2015-2016 Annual Report

Commission on the Status of Lesbian, Gay, Bisexual and Transgender People

The President’s Commission on the Status of Lesbian, Gay, Bisexual, and Transgender People had a productive year. Commission members and subcommittees worked on a number of major issues facing our community.

Co-Chairs:
Mary Anne Lustgraaf – staff
Megan Tucker – staff

General Members:
Mark Anthony – student/OSTEM Representative
Ike Leslie – student/Stonewall Grads Representative
Rory Wilson – student/Alliance Representative (Fall only)
Chrissy Kelly – student/Alliance Representative (Spring only)
Doug Marino - student
Kate McAfee - staff
Zachary Ahmad-Kahloon – staff
Erin Courville – staff, co-chair-elect
Kelly Ducharme – staff
Emily Goupil - staff
Loan Phan - faculty
Julia Rodriguez - faculty
Tamsin Whitehead - faculty
Boyd Hegarty - faculty

Ex-Officio Members:
Lu Ferrell – Assistant Director of OMSA and LGBTQA+ Initiatives
Donna Marie Sorrentino – Affirmative Action Office
Sylvia Foster – Office of Community, Equity, & Diversity
Janice Pierson – Office of Community, Equity, & Diversity

Commission Collaboration & Tasks Accomplished

- Please see Working Groups on Page 3 for comprehensive and extensive list of commission working group tasks and goals that were accomplished in the 2015-2016 year.
- Supported and helped facilitate the implementation of the Preferred Name Protocol in the Fall 2015
- Changed the name of the Commission from Commission on the Status of “GLBT Issues” to “LGBTQ+ People”
- Guest Speaker: UNH Alum, Mike Lavers of the Washington Blade, engaged in a discussion about his work.
- Webinar was hosted: Transgender Students in College – Navigating Requirements, Accommodations, and Avoiding Litigation
- Drafted a Letter to the NH DMV in support of changing a form to allow Psychologists (as in UNH Counseling Center staff) to submit documentation in support of transgender individuals to indicate a different gender on their license.
- Had a broader conversation about finding meaning in commission work with commission members throughout 2nd half of the Spring 2016 semester. Administered a survey to assess members’ experiences (9 responses) and held open forum discussions during the April and May commission meetings about members’ experiences, areas of strength in the commission, areas for growth, and ideas for improving the experience.
- Supported and co-sponsored various campus programming and events, such as Campus PRIDE Month, Feminist Week, MUB Lecture Series, SHARPP’s Anti-Violence Walk, Transecting Identities Conference
- Came together after the Spring semester had ended to participate in a meeting with Affirmative Action regarding the signage of single use restrooms on campus.
- Members facilitated, participated in, and supported the following events, programs, and initiatives:
  - The Kidder-supported performance of Elegies of Punks, Angels, & Raging Queens directed by John Berst in UNH Theater Department.
  - Helped to pass a resolution in Durham for civil rights for trans* employees
  - Worked with student senate at UNH to pass resolutions to benefit the LGBTQ+ Community.
  - Served on the Commission Awards Revision Subcommittee
  - Served on a committee to revamp the “ReportIt” process
  - Served on the Community Task Force Group
  - Represented the commission on a subcommittee to further discuss adding options for LGBTQ+ identification on the UNH Common Application
  - Served on the Community, Equity, & Diversity Advisory Council
  - Participated in the SHARPP Annual Anti-Violence Walk
  - Attending
  - Participated on Camp Inclusive: A panel about camp policy & practice regarding trans* identified youth
  - Facilitated programs within Campus Pride Month & Gender Identities Awareness Week
  - Attended the intra fraternity/sorority conference in Texas to oppose the Safe Campus Act
Commission Working Groups

All members of the commission are asked to participate in at least one working group for the year, and some members participated in more than 1. Most commission business was carried out through four working groups. Below are some highlights of their tasks and accomplishments:

I. Commission Events: Tasked with the design and implementation of the annual Kidder Lecture and Pancake Breakfast, as well as any other Commission related events.

Tasks & Goals Accomplished

- The Pancake Breakfast was a great success. The breakfast this year featured Robyn Ochs as the keynote speaker for the breakfast as well as the Kidder Lecture with ~100 people in attendance, which took place that same day.
- The two student-produced videos have become a tradition: 1) The Year in Review on national and international events and politics and the 2) Why This Work Matters addressing issues for UNH students and staff. Both videos were created by a student activist and the President of Trans*UNH, Casey O'Dea.
- Co-sponsored and worked with the Alliance and other organizations and departments for UNH Pride Month

Future Tasks & Goals

- More discussion of the intersections of our issues with those of the other commissions. Before inviting speakers to our stage who may be increasingly intentional about making this happen, we will need more “frontloading” on the topic in order to make our appeal to those who expect a single-focus program. The publicity would, therefore, include material about what discussions on intersectionality can do for us as a community and what to expect on the stage.
- Further discussion about the decision-making process for Kidder Awards – some confusion about who is eligible and why/why not.
- Possible Evaluation form for next year’s Pancake Breakfast with 2 questions:
  1) What did you like about the event?
  2) What would you change?

II. Policy and Climate Committee: Tasked with reviewing and responding to significant findings, survey results, and aiming to create a more inclusive climate on campus, as well as increasing the visibility of the LGBTQ+ Commission.

