

# CONSORTIUM OF HIGHER EDUCATION LGBT RESOURCE PROFESSIONALS

Reports from all committees, working groups and executive board members can be found on the Consortium website [www.lgbtcampus.org](http://www.lgbtcampus.org) and on the Consortium blog [higheredconsortium.blogspot.com](http://higheredconsortium.blogspot.com)



CONSORTIUM

OF HIGHER EDUCATION

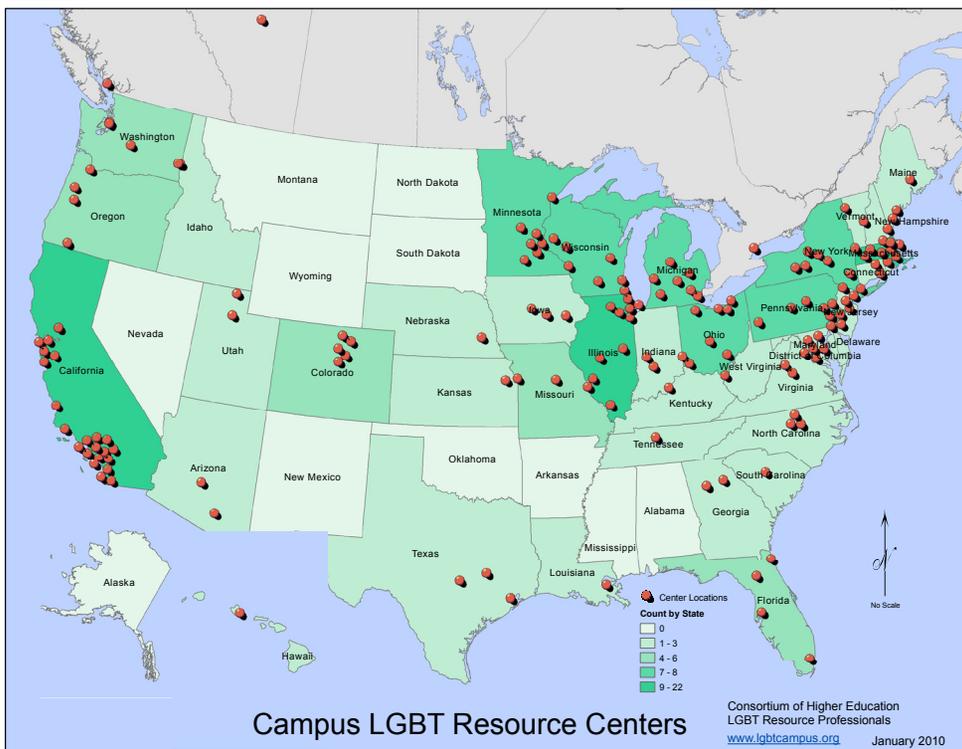
LGBT RESOURCE

PROFESSIONALS

ANNUAL REPORT 2009

## Welcome to the Consortium!

Chapman University • Grand Valley State University  
 Montclair State University • Northeastern University  
 University of Alberta • University of Arizona • University of Idaho  
 University of Iowa • University of Wisconsin-Eau Claire  
 University of Wisconsin-Stout



Special Thanks  
 ...to Sue Hyde of the National Gay & Lesbian Taskforce and the Creating Change Conference for continued support of the Consortium's Annual Business Meeting  
 ...to our colleagues at the Standing Committee for LGBT Awareness of ACPA and the GLBT Knowledge Community of NASPA for continued partnership on educational and outreach efforts  
 ... to the Sheraton Dallas  
 ... to the Consortium Executive Board

# publications & communications

Emily Rokosch • Univ of California-Los Angeles • [pubcomm@lgbtcampus.org](mailto:pubcomm@lgbtcampus.org)

## support services

Emily Rokosch • Univ of California-Los Angeles • [support@lgbtcampus.org](mailto:support@lgbtcampus.org)

### Publications and Communications

2009 has been a rebuilding year for the publication and communication position. As the Consortium continues to grow in membership and in the services provided, the publication & communication role has changed significantly. In previous years the position has focused its energy on creating newsletters and other printed materials. This year the position shifted its focus to addressing LGBTQ issues and current events as it relates to Higher Education through press releases and letters of support.

