

LGBTQA Services

'07 – '08 Accomplishments

Goals and Objectives of LGBTQA Services Program:

The goal of this program is to increase the experience of safety, inclusion, and engagement of students, staff, and faculty members who are lesbian, gay, bisexual, transgender, and or questioning, and their allies. We work toward this goal by:

- I. Increasing LGBTQ awareness through visibility and education;
- II. Building LGBTQ community through outreach, and programming;
- III. Maximizing impact through partnerships and collaborations, and
- IV. Motivating excellence through facilitation and celebration of LGBTQ-related accomplishments.

The goals, objectives, and principles stated above have evolved out of the original vision for the office of LGBTQA Services to “assist UVM in assessing and meeting the needs of students, staff and faculty members who are lesbian, gay, bisexual, transgender, and or questioning, and their allies.” We actively use these objectives to guide our every discussion and shape our every strategy throughout the year. In addition each year we focus on specific operational issues and projects. During the past year issues we intended to focus on included:

- Building communication, teamwork and efficiencies among staff.
- Supporting and promoting David Bohnett Cybercenter.
- Developing community use and ownership of drop-in center.

I Increasing LGBTQ awareness through visibility and education

Our approach to this goal is multi-pronged, utilizing media, special events, and an intensive focus on student, staff, and faculty training efforts. We work to increase the awareness of as many members of the UVM community as possible about:

- The presence of LGBTQ people at UVM.
- LGBTQ issues and perspectives.
- LGBTQ contributions and accomplishments.
- Impact of institutional policies and practices on LGBTQ people.
- Climate for LGBTQ people.
- Services and supports available to LGBTQ people.

During 07 – 08 we worked at this objective with:

- 50 trainings, workshops, and information sessions for students, staff, and faculty members.

- Efforts to increase effectiveness of UVM's response to bias incidents on campus through work with Bias Subcommittee of President's Commission on Social Change.
- Continued publication and distribution of our "It's Okay to ?" new student FAQ brochure.
- Redesign, publication, and distribution of our LGBTQA Services brochure.
- Production and distribution of event themed buttons.
- Improved graphic design and distribution of LGBTQ events media
 - Continued publication of NCOW and LGBTQApril posters
 - Continued management of events calendar web page
 - Events advertised on Davis Center flat screens and table tents
- Publication and promotion of "Tips for Teachers: LGBTQ People in the Classroom" guide for faculty.
- Production of five events over three days featuring author and affirmative action law scholar Kenji Yoshino.

Other education takes place via private consultation with individuals or small groups regarding specific issues. Consultations, trainings, and bias incidents are listed in the activity report below.

II Community building through outreach and programming

Vital identity-based communities are key to improving the experiences of people from traditionally marginalized groups within an institution. Relationships and communication between different groups are key to improving intergroup relations and deepening appreciation for diverse identities. For all of these reasons we work actively to build community within and across all identity groups (e.g., between lesbian and gay, LG and bisexual, transgender and LGB, LGBTQ who are younger and those who are older, white and ALANA, able-bodied and disabled, Christian and non-Christian, etc.). We use social gatherings, cultural programming, and outreach to create opportunities for learning and relationships. Below you can find lists of outreach, and events, and programs produced by LGBTQA Services this year.

III Maximizing impact through partnerships and collaborations

Partnerships and collaborations achieve multiple goals of building community and alliances, providing learning opportunities, engaging and empowering community members, building relationships across communities, increasing involvement, sharing and fostering responsibility and leadership, and increasing capacity and impact. Collaborations and partnerships from 07 – 08 are listed below.

IV Motivating and engaging by fostering and celebrating professional accomplishments

A potential pitfall of identity-based support offices is the assignment or assumption of an expert role that allows or even encourages community members and institutional bodies to abdicate involvement and responsibility. By remaining actively responsive to and involved with the interests and aspirations of community members such offices can foster leadership, involvement, awareness, vitality, and community. Engaging and acknowledging LGBTQ-related progress and achievements of students, staff, and faculty members helps increase self-respect, visibility, optimism, energy, and inclusion.