Tasks & Goals Accomplished:

1) Increase social media presence through commission website
   a. Established a Twitter feed, linked to Inclusive Excellence Facebook page to market to wider audience
b. Adjusted all sources to reflect new name of the Commission  
c. Posted events, features, & news on the commission & CED website  
d. Attended #UNH Social Meet-up and learned more about new technologies and various UNH social media accounts in use

2) Address Coverage of LGBTQ events and concerns by The New Hampshire  
a. Noticed an increase in the number of LGBTQ related events being covered by reporters including Coming Out week activities and GIA week activities.  
b. Sent letter to the paper thanking them for current coverage of events and had a reporter to cover the Pancake Breakfast.

3) OMSA signage  
a. Consensus among members that the OMSA signage could be updated to provide more visibility and acknowledgement about Lu Ferrell’s position and LGBTQ+ work.  
b. Discussions began in OMSA office and will hold focus group in Fall 2016 to discuss possible name change.  
c. Name Suggestion: “Office of Multicultural Student Affairs and LGBTQ Resource Center for Sexuality and Gender Diversity”

4) Future of TAG Listserv  
a. Judy Spiller who maintained the list is retiring. Discussion about what will happen to the listserv next.  
b. Plan to retrieve the list of members from Judy and co-chairs will decide further in the Fall.

Future Tasks & Goals  
- Continue to build social media presence  
- Focus group in Fall 2016 for OMSA Name Change  
- TAG Listserv next steps determined

III. Transgender Policy and Climate Committee (TPACC): Tasked with partnering with campus departments to develop policies that improve the UNH climate for trans*-identified students, faculty and staff.

Tasks & Goals Accomplished:

- Preferred Name Protocol Phase I implemented during the Fall of 2015.  
  o Glitches and next steps were identified, for a launch of Phase II in July 2016 – for extension of preferred name to additional IT customer facing services.  
  o Next steps moving toward implementation for faculty & staff. Initial conversations have started, work with HR to move forward.  
  o NOTE: Preferred name is being taken into consideration for any new Account Management changes. This will eventually allow other USNH institutions and USNH HR to provide a preferred name that will be attached to a staff, faculty or student account.
• Trans* Resource Web Page – identified and consolidated material to be housed on single web page that will be linked to multiple sites on UNH website.
  o Page will be housed under Safe Zones section of OMSA website
  o Information gathering still in progress – continue to work through summer 2016
• Trans* Health Benefits: Meeting with HR on 4/22 to discuss need for addition of Trans*-Related Health Care to UNH employee benefits package.
  o Harvard Pilgrim already offers this option. UNH can elect into the coverage.
  o Meeting with HR partners to discuss further, ball is in their court – continue to work with HR in the Fall to move forward.
• Follow-up meeting with Campus Recreation regarding the renovation plans for the Hamel Recreation Center
  o With feedback, 2 non-gender specific changing rooms were modified to include shower facilities.
• Single Use Restroom Signage: Met with Affirmative Action staff on 4/25/16 to discuss gender-inclusive restroom signage options.
  o Will hold commission summer meeting to discuss most preferred choice of signage and follow-up letter to Donna Marie Sorrentino and others.
  o Follow-up process meeting with Jaime Nolan
  o Will create a letter with recommendations and request similar letters of support from additional campus constituents.

Future Tasks & Goals

• Preferred Name Phase II monitor & adjust accordingly
• Implementation of Preferred Name for Faculty & Staff
• Move forward with Pronoun Education & Use across campus
• HR continued discussions about employee trans* care
• Continued movement toward more inclusive restroom signage.

IV. Professional Development Working Group: Tasked with creating opportunities and sharing information for the professional development of faculty, staff, graduate, and undergraduate students to advance awareness & understanding of LGBTQ+ topics.

Tasks & Goals Accomplished

1) Revised strategic plan to reflect the purpose, mission, values, and goals and objectives of the group.
2) Queer Curriculum Event: Successful implementation of the first LGBTQ+ Curriculum workshop for graduate students and faculty.
   a. Three presenters from different academic disciplines share different documents that highlight some of the ways that they were able to integrate queer curriculum into their courses.
b. Plan to offer another workshop in Fall 2016.

3) Education and practical application of a Protocol model for holding and conducting meetings/discussions/planning sessions.

**Future Tasks & Goals**

- Continuing and improving queer curriculum event, including by encouraging past attendees to spread the word and attend again to learn about different approaches that faculty are taking to integrate LGBTQ content into their curriculum.
- Faculty training in safe zones, adding LGBTQ+ Microaggressions component in combining the training offered by the UNH Counseling Center.
- Ongoing recruitment of members for the group, as well as creating sustainable roles for the continuity of the group.

**Summary of Future Tasks & Goals for 2016-2017 Year**

- Follow up on the results of broader “finding meaning in your commission work” conversation & evaluation about members’ experiences on the commission and ways to improve, make changes as relevant, continue to assess, and re-evaluate at the end of the Fall 2016.
- Greater intersectionality and joint programming with the other commissions, as well as maintaining focus on intersectionality for the Pancake Breakfast
- Increase education & information about nomination/decision-making process for Kidder Awards
- Create evaluation/outcome assessments for the Pancake Breakfast and utilize members in attendance for recruitment of Commission & Working Group members for the following year
- Offer the Queer Curriculum Event again
- Add LGBTQ+ Microaggressions component into Safe Zones program for faculty/staff
- Continue to recruit and retain active members for both commission & working groups, creating sustainability and helping members find meaning in their work
- Continue to build social media presence
- Focus group in Fall 2016 for OMSA Name Change
- TAG Listserv decision about maintenance
- Preferred Name Phase II monitor & adjust accordingly
- Implementation of Preferred Name for Faculty & Staff
- Move forward with Pronoun Education & Use across campus
- HR continued discussions about employee trans* care
- Continued movement toward more inclusive restroom signage