Student proposals must include a staff or faculty advisor. The role of the advisor is to assist the team during the development, implementation, and post-implementation stages of the proposal process.

Project Lead: There must be a team lead designated for the project. This individual is expected to serve as the communication liaison for the project.

Financial Agent: The project must have someone with budget authority to manage funds for all purchases. Should funds require transfer, this individual will have to provide a FAST Index and Activity Code to the SEJF Program Coordinator. Financial agents must be permanent staff and/or faculty members on campus and cannot be student employees.

Program Coordinator: A member of the SEJF team will serve as the primary contact for the program and committee.

Role	Name	Department/School: <i>Students provide major/minor and expected graduation quarter/year</i>	Position: <i>Faculty/ staff/ student</i>	Western email address	Signature to verify agreement
<i>Team Advisor</i>	JoeHahn	LGBTQ+ Western	LGBTQ+ Director	joehahn@w wu.edu	<i>JoeHahn</i>
<i>Team Lead</i>	JoeHahn	LGBTQ+ Western	LGBTQ+ Director	joehahn@w wu.edu	<i>JoeHahn</i>



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<i>Team Member</i>	Kaleb Starling	Psychology, 1st year Graduate Student. Expected graduation 2025	Graduate Student		<i>Kaleb Starling</i>
<i>Team Member</i>	Kate McLean	Psychology Department	Professor	Kate.McLean@wwu.edu	<i>Kate McLean</i>
<i>Team Member</i>	Ayanna Phillips	LGBTQ+ Western	Program Manager		<i>Ayanna Phillips</i>
<i>Team Member</i>	Sof Trujillo		Student LGBTQ+ Western Education & Advocacy Co-Coordinator		<i>Sof Trujillo</i>
<i>Financial Agent</i>	JoeHahn	LGBTQ+ Western The Centers for Student Access, Community, and Intercultural Engagement	LGBTQ+ Director	joehahn@wwu.edu	<i>JoeHahn</i>
<i>SEJF Project Coordinator</i>					



The entire LGBTQ+ Western staff will be involved in some capacity with Generations of Pride. We have identified one student to rep the team for the grant writing process currently. If funded, the Generations of Pride Coordinator will become the student rep in engagement with SEJF project coordinators.

SECTION 4: Project Timeline.

1. Describe how your project will progress, both before and after the approval of your proposal. Outline all tasks that are required to complete the project, including all the means in which you will promote the project on campus, in the table below. Insert additional rows, as necessary.

Task	Timeframe	Estimated Completion Date
Continuous Generations of Pride dinners	Monthly, since Jan 2023. Monthly dinners, additional events to be decided	Ongoing, but end grant date ~09/2025
Generations of Pride Action Plan Create an action plan to help us envision the future moving forward, establish student and community members for leading the committee, and revisit our initial plans and operations as we prep for academic year 24-25. Including identifying if any secondary events should be planned.	Summer 2024. June-August	September 1st, 2024
Hire & Train Generations of Pride Coordinator We hope to do a search for the Generations of Pride coordinator student position over the summer. Having them start in September will allow us to have them in Student Staff	September 2024- November 2024	Hired by: September 15th, 2024 Onboarding completed November 2024



<p>Training with the full LGBTQ+ Western team and introduce them to the Generations of Pride dinner at the September gathering. Using the action plan, we will onboard the coordinator and then have them take a larger leading role with the project.</p>		
<p>Assessment Projects Assessment will need to occur on a regular basis. Because of the quarter-system Western and other nearby colleges use, we will have the committee assess Generations of Pride with quarterly reports.</p>	<p>Summer 2024- September 2025</p>	<p>Monthly assessment surveys sent out within 3 days of the Generations of Pride meeting. Quarterly reports completed on or around the following dates: Spring Quarter 2024 Report: July 15, 2024 Summer Quarter 2024 Report: September 15, 2024 Fall Quarter 2024 Report: January 15, 2025 Winter Quarter 2025 Report: April 15, 2025 Spring Quarter 2025 Report: July 15, 2025 Repeating dates into 2025-2026.</p>
<p>Website Launch We will run the main Generations of Pride website from the LGBTQ+ Western page until grant funding occurs. Once received, we will have the LGBTQ+ Western Drag Show Coordinator and Media & Outreach Co-Coordinators create and maintain</p>	<p>Fall 2024 September-Oct 2024 launch</p> <p>Updates monthly with reports, contact information, etc.</p>	<p>Launch no later than October 30th, 2024, at that month's Generations of Pride dinner</p>