The above stated principles guide our choices and planning about everything. We endeavor to facilitate, foster, acknowledge, and celebrate the contributions of any student, staff, and/or faculty member regarding all the ways they add value to the University of Vermont. We use our community newsletter, web pages, and awards and rainbow graduation ceremony, and many other, smaller scale, day-to-day activities to achieve this goal. See the list of community and group activities for examples.

IV Goals for and Challenges for '07 – '08

LGBTQA Services and the LGBTQA community enjoyed an exceptional year marked by increases in almost every area including:

- Variety and number of LGBTQ activities, initiatives, and groups;
- Sophistication of training themes and content;
- Involvement of LGBTQ issues in university wide planning and policy discussions;
- Overall success of LGBTQ events and programs;
- Utilization of LGBTQA Services resources including:
 - David Bohnett Cybercenter
 - Consultation and advocacy
 - Library browsing and lending
- Sophistication of community activism and commission leadership

During '07 – '08 levels of LGBTQ-related initiatives on campus surpassed our ability to track, much less facilitate. Many activities flourished without need for our direct involvement while other organizations and activities struggled. Lists below should be read knowing that additional, important activities, events, meetings and projects existed outside the awareness of the LGBTQA Services office. Also significant this year is the acquisition of base funding for all of our staff members. July 1, 2008 marks the first fiscal year where LGBTQA Services can plan for the fall without contingencies for possible unfunded staffing.

These developments signal a jump to new stage in the evolution of LGBTQA community and institutional integration at UVM, and a need for LGBTQA Services to adjust our expectations, assumptions, and approach. More than ever in the coming year it will be important for the staff of LGBTQA Services to

concentrate on fostering, and facilitating, rather than directing, and on increasing our efficiency and effectiveness as a hub for LGBTQ-related information regarding policy, community, organizations, activities, and trends.

Ongoing initiatives that will continue to be carried over from previous years include:

- Changing class rosters to allow the display of a preferred name to increase classroom safety and comfort for transgender students.
- Increasing effectiveness and consistency of institutional response to expressions of bias and prejudice through:
 - Broadly based education and communication about expressions of bias and prejudice and their impact on climate.
 - Broader, more inclusive data collection and reporting
 - Clarification of policies and protocols affecting institutional responses to expressions of bias and prejudice.
- Providing Gender Identity and Expression trainings to UVM students, staff, and faculty members.

Of the three operational issues we focused on, only establishing stable functionality of the David Bohnett Cybercenter was completed satisfactorily. The other two goals: Building communication, teamwork and efficiencies among staff, and developing community use and ownership of the drop-in center, will continue to need our attention in the coming year.

**2007 – 2008 Academic Year
Compilation of LGBTQA Services Activity Reports**

Staff Highlights

Office Manager

Eli Clare: September – One month LOA to attend Blue Mountain Writer's Retreat in Adirondacks. October – Published new book of poetry, *The Marrow's Telling*. November – Presented at Creating Change Conference. January – Announced intention to resign position as of June 30, 2008. May/June – Out of the office for six invited lectures between 5/15 and 6/30. May – Search process for Eli's replacement completed. June – Nelson Sears accepted position, starts July 7, 2008.

Education/Outreach Coordinator

John Mejia: August – assisted Student Life with Ally t-shirt campaign; September – Collaborated on joint training for D&E student staff; designed NCOW graphics and poster; volunteered graphic design support to: Women's Center for development of new logo, Outdoor Programs for WTREK Reunion, and to Presidential Commissions for logo/branding work and development of print marketing materials. Fall – Published community newsletters in September, October, and November; began development of LGBTQA Sharepoint site; updated LGBTQA Services contact database. February – Co-lead Racial Aikido retreat for students, staff and faculty of color with ASC staff. March – Co-presented Racial Aikido at ACPA. June – Co-presented Racial Aikido at NCORE. Advised No Boundaries L/L suite, Alternative Winter Break, and ALANA GEAR throughout year. Summer – Out of office from May 20 – July 21, 2008.