### Statements and letters of support authored/co-signed by the Consortium

- Morehouse College's new dress code/ "appropriate attire" policy
- Letter encouraging Holyoke Community College to retain gender identity/ gender expression in its Statement of non-discrimination
- Co-signed statement support the Byrd/Shepard Hate Crimes Prevention Bill

### Support Services

- Thank you to Kerry Hooks and Kevin Stensberg for coordinating the Mentor program
- Assisted with coordinating the Consortium Business Meeting @ Creating Change
- Assisted with coordinating the Daylong Institute @ Creating Change

### Goals for 2010 for Support Services

- 1) Update and revise the Frequently Asked Questions on the consortium website
- 2) Work closely with the Creating Change conference committee to help create a more formalized "campus track" at the 2011 Creating Change
- 3) Increase the number mentors for the mentor/mentee program

Co-Chairs:	Debbie Bazarsky (Princeton) & Gabe Javier (Michigan)
Past Chairs:	Dre Domingue (UMass-Amherst) & Amit Taneja (Syracuse)
Recorder:	Jami Grosser (CSU-Pomona)
Treasurer:	Michael Brown (Vanderbilt)
Membership:	Danny Glassmann (Univ of Georgia)
Regions:	Michael Shutt (Emory)
EOA:	Sara Bendoraitis (American)
LGBT2:	Shane Whalley (UT-Austin)
QPOC:	Raja Bhattar (Univ of Redlands)
TGQ:	Justin Adkins (Williams)
Anti-Racism:	Leslie Morrow (Illinois-UC)
Support Svcs:	Emily Rokosch (UC-Los Angeles)

# letter from consortium past-chairs

Dre Domingue • University of Massachusetts-Amherst  
Amit Taneja • Syracuse University  
past-chair@lgbtcampus.org

Dear Consortium Friends-

It is with sadness (and some excitement) that we bring our 5+ years of leadership on the executive board to a close. Serving as co-chairs has truly been a challenging yet rewarding experience that has shaped us professionally and personally. In this time, we have been fortunate to get to know some wonderful fellow executive board members who have worked tirelessly to serve our members and students. We have also been privileged to work with an amazing group of colleagues who both inspire and motivate us to keep on keeping on!

We wanted to highlight some of our major accomplishments over the course of the past year. First, we helped create a Transgender/Gender Queer constituency group, along with an informal Graduate Student constituency group. Many thanks to Justin Adkins and Zack Ford for providing leadership to these groups respectively.

Second, we started offering monthly conference phone calls around specific topics starting in March, and these have been very successful so far! Hopefully the calls provide some inexpensive professional development options for our colleagues, and also allow us to connect with one another. Many thanks to our colleagues who helped facilitate these calls.

We had a very smooth transition from the co-chair to the past-chair role over the summer. We are so thrilled with the work that the new co-chairs, Debbie and Gabe, have undertaken already! Along with the rest of the board, they are truly committed to the Consortium Strategic Plan (2008-2013) and work is well under way to meet the goals set forth in that documents. If you see them around the conference, please let them know that they are appreciated!

In our past chair roles, we have also worked on membership review, fiscal and financial planning reviews, the upcoming elections, monthly conference call coordination, and board recognition efforts.

While we will no longer hold formal leadership positions within the Consortium, we look forward to continue our relationship with the organization. As we adjust our focus to our respective dissertations over the course of the next couple of years, please know that we are still an email or a phone call away for support or resources! It was a pleasure working with all of you!

# queer people of color constituency

Raja Bhattar • University of Redlands • peopleofcolor@lgbtcampus.org

The People of Color Constituency-Based Group is a supportive network and space for people of color within the Consortium. All who self-identify as people of color are welcome to join.

