

INCLUSIVE EXCELLENCE:

ENSURING INCLUSIVE CAMPUSES FOR LGBTQ STUDENTS, STAFF & FACULTY

Friday, June 26, 2015: 8AM – 5PM
University at Albany SUNY

State of Higher Education for LGBTQ People Address



Zaneta Rago
Director, Center for Social
Justice Education & LGBT
Communities
Rutgers University

Demere Woolway
Director, LGBTQ Life
Johns Hopkins University



Courtney D'Allaird
Assistant Director,
Intercultural Student
Engagement and
Coordinator, Gender &
Sexuality Resource Center
University at Albany



OFFICE OF DIVERSITY & INCLUSION
UNIVERSITY AT ALBANY State University of New York



INCLUSIVE EXCELLENCE:

ENSURING INCLUSIVE CAMPUSES FOR LGBTQ STUDENTS, STAFF & FACULTY

Friday, June 26, 2015, 8:00am – 5:00pm
Campus Center - University at Albany

8:00 am <i>Campus Center Ballroom</i>	<u>Check-In & On-Site Registration</u>
9:00 am – 9:15 am <i>Campus Center Ballroom</i>	<u>Welcome and Schedule Overview</u> Welcome from Tamra Minor and Carlos N. Medina
9:15 am – 10:15 am <i>Campus Center Ballroom</i>	<u>Opening</u> “State of Higher Education for LGBTQ People,” with Courtney D’Allaird, Zaneta Rago, and Demere Woolway
10:30 am – 11:45 am <i>Commuter Lounge</i> <i>Ballroom</i> <i>CC 370</i> <i>CC 375</i> <i>Assembly Hall</i>	<u>Breakout Session 1</u> <ol style="list-style-type: none"> 1. Advising LGBT Students/Student Groups in a Complex University Setting (Meg Evans & Chris Tanaka) 2. LGBTQ Oppression v1.5: Answering the Big Questions (Courtney D’Allaird & Elliot Ruggles) 3. Queer Queries: Designing and Analyzing Assessments (Demere Woolway) 4. Strengthening Our Safe Zone Programs: A Discussion on Challenges & Solutions (Jim Bowman & Matt Bruno) 5. Serving QTPOC Students: Climate, Resources, & Support (Brianna Sérráno & Warren Scherer)
12:00 pm – 1:15pm <i>Campus Center Ballroom</i>	<u>Lunch Service & Roundtable Discussions</u> See discussion topics on page 6.
1:15 pm – 2:15pm <i>Campus Center Ballroom</i>	<u>Trans on Campus Panel</u> Panelists: Sarah Gauthier , Amanda Stevens, Casey Madsen, Eoghan Renfroe and Capital Pride Center Youth
2:15pm – 2:45pm	<u>Break</u>
2:45pm – 4:00pm <i>Commuter Lounge</i> <i>Assembly Hall</i> <i>CC 370</i> <i>CC 375</i> <i>Ballroom</i> <i>CC367</i>	<u>Breakout Session 2</u> <ol style="list-style-type: none"> 1. Anti-Racist Practice for White LGBT Professionals in Higher Education (Shaun Travers) 2. Queering Title IX; Questions and Compliance (Byrgen Finkelman, & Chantelle Cleary) 3. Bridging the Gap: Sexual Orientation and Gender Identity (SOGI) Pedagogy (D.A. Dirks & Elliot Ruggles) 4. Check One Box: Supporting Queer Multiracial Students (Jacquis Watters & Chris Woods) 5. I’m Online: LGBT Identity Development in a Social Media Context (Matt Bruno & Warren Scherer) 6. Microaggressions: The BIG Impact of the Little Things (Zaneta Rago)
4:00 pm <i>Campus Center Ballroom</i>	<u>Closing and Networking</u>

WORKSHOP DESCRIPTIONS

Session 1

ADVISING LGBT STUDENTS/STUDENT GROUPS IN A COMPLEX UNIVERSITY SETTING

Do you advise LGBT students or LGBT student groups in either an official or unofficial capacity? This session will focus on discussing the successes and challenges that we face advising LGBT students and LGBT student groups. This discussion-based session will focus on questions that participants present and be aided by the presenters and others' experiences and in varying university settings.