Graduate Assistant

Julie Kirschner: Fall – Assisted with promotion and production of NCOW events; created Home for Holidays event. Spring – Designed graphics for LGBTQApril; managed publication of LGBTQApril poster and LGBTQA Services events calendar web page; designed decorations for awards ceremony. February – Attended ACPA conference. Fall – Spring, served on President's Commission on LGBT Equity (PCLGBTE); created and coordinated Cookies, Cocoa, and Queers program; assisted in coordinating all LGBTQA Services events and programs; served as liaison between LGBTQA Services and Free2b.

Practicum Interns:

Fall – Andrew Wells provided support to Linemen, coordinated Guess the Straight panels. AJ Place established and facilitated new Trans/Genderqueer group called Family Time. Spring – No practicum interns. No second year practicum interns lined up for fall semester.

Director

Dot Brauer: Summer – Fall, advised two COM students on Schweitzer fellowship project. July – Followed up on incident involving biased language on t-shirts worn

by seniors at Senior Week event. August – March, worked with College of Medicine (COM), VT Law School, and the Vice Provost of Multi-Cultural Affairs to host author and law scholar Kenji Yoshino at five events over three days in March. August – October, advised SGA senators on resolution to ban Red Cross from campus. September – Followed up with CESS faculty on K-12 education student's homophobic statements on Facebook; worked to resolve unreported case of harassment of female student by roommates. October – Spoke at SGA meeting re: Red Cross resolution and worked with individuals impacted by bias incident fallout; presented on LGBT Issues in Higher Ed. at Legal Issues Conference; presented on LGBT Mental Health Issues at Champlain College. Fall – Met with VP Chris Lucier, Provost John Hughes, and spoke with Vice Provost Wanda Heading-Grant to discuss LGBTQ issues facing students, staff and faculty members in classrooms and throughout campus; provided support and advocacy to student assault victim; February – Worked with LGBT community and consulted with PCLGBTE on responding to Vermont Marriage Advisory Council (VMAC) forum at Davis Center; worked with students on resolving unreported case of harassment of male student by roommates. February – March, three week absence attending course on healing and spirituality in Balinese Hinduism. April – Met with Rubenstein School of Diversity Task Force. Fall – spring, provided support to student charged for post Red Cross hearing graffiti; served on Student Enrollment Management Admissions and Recruitment Sub-Committee and 2010 Climate Assessment planning committee; provided support for ongoing Gender Identity and Expression training initiative; worked with Human Resources to provide health benefits to trans employees; served in ex-officio capacity on PCLGBTE; advocated (ongoing) to have preferred name appear on class rosters to alleviate existing burden on trans students and assist faculty in improving classroom climate; consulted with staff and faculty members on strengthening Linemen group; chaired new Bias subcommittee of new President's Commission on Social Change. July – teaching Sexual Orientation and Gender Identity in Adolescence for Master's in Counseling program. On campus through most of the summer.

Consultation/Outreach Provided by LGBTQA Services to:

- Human Resources: helped HR form workgroup to study removal of trans healthcare exclusion from BC/BS coverage; Eli Clare and Dot Brauer served on this workgroup throughout year.
- College of Medicine: advised COM students/Schweitzer fellows on LGBTQ healthcare curriculum pilot; worked with COM library Director to update collections; worked with Director of Medical Student Leadership Group course on curriculum support for LGBTQ undergraduate student panel.
- Bisexual Community: supported development and promotion of new Bi-Pan social support group, Hearts Not Parts.
- Athletics: Approached Athletics about bringing Esera Tuolo, or other LGBTQ athlete to speak at UVM.

- University Program Board (UPB): on redesign of “Gay? Fine by Me” T-shirts.
- Administration: consulted with Vice President of Enrollment Management, Provost, and Vice-Provost of Multi-Cultural Affairs re: LGBTQ issues on campus.
- SGA, PCLGBTE, and alumni on resolution to ban to ban Red Cross blood drives from campus.
- Champlain College’s new Director of Student Diversity and Inclusion: developing working relationship.
- Campus Pride Index web site: provided institutional data; ranked top in Northeast for LGBTQ inclusion.
- Vermont Quarterly: on sending reporter to awards program to help identify potential “news angle.”
- Admissions: on program to showcase LGBTQ community at UVM - in planning stages
- Student Life and Fraternity leaders: presented Hero Awards at Student Life Awards ceremony.
- Police Services: on candidate interviews for new police officers; on Police Services response to bias incidents.
- Center for Student Ethics & Standards: on case involving graffiti related to Red Cross controversy.
- Rubenstein School: on responding to climate issues reported by LGBTQ students.