the website with support from professional staff.		
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2. When is the planned project completion date?

This is an ongoing project, but the SEJF funding will end September 2025 and funds should be depleted by then if we use the funds fully each month. To give time for a closing report, we ask for a completion date of December 12th, end of Fall Quarter 2025. We hope by then we can secure funding from other WWU and community resources, including permanent funding within LGBTQ+ Western, to continue the program.

SECTION 5: Project Stakeholders.

1. Does your project involve labor/participation or require permission from organizations, departments, or individuals on campus? Who will be impacted if this proposal is implemented? All stakeholders must provide a signature of approval for this project. Note: Only stakeholders internal to WWU must be listed.

Stakeholder Name	University Department and Position	Involvement in Project	Stakeholder signature of approval
JoeHahn	LGBTQ+ Western, Director	Advisor, Financial Agent, Project Lead, co-facilitator (While JoeHahn is taking the lead here, we want to emphasis the focus on Shared Equity Leadership)	<i>JoeHahn</i>
Kate McLean	Psychology, Professor	Co-Facilitator, Research	Kate McLean



Kaleb Starling	Psychology, Graduate Student	Co-facilitator	<i>kaleb starling</i>
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2. Does your project propose a temporary or permanent facility or property modification? If so, is a Project Owner Form attached to the appendix of this application? Please ask a program representative for this form.

No.

SECTION 6: Project Budget.

Provide an itemized list of the budget items required for this project. Include equipment, construction costs, publicity, labor, and any other costs.

Budget item	Cost per Item	Quantity	Total Cost
Transportation reservation (monthly)	\$0.65/per mile ~\$20 a month	12	\$240
Student Employment	\$1550 /month	12 months employment	\$18,600
Food (Local catering which ranges between 300-900)	\$800 / month	12 months of events	\$28,000
Supplies (name tags, question cards, etc.)	\$100/ month	12	\$1,200



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Publicity (posters, ads around community, etc)	Varies	N/A	\$3,000
Website (dedicated site outside of our individual orgs)	\$30/month	12	\$360
Total project budget			\$51,400

The SEJF program encourages the identification of additional funding sources to augment SEJF funds, though it is not required. List pending, approved, and denied applications for funding from other sources, along with amounts requested from those sources.

Additional funding source(s), if applicable	Status	Amount
PFLAG	Pending	\$175/quarter=\$700/year
Bellingham Queer Collective	Pending	\$175/quarter=\$700/year
Total of all other funding sources		\$1,400/year

Total funding amount requested from SEJF	\$50,000
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If the project is implemented, will there be any ongoing replacement, operational, maintenance or renewal costs? If yes, has a source of funds been identified to cover those costs? This must be communicated to the appropriate stakeholder.

If we continue the program into 2025-2026, we will need to find additional funding. We hope to seek funding through our community partners such as Bellingham Queer Collective and PFLAG, as well as the Western side through LGBTQ+ Western, Office of Equity, etc.

Ongoing cost	Amount/year	Responsible Stakeholder	Signature
Website	~\$360 a year	LGBTQ+ Western	<i>JoeHahn</i>
Student Employment	\$18,600	LGBTQ+ Western	
Food (if we keep same format)	\$28,000	LGBTQ+ Western	
Supplies	\$1,200	LGBTQ+ Western	
Publicity	\$3,000	LGBTQ+ Western	



SECTION 7: Appendices.

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