PRESENTERS

Meg Evans – LGBTQ Resources Coordinator & Housefellow, Carnegie Mellon University

Chris Tanaka – Coordinator of LGBTQ Services in the Center for Prevention and Outreach, Stony Brook University

LGBTQ OPPRESSION V1.5: ANSWERING THE BIG QUESTIONS

Is it LGBT or GLBTQAI? What's the difference between transgender and transexual? What is gender expression? What does intersectional mean? Why do I even need to know? These are some of the most commonly posed questions to those first being introduced to LGBT* issues. In this workshop, the presenters help shift participants through language and its impact on people and institutions. We will first cover basic terminology associated with gender and sexuality diversity. Next we look at some of the building-block conceptual models for understanding why people with certain gender and sexuality identities and expressions experience oppression and how. Then we will look at the institutional impact of these trends, focusing on retention, recruitment and attrition issues. Finally, we will conclude with resources for assessing institutional response to these challenges. Join us for a discussion-based "no question is a stupid question" atmosphere for those looking to expand their understandings of these issues.

PRESENTERS

Courtney D'Allaird – Coordinator for the Gender & Sexuality Resource Center, University at Albany

Elliot Ruggles – Director of the Gender and Sexuality Resource Center, SUNY Oneonta

QUEER QUERIES: DESIGNING AND ANALYZING ASSESSMENTS

In higher education, we are regularly asked to assess the effectiveness of our work. It is particularly important for LGBTQ and other underrepresented communities to be visible in these assessments. In this interactive program based on real-world examples, we will discuss designing an assessment tool that includes demographic, climate, and programmatic questions. We will also provide an overview of analyzing data and presenting information to make change on campus.

PRESENTER

Demere Woolway – Director of LGBTQ Life, John Hopkins University

STRENGTHENING OUR SAFE ZONE PROGRAMS: A DISCUSSION ON CHALLENGES & SOLUTIONS

This session will focus on discussing the challenges that we face conducting our Safe Zone Programs (or other LGBTQ Ally Programs) on campus. We will focus on creating a space for collective conversation on addressing these challenges and strengthening these types of programs.

PRESENTERS

Jim Bowman – LGBTQ Wellness and Special Projects Coordinator, University of Buffalo

Matt Bruno – Coordinator for LGBTQ Programming in the Center for Diversity and Inclusion, American University

SERVING QTPOC STUDENTS: CLIMATE, RESOURCES, AND SUPPORT

In the QPOC/QTPOC session we will explore the identities, experiences and needs of queer and trans students of color. We will also discuss available research on these populations and identify practices for deepening their inclusion in the campus community.

PRESENTORS

Brianna Sérráno, Coordinator, ASI LGBT/Queer Resource Center
Warren Scherer, Director, UWM Inclusive Excellence Center

Session 2

ANTI-RACIST PRACTICE FOR WHITE LGBT PROFESSIONALS IN HIGHER EDUCATION

This workshop will create a space for white LGBT professionals and their allies in higher education around anti-racist practice. Participants will learn and share successful strategies for engaging in white anti-racist activities with students and administrators, as well as practice their own anti-racist work. Attendees will leave with a strong support network of white anti-racist LGBT colleagues and allies with whom to further the work of social justice on college campuses. This session is not a closed space, but welcomes all people who are interested in the topic, regardless (and because of) their identity and community!

PRESENTER

Shaun Travers – Campus Diversity Officer & Director of the LGBTQ Resource Center, University of California - San Diego

QUEERING TITLE IX; QUESTIONS AND COMPLIANCE

This session will examine Title IX in the context of transgender students and access to gendered spaces on university campuses.

PRESENTERS

Byrgen Finkelman - Attorney who practices law and transgender advocacy in the Capital Region.
Chantelle Cleary J.D.- Title IX Coordinator at The University at Albany

BRIDGING THE GAP: SEXUAL ORIENTATION AND GENDER IDENTITY (SOGI) PEDAGOGY

Join the presenters for a discussion aiming to bridge the gap between the silos of academic and student life on college campuses. D.A. Dirks, PhD currently holds the position of Senior Academic Planner, LGBTQ+ Programs & Student Affairs for the University of Wisconsin System, which includes working in collaboration with the LGBTQ+ Directors/Coordinators within the system as well as building collations for inclusion around sexual orientation and gender identity (SOGI) with allied faculty across the System. Elliot Ruggles, PhD is a social worker and educator currently serving as the Director of the Gender and Sexuality Resource Center at SUNY Oneonta, and has close ties to the Women and Gender Studies academic program there. We will first provide brief historical context for why many LGBT Resource Professionals and academics in North America define gender and sexuality as LGBTQ+. We will also explore the changing landscape of curricula addressing SOGI in higher education in North America, and discuss the ways that this landscape impacts program and faculty development. We will conclude with resource sharing and discussion of pedagogical best practices for inclusivity around gender and sexuality in the classroom.