Collaboration With:

- Provost Hughes: to schedule meeting with LGBTQ students.
- Athletics: to offer queer friendly spinning class.
- Human Resources: on Kenji Yoshino forum on workplace climate.
- COM: on Kenji Yoshino luncheon discussion on COM LGBTQ climate for COM students, staff and faculty; on visible recognition of NCOW; provided materials including flags, stickers, and other decorations; helped COM Dean of Students office purchase 100+ rainbow pins for white coat ceremony.
- Student Life and UPB: on Ally T-shirt Campaign.
- Health Promotions on World Aids Day observances.
- ALANA Student Center on Native & Indigenous Heritage Month.
- University Program Board: on week of NCOW events.
- Women’s Center on Women at Noon program: “Unconditional Love: Mothers of Transgender Sons;” Women’s Center: Hosting dinner for Susan Stryker as collaborative event for NCOW.
- Vice Provost of Multicultural Affairs: to distribute 15 free tickets for Flynn program by “Urban Bush Women” to LGBTQ student community; on Kenji Yoshino keynote and workshop at faculty seminar; on new awards presented to LGBTQ community members by office of the provost.

- Ed.D. student Erika Nestor: on dissertation research project assessing effectiveness of ally trainings.
- Development and Alumni Relations: on presenting congratulations statement and gift to LGBTQ and ALANA alums again this year.
- LGBTQ April event cosponsors included: Asian American Student Union, Inter-Residency Association, PCLGBTE, R.U.1.2? Community Center, History and English departments, Residence Life, L/L's PRIDE suite, Outright VT, Student Life, UPB, Health Promotions, and Center for Cultural Pluralism.

Bias Report

- Fall opening weekend: three incidents of graffiti in three different res. halls, all targeting gay male identities.
- "Homos" shouted from passing car during set up for Welcome Back BBQ. UVM police officer spoke with student, owner and driver of car.
- September: unreported case of female student subjected to homophobic harassment by roommates.
- September: referred student to AA/EO re: faculty/student interactions in class and via email re: sexual orientation and gender identity issues in curriculum.
- 9/27 graffiti on student's room door "_____ = Gay Bitch."
- 10/1 graffiti in Davis Center men's room, "FUCK YOU HOMO."
- October: unreported case of two male students subjected to verbal homophobic statements by fellow students.
- 10/22 two gay students report being harassed by other students using gay slurs; working to get students to make report to UVM police.
- 10/25 the word "FAG" was written in black marker on a folding chair in the CBW Commons.
- 10/28 female student physically assaulted on campus by male student who used homophobic slur during attack.
- On Dec. 10, 2007, at 6:56 P.M., Police Services responded to E - Building, Living - Learning Center for a bias incident. The letters "GUK" were spray painted in red paint on the cement wall of the patio, east side of Building E. At the same time, a swastika symbol with the words "kill the Jews" was written on a bathroom stall - ground floor mens room by the Marche, Living - Learning Center.
- On Dec. 4, 2007, at 6:47 P.M., Police Services received a report of someone having written the word "FAG" in the frost of vehicle rear window. The vehicle, belonging to a UVM student, was initially parked on the East side of the Davis Student Center at about 5 P.M. The writing was discovered at about 6:30 P.M. when the student returned to the car.
- On January 22, 2008, at 7:28 P.M., Police Services received a report of bias graffiti in the Living - Learning Center. Two swastika symbols along with the words "Heil" and "white power" were written in black marker on the bathroom wall, room 318, Living - Learning Commons. Next to the above notations were several other comments written on the wall. "Color

isn't Power - Perseverance is." "Racism is not the issue. Classicism is the new issue." "White Power?" "You glorified your power on a bathroom wall?"

