

## **LGBTQA Services '05 – '06 Accomplishments**

Our goals for '05 – '06 were to shift our resources from an emphasis on programming to training and to continue and expand our involvement in collaborative initiatives. The accomplishments listed below demonstrate success in both of these areas.

### **Collaboration**

Collaborated with others on new initiatives including:

- Volunteer affiliates and ALANA Student Center to support establishment of new Queer People of Color social gatherings
- Diversity and Equity offices and UVM communications to enhance inclusiveness of UVM publications.
- Development and Alumni Relations to help plan and support their initial outreach to LGBTQA alumni
- President's Commission on LGBT Equity to facilitate community dialogue regarding Red Cross blood drives on campus
- Affirmative Action and consultant Samuel Lurie to plan and carry out seven-part Training of Trainers series and scheduling of gender identity and expression trainings for staff and faculty.
- Family Practice on LGBTQ training needs and planning
- Continuing Education to develop new community education model
- Affirmative Action to write grant inquiry
- Hillel to respond to community concerns about Red Cross blood drives
- Residential Life to develop new LGBTQA special interest housing at Trinity cottages
- President's Commission on LGBT Equity and Residential Life to improve bias incident reporting
- Diversity and Equity Unit to develop "Tips for Teaching" tool for faculty
- ALANA Student Center to respond to cross community concerns about Red Cross blood drives
- Student Life staff and student program board to provide information about LGBTQ-themed programming
- Free to Be student club on production of LGBTQ April poster

Took lead role in the following collaborative initiative:

- Coordinating planning and preparation for national conference session, co-presented by Director of LGBTQA Services, Director of ALANA Student Center, UVM HESA alumnus, and UVM undergraduate student
- Coordinating planning and preparation for joint Diversity and Equity Homecoming Jazz Brunch, attended by 100 affiliates and parents.
- Initiating collaborative exploration with Police Services on ways to build trust and cooperation between LGBTQA students and police officers

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### **Training and Education**

Provided 19 classroom presentations by invitation from faculty from:

- Nursing & Health Sciences including
  - Nursing 140
  - Psychiatric Nursing
  - First year seminar on Medical Laboratory and Radiation Science
  - Women's Health and Advocacy
- Education & Social Services including
  - Race & Culture
  - Sexual Identities
  - Master's in Counseling courses
  - Personal Health
  - Challenging Multiculturalism in Education and Social Institutions
  - Sexual Identities
- College of Arts & Sciences including
  - Race, Crime, and Criminal Justice

Provided training and orientation, by invitation, to faculty, staff, and students in the following areas:

- ACCESS
- Admissions
- Career Services
- Conferences and Events Planning
- Counseling Center
- HR Representatives
- Institutional Review Board
- Race & Culture Faculty
- Residential Life
- Residents in Service Education
- Students At Risk Committee
- Student Life staff

Developed and launched new Ally Training Series including:

- Being an Ally to Transgender People
- Being an Ally to Bisexual People
- Being and Ally to Queer People of Color

Made six professional presentations including:

- Legal Issues in Higher Education
- Fall Institute on Racism, Heterosexism, Bias and Oppression
- National Gay and Lesbian Task Force Creating Change Conference
- Translating Identity Conference
- Mastering the Maze
- Burlington Unitarian Universalist Society

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### **Support and Advocacy**

Responded to and followed up on questions/concerns from affiliates and community members including:

- Increased reports of biased statements by faculty in classroom situations
- Continued inquiries from parents about climate and support for prospective LGBT students
- Increased referrals of LGBTQ affiliates needing support or advocacy
- Increased inquiries and concerns regarding Red Cross blood drives on campus
- Incident within community that required extensive follow-up and advocacy to resolve
- Dramatic increase in leadership activities among students, faculty, and staff
- Increased requests for information about providing support to transgender people

### **Community Building and Leadership Development**

Provided planning and publicity support to affiliates for LGBTQA related campus programming

- Assisted faculty members with fund raising, publicity, and scheduling support for:
  - Sociology Department seminar on constructing gender
  - Human Development and Family Studies lectures and trainings on transgender identities
  - English Department lecture by “Dykes to Watch Out For” cartoonist and author, Alison Bechdel
- Assisted student/staff with planning, fundraising and/or publicity for:
  - Queer People of Color meetings and events
  - Translating Identities Conference
  - National Coming Out Week events
  - LGBTQApril events

Produced events designed to foster connection and develop leadership within the LGBTQA community including:

- Welcome Back Family Picnic
- Community Open House
- Awards and Rainbow Graduation Ceremony
- End of Semester Leadership Supper

Worked with advisors and students to support student success and foster leadership development in the following organizations:

- Free to Be student club
- P.R.I.D.E. L/L program suite
- Queer People of Color group
- Linemen group for gay and bi men
- Out of the Box L/L program suite
- Council for Unity student club
- Student Athletes for Equity student club

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Served larger UVM community in the following venues:

- Police Services candidate interviews
- Search committee for new ACCESS Director
- Member of STAR committee
- Ex-Officio on President's Commission on LGBT Equity
- Campus Climate Survey Committee member
- Recommending new materials for purchase to Bailey/Howe library
- Distributing curricular materials to SAGIS faculty
- Providing orientation to LGBTQA community and LGBTQA Services, by invitation, for:
  - Admissions
  - Continuing Education
  - ALANA Student Services
  - ?

### **Basic Services**

Expanded space and enhanced services to LGBTQA community including:

- Moving offices to create expanded library space, new graduate student office, new drop-in space, and new work/meeting/supply room
- Expanding web-based community information
- Establishing internet-based anonymous help-line for gay and bi male affiliates
- Adding searchable subject categories to library database
- Publishing two community newsletters
- Conducting first Alumni giving request – mailed to 250 alumni; received a total of \$705, from ? alumni toward rainbow stoles and Daniel-McCarter award
- Expanding hours to include some evenings for new drop-in space

**Goals and Objectives for '06 – '07 will include:**

- Developing new outreach/education position, and recruiting and training new staff member
- Pursuing community outreach/programming possibilities re: expressions of masculinity and femininity
- Develop social gatherings to build community: “chat” series? L-chat, G-chat, ?
- Continuing Police Services collaboration
- Pursuing partnership with Athletics