PRESENTERS

D.A. Dirks – Senior Academic Planner for LGBTQ Programs & Student Affairs, University of Wisconsin System
Elliot Ruggles – Director of the Gender and Sexuality Resource Center, SUNY Oneonta

CHECK ONE BOX: SUPPORTING QUEER MULTIRACIAL STUDENTS

Students of more than one racial/ethnic background/identity are often faced with invalidation, invisibility, and exclusion from racial/ethnic campus communities as they navigate their way through higher education. This workshop will discuss ways in which institutions of higher education, and the student affairs practitioners within them, can improve upon current mono-racial approaches toward multicultural education and authentically support students of bi/multiracial/ethnic backgrounds.

PRESENTERS

Jacquis Watters – Assistant Director for the Office of Diversity and Intercultural Development, Maryland Institute College of Art
Chris Woods – Assistant Director of Multicultural Affairs and LGBTQ Outreach, Columbia University

I'M ONLINE: LGBT IDENTITY DEVELOPMENT IN A SOCIAL MEDIA CONTEXT

Many foundational texts that describe identity development for LGBTQ people were authored before 140-character word limits, Facebook and YouTube. Today, access to and interaction with these social media and new media avenues have broad and deep effects on an LGBTQ individuals' journey of self-authorship. This presentation will explore the potential and actual effects of social media on the developmental arc of LGBTQ people. Participants will also be able to examine ways to model the healthy management of a digital identity.

PRESENTERS

Matt Bruno – Coordinator for LGBTQ Programming in the Center for Diversity and Inclusion, American University
Warren Scherer – Director of the Inclusive Excellence Center, University of Wisconsin - Milwaukee

MICROAGGRESSION: THE BIG IMPACT OF THE LITTLE THINGS

What does 'microaggressions' mean? Many people are unfamiliar with the term but most are aware of what it is, and what it feels like to be on the receiving end: the small and rather subtle well-intentioned behaviors and statements made by others which reflect an implicit negative bias or perception of a certain individual or group because of their identity. This session will teach participants the foundation and root causes of microaggression, interactive methods to combat them on your campus, and how to move community forward.

PRESENTER

Zaneta Rago – Director of the Center for Social Justice Education and LGBT Communities, Rutgers University