- February: unreported case of male student subjected to homophobic harassment by roommates.
- On February 3, 2008, Police Services received a report of bias graffiti in Harris Hall. The word "GAY" had been written in marker between the words "_ (student's name)_" and "ROOM" on the door message board to a student residence in Harris Hall.
- On February 9, 2008, Police Services received a report of bias graffiti in Millis Hall. The words "_ (student's name)_ is Gay" was written on a paper that was tacked to the first floor bulletin board, Millis Hall.
- On February 13, 2008, at 4:01 A.M., Police Services responded to Jeanne Mance Hall for a report of bias related graffiti. The word "CUNT" was written in marker on the wall next to the ARD's apartment.
- On Feb. 20, 2008, UVM Police Services responded to A - Building, Living - Learning Center, for a report of bias related graffiti. A poster on a bulletin board located in the A - Building Commons area stated: "Why do heterosexuals try to recruit others into this lifestyle?" The word "heterosexual" was crossed out and the word "FAGS" was inserted with black marker.
- On February 21, 2008, UVM Police Services responded to C - Building, Living – Learning Complex for a report of bias related graffiti. A poster with the word "heterosexuality" had been defaced to read "homosexuality" in place of the word heterosexuality.
- On February 25, 2008, at 5:58 P.M., Police Services responded to Chittenden Hall, first floor hallway for a report of bias graffiti. The words "Mike Rock Likes Dick More Than -----" were written on the hallway wall in yellow marker. Residential Life records show no student by that name living on campus.
- On February 26, 2008, at 11:59 A.M., Police Services responded to the third floor men's bathroom, Lafayette Building, for a report of bias related graffiti. The following was written in black marker on the bathroom wall: "the worst kind of faggots" "English students and public artists" "Dan Fogel can suck my dick."
- Four transphobic/homophobic murders took place across the country during 12 days in February.
- On March 26, 2008, at 9:09 P.M., Police Services responded to Simpson Hall for a report of bias related graffiti. The word "FAGOTS" was written in pen on the wall in the Simpson foyer entrance.
- On April 4, 2008 UVM Police Captain Lianne Tuomey issued a memo to all UVM police officers reminding them of the correct protocol for responding to a bias incident.
- On April 2, 2008, at 2:50 P.M., Police Services responded to the Patrick Gym Complex for a report of bias graffiti. The words "Jew Bong" were

written over a drawing of a MJ bong, mens locker room wall, inside a bathroom stall.

- On April 5, 2008, at 10:54 A.M., Police Services responded to Converse Hall, room 301, for a report of bias graffiti. The words "Thanks Bitch - Team Ollie" and "Sucks dick at UVM" were written in green marker on the door message board and poster on door to room belongs to a female R/A.
- On April 25, 2008 an undergraduate student wrote an email addressed to D. Brauer that read: "Ah, spring. The air is warm, the birds are singing, and we wander outside and find "Don't B a Fag" spray-painted on the granite benches. So, What can I do about this? There's spray paint on a bench in the middle of the little group of trees behind the museum, near the Kalkin building."

Education and Training

Over 50 trainings provided to campus and community including the following highlights:

- LGBTQ issues in the classroom to 25+ Undergraduate Psychology faculty
- LGBTQ Services at Faculty Orientation
- LGBTQ Issues in Higher Education at Legal Issues Conference
- Ally Training to Interfraternity Council and Panhellenic Council
- GI&E training to Social Work faculty and staff
- GI&E training to Faculty Workshop sponsored by CCP
- LGBTQ Issues to Tutoring Theory and Practice Class
- LGBTQ Issues to Nursing and Health Science Class
- LGBTQ Issues to RSEN Diversity Task Force
- Multicultural Awareness at Diversity & Equity Unit day long Joint Student Staff Training
- Ally Training in first year residence halls (CBW)
- Ally Training to Greek Life class
- Ally Training Series collaboration with EdD student Erika Nestor for dissertation research