We hope to encourage participation in the group by:

- continuing to solicit ideas from QPOC members via surveys of needs
- continuing to build a strong base of resources centered on the experiences of queer people of color
- involving and utilizing the talents of other queer people of color in the Consortium

# transgender/genderqueer constituency

Justin Adkins • Williams College • transGQ@lgbtcampus.org

The TransGenderQueer (TGQ) group is a new constituency group this year and we have had a very productive year. The group was launched at the 2009 Creating Change where we had our first TGQ dinner with 6 of us in attendance. At this inaugural dinner, we established that we wanted to continue conversations that affect the TGQ constituency of the Consortium, primarily online. We also agreed that we would like to have a chair position to represent the TGQ constituency on the Consortium board. Shortly after this meeting, we voted online that Justin Adkins, from Williams College would be the interim chair (until the board position is officially voted on in 2010). This year we also set up a group listserv where we have carried on some thoughtful conversations; look for more next year.

We hope to be more active in the coming year, including quarterly conference calls, a constituency survey to establish needs of the group and discussion topics. We will also be hosting the February monthly Consortium conference call.

# education, outreach & advocacy

Sara Bendoraitis • American University • outreach@lgbtcampus.org

## 2009 Action Items

- Created a committee to develop the Creating Change Daylong Institute for 2010
- Work to maintain education and outreach strategies including creating and disseminating information to members of the Consortium
- Worked with the Support Services Chair on programming and logistics related to the Consortium Annual Business Meeting & the Institute
- Represent the Consortium on the CAS board as an alternative director
- Presented at the 2009 NASPA Region II New Professionals & Graduate Student Conference on transgender issues and the Consortium

# regions working group

Michael Shutt • Emory University • regions@lgbtcampus.org

The Regions Working Group had a very productive year, which started with the institutionalization of the group in the Consortium. During the 2009 annual business meeting at Creating Change, the membership voted to include the Regions Working Group and its Chair into the Consortium by-laws. Michael Shutt was elected to a two-year term as the Chair. In addition, volunteer Regional Representatives stepped forward from across the country to begin the hard work! Here are the group's 2009 accomplishments as well as the plans for the future:

## Accomplishments

- Consortium regional "borders" formalized
- Regional Representatives connected will all members to assess needs
- Introductory letter sent to all members as a part of initial contact
- Regional Representatives connected individually with members via:
  - Personal phone calls and e-mails
  - Regional conference calls
  - Region-specific surveys
- Regional meetings held in some regions. This included meeting at established regional conferences.
- Regions Working Group page created on the Consortium website
- Regional listservs set up through the Consortium
- Election process established for electing regional representatives
- Regional Representative election completed

## Moving Forward

- Regional Representative transition process to be established to assist in the transition of newly elected Regional Representatives
- Regional listservs to be fully utilized by Regional Representatives and members from those regions
- Regional meetings to be held in all regions
- Working group Chair to create a process of following up on needs and communicating them to the Consortium Board

# recorder

Jami Grosser • California State Polytechnic University- Pomona  
recorder@lgbtcampus.org

I was asked to fill in as Recorder in March 2009 as Debbie Bazarsky stepped into her new role of co-chair elect. As Recorder, my primary responsibilities are setting up conference calls, sending out the agenda, and taking minutes for the organization.

# LGBT2/non-directors constituency

Shane Whalley • University of Texas-Austin • lgbt2@lgbtcampus.org

The LGBT2/Non-Director Staff working group provides support and resources for Higher Education LGBT resource professionals who are full-time or part-time and report to a Director of a LGBT Center on college and university campuses. We include Assistant Directors, Program Coordinators, Program Assistants, Education Coordinators, Assistants to the Directors of LGBT Resource Centers, and additional staff.

## Past Accomplishments

The LGBT2 Group was created as an official working group of the Consortium in December 2005, following the NGLTF Creating Change Conference in Oakland, and was voted into the bylaws in November 2006. The chair of the working group has an official position on the Consortium executive board. There are approximately 70 LGBT2 positions at 54 universities. To date, there are 21 members on the LGBT2/Non-Directors email listserv. The group gathers for a no-host luncheon each year at Creating Change to socialize, share information, and provide support. In 2009, 8 people attended the meeting in Denver, though more than 14 attended the Consortium pre-conference institute.

The LGBT2 group also strives to create visibility and awareness around the unique experiences of non-directors within the Consortium and Executive Board. This past year saw a total of 6 LGBT2s on the board in various positions.