TRANS ON CAMPUS

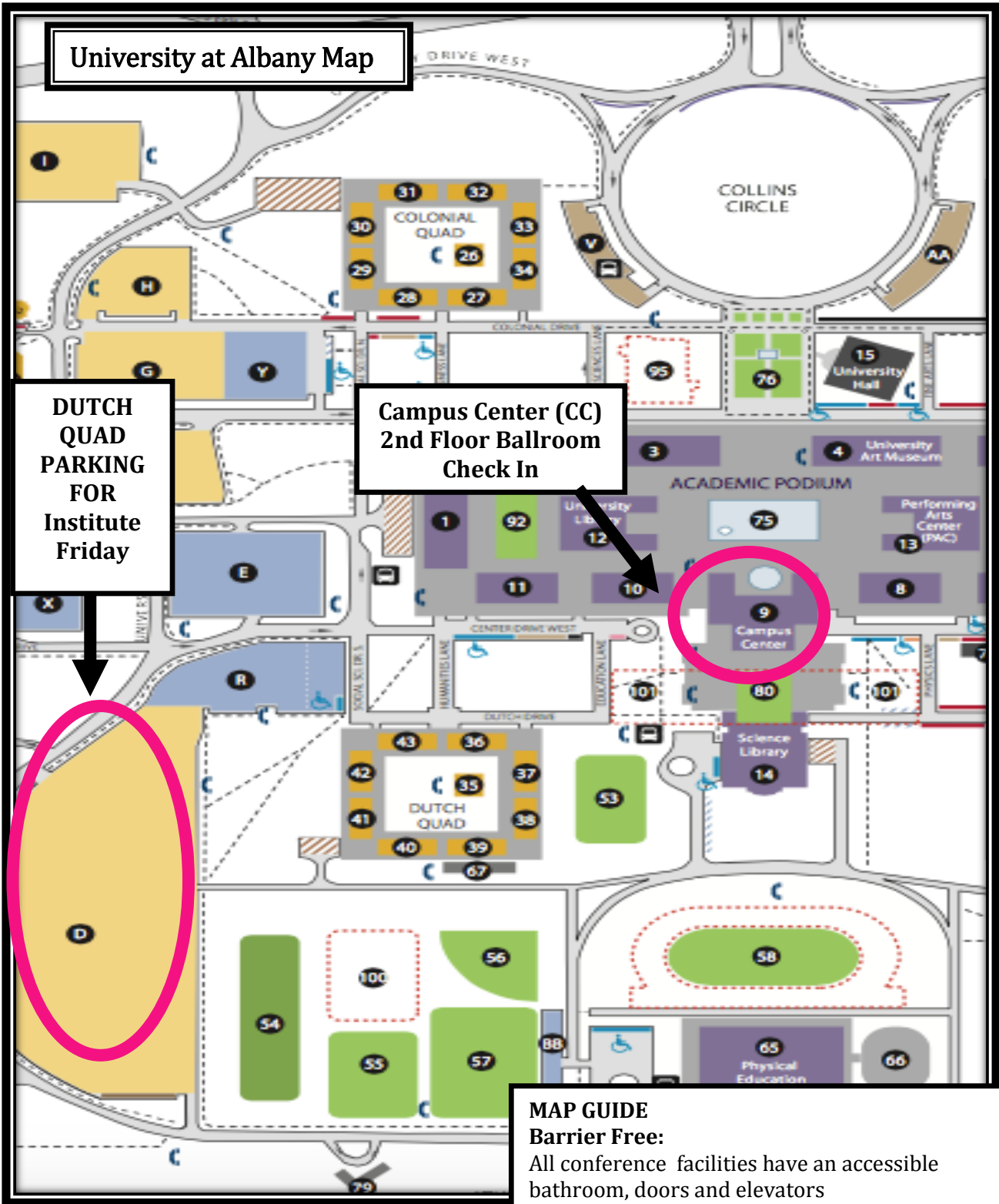
Gender, Education and Employment

This panel centers the voices and experiences of gender diverse students, staff and alumni. Transition happens in a variety of contexts on a college campus; from first year students transitioning from high school, to transfer students transitioning from another institution of learning, to transnational faculty who come from all over the world. Research shows that transgender students and community members face many barriers to inclusion on our campuses that impact their success. This session seeks to shine a light on what each of us can do to recruit, retain and empower Transgender Faculty, Staff, Students and Alumni.

Panelists: Sarah Gauthier , Amanda Stevens, Casey Madsen, Eoghan Renfroe and Capital Pride Center Youth

ROUNDTABLE DISCUSSIONS

<u>TOPIC</u>	<u>FACILITATOR</u>
Faith On Campus	Chris Woods
Diversity and Inclusion at Community Colleges	Warren Scherer
Improving Climate Through Inclusive Policies	D.A. Dirks
Gender Inclusive Practices (including name-in-use, all-gender restrooms, gender inclusive housing)	Matt Bruno
Structures: LGBTQ Offices & Inclusion Offices	Al Forbes
Emerging Identities: Asexuality, Non-Binary Genders, and More	Katherine Charek Briggs
Queer and Trans Students of Color	Brianna Serrano
LGBTQ Physical and Mental Health	Jim Bowman
Connecting with Faculty & Staff	Demere Woolway