SAGIS Update

- SAGIS faculty meeting 10/9/07; provided information re: faculty retention.
- Two new LGBTQ faculty members hired, Susanmarie Harrington (English) and Ellen Anderson (Political Science) arriving on campus fall 2008.
- Followed up on student/faculty concern related to Race and Gender conference.
- SAGIS faculty members Val Rohy and Paul DesLandes coordinated "Coming Out in the Classroom" panel – best attended Women at Noon program.
- Ricky Martin first student to graduate UVM with a minor in Sexuality and Gender Identity Studies. Presented with a rainbow tassel as well as a rainbow stole at awards ceremony.

- Provided LGBTQ faculty data to Assistant Dean Suzy Comerford for accreditation process. LGBTQ faculty currently at UVM: 35 tenure track, 14 non-tenure. Breakdown of those 49 by college: 25 in A&S, 9 in CESS, 2 in CNHS, 2 in COM, 1 in CEMS, 1 in BSAD, 0 in RSNR. Retention of LGBTQ faculty between 2001 and 2007: 19 new LGBTQ faculty members joined UVM, and 17 retired or resigned.

Community and Groups Update

Free to Be: 80 students attended first meeting. Attendance held steady around 50 at most meetings throughout the year. F2b club continued to organize, sponsor and produce TIC conference with 500+ people in attendance and Kate Bornstein keynoting in November '07; hosted a "Parfait Partay" at Outright VT on April 24th to build relationships between UVM students and Outright; hosted program for same-sex parents, "Dottie's Magic Pockets" at U.U. Society in April.

Linemen: average attendance 9 - 17 each week during first weeks of fall semester. Successful outreach to new first year students. Continued to meet weekly throughout school year, but struggled with low attendance in spring. Increased structure and involvement of advisers: Michael Upton, Ken Nalibow, and Joe Russell should improve attendance next fall.

QPOC: members attended Border Stories play together in February.

Hearts Not Parts: new Bi-Pan Support Group formed. Met weekly with steady attendance around 15. Visited by students from Sterling College and Middlebury College. Hosted Bi/Pan educational panel during April.

Family Time: Trans/Genderqueer Social Group: met weekly in fall with attendance of three to nine people. No facilitator, not active in spring semester.

L/L PRIDE: program maintained two full suites. Hosted third annual Queer and Ally Prom. Changed name for next year to LIVE.

L/L Out of the Box: program struggled to remain full. Decided to combine with LIVE for next year.

Rainbow Cottages: filled second cottage with additional requests that could not be met. Two cottages full for next fall.

PCLGBTE: Successfully maintaining full complement of members and active production of recommendations; chair position transitioning from Annie Stevens to Paul DesLandes; hosted community forums for students and employees.

Faculty/Staff gatherings: potluck on Sept. 20 drew approximately 12 people. On-campus potluck on 10/29 drew four people. No events held during spring semester.

Other Community Highlights: Val Rohy featured as “UVM Story” on UVM home page. UPB members and Health Promotions staff volunteered, along with LGBTQ students and staff to help “queer” the Silver Maple Ballroom for the LGBTQA Awards and Rainbow Graduation, and co-sponsored in other ways (UPB funded clean-up costs, Health Promotions donated/decorated seniors’ message bags). Student Life co-sponsored Beach Bash and awards set-up. Seventeen LGBTQA students, staff and faculty members won awards at awards ceremony. 25 seniors and graduate students received rainbow stoles. Student Life organized multi-pronged strategies for supporting students around VMAC forum. Health Promotions sponsored CCQ one Tuesday in April. LGBTQ faculty member Gregory Ramos wrote, directed and acted in “Border Stories,” produced as a benefit for Vermont CARES.

LGBTQA Services Events and Programs:

September: Welcome Back BBQ drew 200+ people; David Bohnett Cybercenter Opening – 35 people used computers to enter drawing for prizes donated by UVM Bookstore.

October: D&E Jazz Brunch drew record crowd, attended by Provost; NCOW highlights included Provost appearance at SpeakOut and distribution of 1200 UVM Ally t-shirts; launch of weekly Cookies, Cocoa, and Queers drop-in program; pilot for Quench, on-campus staff and faculty lunchtime social gathering.