## Future Directions

The LGBT2 group continues to have minimal activity outside of the Creating Change Conference. LGBT2 new professionals and seasoned LGBT2s require different support and activities, and these differences have created challenges in getting large numbers at various events. This year, LGBT2s responded to a survey about what the group is looking for. The responses included wanting more connection with other LGBT2s, exploring career paths and more resources for their work. In the coming year, the hope is to have several conference calls that can meet these requests.

# anti-racism

Leslie Morrow • University of Illinois at Urbana-Champaign  
antiracism@lgbtcampus.org

This report details the work of the anti-racism chair. Over the past year, I am continuing to gain a better understanding of the needs of the overall consortium membership in regard to the anti-racism position. In the past, we have acknowledged ethnic heritage months, but in an effort to reduce email traffic, I am working to instill a watchdog function that will produce tangible efforts and results in areas such as press releases, committee work and conference workshops as well as recruitment, retention and policy change. On behalf of the Consortium of Higher Education LGBT Resource Professionals, we remain dedicated and steadfast in our efforts to build a cohesive membership working to eliminate homophobia, biphobia, transphobia, heterosexism, classism and racism. Programming ideas, comments and suggestions are always welcome.

- Continued recruitment and retention of diverse sexual orientations, gender identities and racial/ethnic minorities for the board, LGBT2 positions and graduate students
- Increased participation and collaboration with other consortium positions, People of Color Group, LGBT2 Group (for instance) in an effort to pool our resources, eliminate redundancy and work effectively to build an organization committed to education, advocacy and social justice

- Anti-racism “watchdog” for the Consortium (including all board members)-mindful of our privilege and work with all to learn the tenets of social justice advocacy and eliminating oppression within our work
- Apply an anti-racist lens to our work at individual institutions, work within the Consortium including the newsletter, annual report and press releases and other forms of communication as necessary. Committee and conference work on behalf of and supported by the Consortium
- Continue to seek input from Consortium members and other agencies to assist in programming efforts and educational activities for ethnic heritage months, workshops and training across various university contexts and sharing this information across the Consortium list
- Multi-racial and anti-racial justice will continue to be a regular component of the annual campus administrators’ pre-conference institutes at Creating Change and expanding to NASPA and ACPA meetings along with encouraging member institutions to adopt an anti-racist lens at local and regional levels
- Over the next year, continue working with the Mentor Program, LGBT2 Group and with the People of Color constituency group chairs to determine ways to enhance racial inclusion

# membership, process & structure

Danny Glassmann • University of Georgia • membership@lgbtcampus.org

## Structural Changes

As approved by the Executive Board in the summer of 2009, a couple of new membership classifications are available for members. The following bullets briefly describe each:

*Affiliate Membership:* Certain educational organizations whose mission supports that of the Consortium’s may request for permission by the Executive Board to become Affiliate Members.

*Alum Membership:* Certain past members of the Consortium may request to become Alum Members after they leave employment or graduate student status at a higher education institution.

## Online Renewal Process

Beginning in July 2009, this was the first year that the renewal process took place completely online. Though getting everyone to renew took longer than expected, overall the online process went smoothly and most people renewed without much difficulty. Make sure to renew your membership again starting July 2010!

How lavender is your state?

# of centers	states
21	CA
9	IL, MA
8	NY, PA
7	MI, MN, OH, WI
5	CO
4	FL, ME, MO, OR, WA
3	Canada, DC, IA, NC, NJ, TX, VA
2	AZ, CT, GA, IN, MD, NH, UT
1	DE, HI, ID, KS, KY, LA, NE, RI, SC, TN, VT, WV
0	AL, AK, AR, MS, MT, NV, NM, ND, OK, SD, WY

## membership updates Consortium by the numbers

- 400+** Consortium Total Membership
- 192** campuses in
- 40** states, DC and Canada
- 17** are led by GAs
- 139** led by at least one professional staff person
- 32** centers include at least one Asst. Director or Program Coordinator reporting to a Director

Special Thanks to the Membership Working Group  
Nancy Jean Tubbs, Past Membership Chair • Chicora Martin, Listserv Wrangler  
Jeremy Hayes, Too Fabulous For Words Web Master • Michael Brown, Treasurer  
Gin and Steve Schaeffer, Map-Makers

# treasurer

Michael Brown • Vanderbilt University • treasurer@lgbtcampus.org

2009 was an exciting year for the Consortium. We began the formal process of transitioning our organization from a Limited Liability Corporation to a non-profit. This transition, when completed, will allow us to qualify for a new variety of funding opportunities, helping to ensure the financial health of the organization well into the future. As the fiscal reality for campuses becomes bleaker, we want to take every step to ensure that all Higher Education LGBT Resource Professionals have access to the Consortium. We remain committed to making membership accessible.