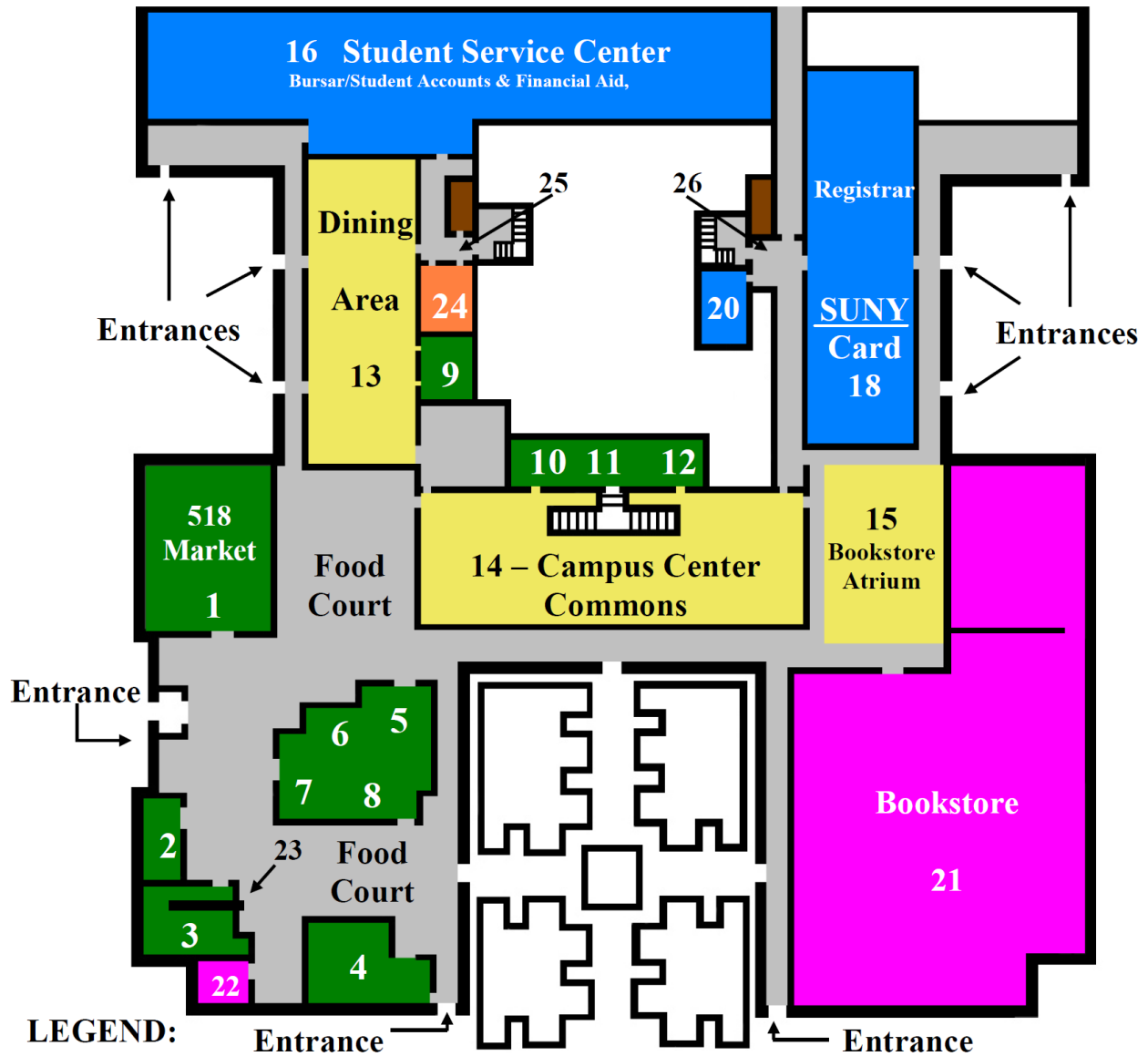
University at Albany Map

DUTCH QUAD PARKING FOR INSTITUTE FRIDAY

Campus Center (CC) 2nd Floor Ballroom Check In

MAP GUIDE
Barrier Free:
 All conference facilities have an accessible bathroom, doors and elevators
Bathrooms:
 All conference facilities have gender exclusive and gender inclusive spaces. Single stall where possible.
Buses:
 UAlbany and CDTA busses will have lifts. CDTA Buses cost \$1.50 to ride.