November: Translating Identity Conference successfully moved from spring to fall, 520 in attendance, including over 300 UVM affiliates; Kate Bornstein keynote. Provost meets with 20 LGBTQ undergraduate students.

December: First annual Home for the Holidays dinner for 90 LGBTQA students, staff and faculty members.

March: Kenji Yoshino events including: staff forum on workplace climate, public lecture on *Covering*, luncheon discussion with COM affiliates about climate, field trip for LGBTQ and ALANA students to Vermont Law School for reception and book signing, and keynote and workshop for faculty institute on classroom climate); second Annual Beach Bash at Living/Learning.

Spring: Facilitated nominations process for awards ceremony and managed production details for awards and rainbow graduation; organized, designed, and published LGBTQApril calendar poster and maintained events calendar web page for 27 LGBTQApril events.

Facilities Report

Cybercenter: September – increased usage since opening. Receiving modest support from CIT. October – technical problems continue but remains open and actively used. November – open and fully functioning, experimenting with

extended hours 8 am to 8 pm, M – W. Usage continued to increase through end of spring semester. Remains open through summer M – F, 8 am – 4:30 pm.
Drop-in Center: August – Replaced furnishings with used items from Billings Student Center. November – location for “cocoa, cookies, and queers” program. Attendance at CCQ declined from initial numbers (12 – 20) over spring semester to 3 or less. Considering programming alternatives for next year.

Library: Utilization numbers unavailable, but anecdotal evidence of increased usage. Follow-up on retrieval of borrowed items needing improvement.

New Initiatives/Projects

Publications: “Tips For Teachers: LGBTQ People in the Classroom” completed and available for download on D&E, AA/EO, and LGBTQA Services websites. New logo and brochure completed and published. Affirming cards redesigned and published. Website updated to and viewable in new web template. Community newsletter redesigned and published three times in the fall.

Programs: Cookies, Cocoa, and Queers weekly drop-in; Home for the Holidays community dinner; Quench staff-faculty luncheon.

Summary of Goals For 08 – 09:

Our focus in '08 – '09 must be on keeping the LGBTQ community well-informed and facilitating their involvement in shaping institutional policies and practices, while ensuring that they are supported by an increasingly aware and affirming ally community. We can facilitate this by monitoring and organizing the many sources of relevant information and strengthening our systems of communication (listserves, newsletters, etc.). An area where we need to provide active guidance and direction is in fostering greater inclusion within the LGBTQA community. We must work at this through modeling, programming and community gatherings focused on deepening relationships across differences and improving intergroup relations and awareness.

The list of specific objectives below presents a starting point for the fall and is not meant to be exhaustive.

- I. Continue to improve planning and communication processes within LGBTQA Services including:
 - Timelines and task assignment for all existing programs
 - Coverage of “reception” function. I.e., front desk, cybercenter, library, 6-8637 phone line.
 - Improved systems for: contact information, staff scheduling, office and program supplies, inter-office communication, etc.

- II. Conduct LGBTQA community mini-survey re: resources and services on campus.
- III. Devise and carry out pilot programs aimed at improving intergroup awareness and relations.
- IV. Optimize utilization of existing facilities and programs by improving organization and management of:
 - LGBTQA Services library
 - David Bohnett Cybercenter
 - LGBTQA Services website
 - LGBTQA Services announce and discuss listserves
 - LGBTQA Services student staff
 - Library materials
- V. Continue to focus on opportunities for collaboration and LGBTQ participation in existing programs E.g.:
 - LGBTQ Visibility Day at the Statehouse.
 - R.U.1.2? Queer Community Annual Dinner
 - DAR history boards – add LGBTQ-related history:
 - Mimi De-Souza’s successful campaign to add “sexual orientation” to non-discrimination policy.
 - Danny Robb and Ethan Fechter-Leggett’s successful work to add “gender identity and expression” to non-discrimination policy.
 - History of NCOW and ally development at UVM