Below you will find information regarding the finances of the Consortium. We are continually grateful for your support. As we grow as an organization increasing and improving the services and resources offered to our membership (particularly through our evolving website), we strive for financial transparency. If you have any concerns or questions, feel free to contact me at treasurer@lgbtcampus.org.

## 2009 Action Items

- Began the process of developing a yearly line item budget
- Assisted the new co-chairs with transition of record keeping
- With co-chairs, began the process of transitioning the Consortium to a 501(c)3

## account summary

Year	Yearly Balance	Total Income (including interest)	Total Expenses
2009	\$28,736.49	\$19,448.76	\$14,449.43
2008	\$25,174.52	\$11,634.52	\$9,696.96
2007	\$32,330.27	\$9,912.80	\$11,403.45

## 2009 major expenditures

\$400	Council for the Advancement of Standards (CAS) Membership Dues
\$4,678	Creating Change Consortium Institute Expenses
\$5,380	July Executive Board Meeting
\$3,018	National Policy Roundtable Travel Expenses
\$1,800	Queer News on Campus

# letter from consortium co-chairs

Debbie Bazarsky • Princeton University  
Gabe Javier • University of Michigan  
chair@lgbtcampus.org

We are honored to be the Consortium Co-Chairs for the past and future year. Our organization and field are rapidly growing, which presents many wonderful opportunities. As our regions, constituency groups and membership expand and strengthen, we are striving to create great opportunities for connection.

This year we have continued to have wonderful collaborations in higher education with our support for the Expanding the Circle Conference and the cosponsorship of institutes at both ACPA and NASPA. In addition, our partnership with CAS has continued and the focus has been the updating of the Standards for LGBT Programs. We have also continued our partnership with Campus Pride with the Campus Climate Index, National LGBT College Climate Survey, and Career Queers at Creating Change as well as offering funding towards camp. We also have offered funding towards regional student conferences and regional professional development gatherings for Consortium members. Lastly, for the past year, we have been a supporter of the Journal of LGBT Youth, which means that Consortium members can subscribe at a discounted rate.

Our political and advocacy work have continued to grow. The co-chairs serve on the National LGBT Policy Roundtable, allowing us to stay in touch with national issues as well as bring higher education topics to the table. In addition, we are now part of a newly formed group of executive directors of national LGBT youth organizations currently working with the White House to coordinate advocacy issues. For the past several years, we have been consulting the Common Application to make their process inclusive of gender identity. Lastly, we have taken action

with our pen sending letters to institutional leadership, issuing a release in response to Morehouse College's proper attire policy, and signing a statement with 30 national LGBT organizations endorsing the Shepard/Byrd Hate Crimes Prevention Act.

In addition to building higher education and LGBT alliances and advocacy, our focus this year has been about resource development and building ourselves as an organization. We have started monthly conference calls about a variety of LGBT topics and continued to expand regions and our website, which is in its third phase of development. Also, our signature resources continue, such as Queer News On Campus, Mentorship and Internship Programs, LGBT Architect, FAQs, Consultant/Speaker Network and our constituency groups. We are excited about the newly formed Transgender GenderQueer Constituency Group and Justin's involvement with the board.

As we look to the future and building the Consortium, we are working on our five-year strategic plan. We are also transitioning from our status as a LLC to being a 501c3, which has been a fantastic undertaking. This year we focused on board development to better serve the organization. We emerged from our summer retreat with two committees. The first focuses a critical eye on benefits and the equity of the membership structure. The second committee focuses on rewriting our mission to explicitly state our commitment to social justice. There are many other wonderful things we are working on presently that will be presented throughout the Business Meeting and Institute. We invite you to share your thoughts with us as we continue to grow and develop the Consortium.