CAMPUS CENTER GROUND FLOOR



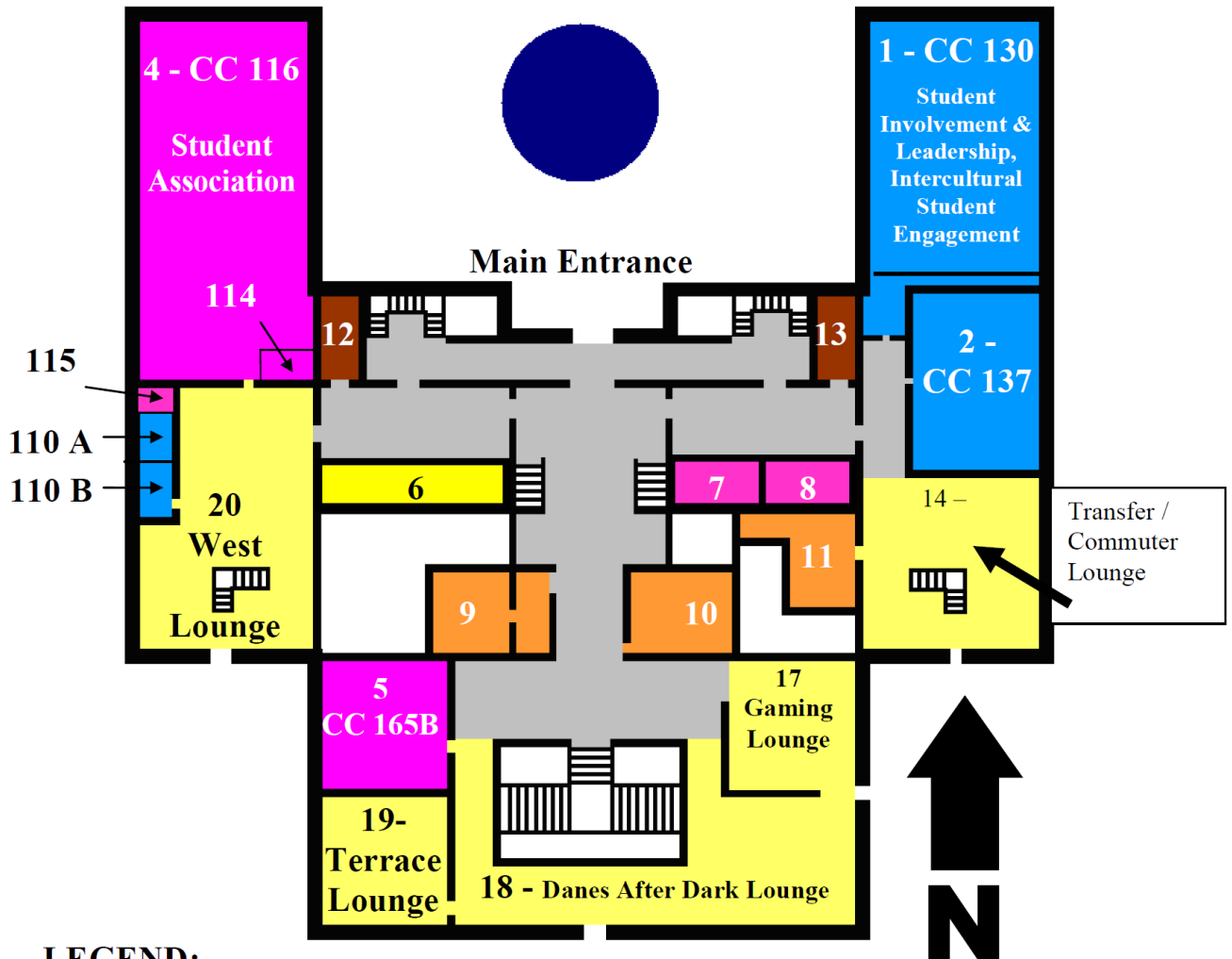
LEGEND:

Food Service Retail Locations			
1	518 Market	7	SubConnection
2	Hydration Station	8	Damien's
3	Cusato's	9	UFood Grill
4	Coccadotta	10	Dreidel's Kosher Cafe
5	Umai Sushi	11	Mein Bowl
6	Stalks & Stems	12	Wholly Habenero

Administrative Offices	
16	Student Service Center: >Bursar / Student Accounts >Financial Aid
18	Registrar / SUNYcard
20	Sodexo Administrative Office
Dining Areas & Lounges	
13	UFood Dining Area
14	Campus Center Commons
15	Bookstore Atrium

Student Services	
21	Bookstore
22	SEFCU Banking Services
23	ATMs
Rest Rooms	
24	Rest Rooms (Men & Women)
Elevators	
25	West Elevator
26	East Elevator

CAMPUS CENTER FIRST FLOOR



LEGEND:

Administrative Offices

1	CC 130: Office of Student Involvement & Leadership; Intercultural Student Engagement
2	CC 137: Campus Center Management

Rest Rooms

9	Women's Restroom
10	Men's Restroom
11	Restrooms (Men & Women)

Student Services

4	Student Association
5	Student Storage
7	CC Connections Desk
8	CC Connections Desk
110 A	Office of Student Involvement & Leadership
110 B	Office of Student Involvement & Leadership
114	Student Association Ticket Sales
115	Empty Area

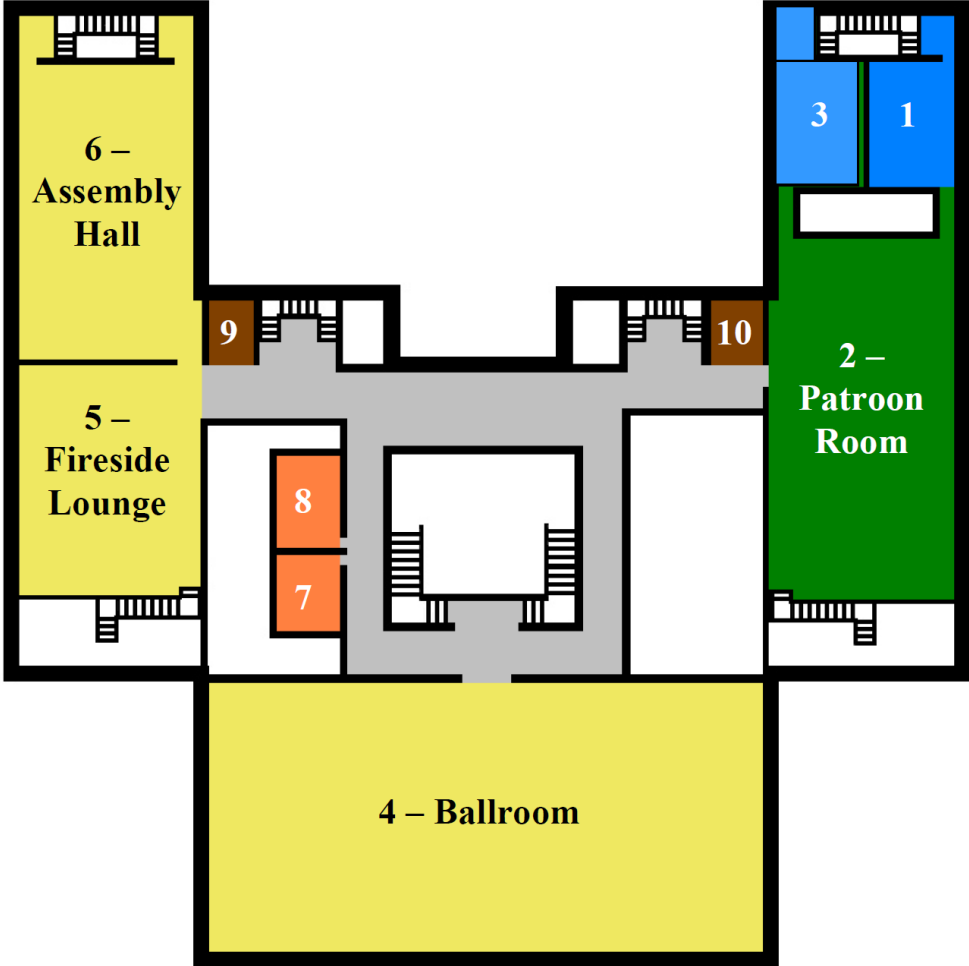
Elevators

12	West Elevator
13	East Elevator

Lounges & Meeting Space

6	Main Lobby Lounge
14	Transfer / Commuter Lounge
17	TV & Gaming Lounge
18	Danes After Dark Lounge
19	Terrace Lounge
20	West Lounge

CAMPUS CENTER SECOND FLOOR



Administrative Offices	
1	UAlbany Dining Office
3	UAS Office

Lounges & Meeting Space	
4	Ballroom
5	Fireside Lounge
6	Assembly Hall

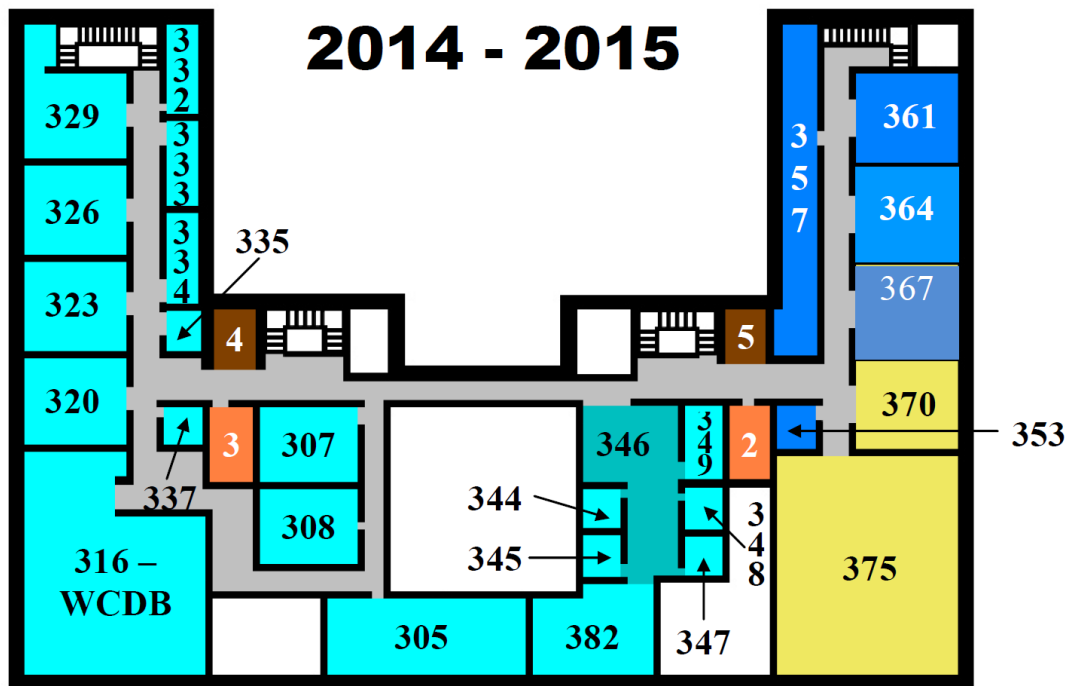
Rest Rooms	
7	Women's Restroom
8	Men's Restroom

Food Service Locations	
2	Patroon Room

Elevators	
9	West Elevator
10	East Elevator

CAMPUS CENTER THIRD FLOOR

2014 - 2015



Administrative Offices	
353	Academic Support Services Tutor Office
357 361 367	Office of Conflict Resolution & Civic Responsibility
364	Disability Resource Center Testing Room

Rest Rooms	
2	Women's Restroom
3	Men's Restroom

Elevators	
4	West Elevator
5	East Elevator

Lounges & Meeting Space	
370	Meeting Room 370
375	Meeting Room 375

Student Organization Offices	
305	University Photo Service, AVP, Golden Cords
307	GSA
308	GSA
316	WCDB
320	Hillel
323	ASUBA, ASA, HSA, JAMSA, Sankofa
326	Albany Student Television (ATV) & Albany Student Press
329	Gender & Sexuality Resource Center
332	Courtney D'Allaird's Office
333	Fraternity and Sorority Affairs and All Greek Council
334	UAlbany Veterans
335	ROTC
337	College Dems & Young Americans for Liberty
344	NAACP & RACE
345	Muslim Student Association
346	Multicultural Resource Center
347	Pan Caribbean
348	MSRC Library
349	Fuerza Latina
382	Asian Organization Council

THANK YOU

The Consortium would like to extend our gratitude to the people who helped make today's institute possible: Tamra Minor, Alena Cowsette, Courtney D'Alliard, Carlos N. Medina, Gloria Lopez, Meg Evans, Demere Woolway, Jacquis Watters, and all the presenters.



The Consortium of Higher Education LGBT Resources Professionals mission is to critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni have equity in every respect. For more information and to become a member, visit www.lgbtcampus.org

The Consortium Executive Board

- Co-Chairs: D.A. Dirks (University of Wisconsin System Administration) & Matt Bruno (American University)
- People of Color Co-Chairs: Van Bailey (Harvard College), Brianna Serrano (CSU - Fullerton)
- LGBT2 Chair: Al Forbes (Claremont Colleges)
- Education Chair: Jacquis Watters (Maryland Institute College of Art)
- Outreach and Advocacy Chair: LB Hannahs (University of Florida)
- Membership, Structure, and Process Chair: Craig Leets (Portland State University)
- Regions Chair: Adriana di Bartolo (Claremont Colleges)
- Publications and Communications Chair: Zaneta Rago (Rutgers University)
- Transgender/Genderqueer Chair: Lea Robinson (UC Berkeley)
- Anti-Racism Chair: Chris Woods (Columbia College)
- Recorder: Leisan Smith (University of Cincinnati)
- Support Services Chair: Meg Evans (Carnegie Mellon University)
- Past Chairs: Warren Scherer (UW-Milwaukee) and Demere Woolway (Johns Hopkins University)