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

2016-2017 Annual Report

Respectfully Submitted By,
Zachary Ahmad-Kahloon, Chair
Lu Ferrell, Ex-Officio
The mission of the UNH President’s Commission on the Status of Lesbian, Gay, Bisexual, Transgender and Queer+ People is to facilitate the development of a university community that is equitable and inclusive of all sexual orientations and gender expressions through advocacy, education, assessment, and activism. The Commission and its working groups had a productive year which is highlighted in this report with the goals for the coming year.

Chair:
Zachary Ahmad-Kahloon – Male Victim Program Coordinator and Educator, Sexual Harassment and Rape Prevention Program (SHARPP)

General Members:
Mark Anthony – Graduate Student/OSTEM Representative
John Berst – Assistant Professor, Theatre and Dance
Della Burke – Graduate Student
Paul Chapman – Director of Strength and Conditioning, Athletics
Kelly Ducharme – Applications Portfolio Manager, IT Enterprise Computing
Charles Durkin – Undergraduate Student/Alliance Representative and TransUNH
Whitney Edwards – Assistant Women’s Basketball Coach, Athletics
Emily Goupil – Residence Hall Director, Residential Life
Braxton Jones – Graduate Student
MaryAnne Lustgraaf - Director, Memorial Union & Student Activities
Doug Marino – Undergraduate Student – Undergraduate Student Senate
Ellen Musinsky – Professor Emerita UNH School of Law
Loan Phan – Associate Professor, Education (Fall only)
Mary Young – Communications Project Manager, UNH Manchester
Tamsin Whitehead - Lecturer, contract faculty in Women’s Studies/Queer Studies

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

Commission Collaboration & Tasks Accomplished

Much of the Commission’s work is done in working groups. There is a comprehensive list of the working groups, their accomplishments, and future goals on page four.

- The Commission for the first time in many years has representation from both UNH School of Law and UNH Manchester. The Commission is continuing to engage in broader conversations across the UNH campuses to determine how best to advocate
for LGBTQ+ students, faculty, and staff.

- The Commission continues to have representation on the Community, Equity, and Diversity Council and the Campus Climate Survey Task Force.
- The Commission continued to be active in the Preferred Name and Pronouns Working Group and updated the Prezi training for the UNH community.
- The Commission signed onto a co-commission letter to the President regarding changes in The Counseling Center (soon to be known as Psychological and Counseling Services) asking for increased transparency in widespread changes to the center.
- Members held monthly meetings with the Dean of Students regarding the suspension of Hormone Replacement Therapy assessments which were reinstated.
- Members held a year-end discussion with Interim Director of The Counseling Center, Dr. Joan Glutting, around the current scope of changes with the center and the future of the center.
- Voted and advocated for the adoption of “Gender Inclusive Restroom” signage for all single occupancy restrooms that was first put forth as a resolution in Undergraduate Student Senate.
- Sponsored several events across campus:
  - The Kidder Lecture
  - The LGBTQ+ Pancake Breakfast
  - Ian Harvie Keynote Lecture for Gender Identity Awareness Week: Everyone is a Little Bit Trans [Gender]
  - SHARPP’s 7th Annual Anti-Violence Rally and Walk
  - Gaypril: Campus Pride Month
- The Commission hosted the September Colleagues Luncheon which highlighted the Preferred Name Protocol and its impact on students, faculty, and staff.
- The Commission tabled at the annual benefits fair for faculty and staff.
- Members participated in the Breaking Bread launch program.
- Members toured the new gender inclusive spaces in the completed Hamel Recreation Center and had a discussion with the Director of Campus Recreation, Dr. Stacey Hall, around future changes.
- Members participated in an Open Forum on ReportIt! to examine the reported bias this academic year and discuss the future of ReportIt!.
- All the Commission’s Co-Chairs met with both President Huddleston and Provost Targett to discuss current climate and future directions of the Commissions. These meetings will happen at least once each semester.
- Members of the commission worked with the Durham Police Department to create, revise, and implement policies for officers interacting with transgender, intersex, and gender nonconforming people.
- The Commission signed onto the “Building a Better UNH” letter that addressed “overt and covert acts of hate and racism” in the UNH community during May 2017.
**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 one. 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 Professor Gary Bailey, MSW, ACSW as the keynote speaker for the breakfast as well as the Kidder Lecture with about 100 people at the lecture which took place that same day.
- This year marked the 25th annual Pancake Breakfast. There was a slideshow looking at the wealth of history that the Breakfast is built on.
- The Commission co-sponsored and worked with organizations and departments for Gaypril: Campus Pride Month.

**Future Tasks & Goals**
- The Commission Events working group will be expanded to include several folks from outside the commission who are passionate about the breakfast.
- This working group will continue to think of the intersections of the LGBTQ+ identity when considering speakers for the Breakfast and Kidder lecture. Emphasis should be put on these intersections in order to make the event a focus on several identities branching from LGBTQ+ experiences.
- Further discussion about how to advertise and market all of the Commission awards.
- Explore evaluation forms for next year’s events.

**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. OMSA signage
   a. The name and sign of the Office of Multicultural Student Affairs was a task from the 2015-2016 year annual report that has been tabled for the 2016-2017 year due to the possibility of shifting entities and priorities of the office.
2. Future of TAG.News mailing list
a. The TAG.News mailing list had several administrators throughout the course of the year, and a new administrator is being identified.

3. Work continued updating the commission’s web site with current event postings and featured news articles.

Future Tasks & Goals

- The conversation around an OMSA name change will continue into the fall and beyond and commission feedback will be sought.
- Increase communication channels including mailing lists and social media.
- Possible focus group in Fall 2017 for OMSA Name Change.
- TAG.News mailing list: identify and train a new administrator for the mailing list.

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 II-Glitches and next steps were identified and fixed for the launch of Phase II in July 2016 – for extension of preferred name to additional IT customer facing services.
  - Next steps are moving toward implementation for faculty & staff. Initial conversations have started, work with HR to move forward.
  - 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 staff, faculty or student accounts.
- Trans* Resource Web Page
  - Information consolidated and links were updated throughout the 2016-2017 academic year.
- Trans* Health Benefits
  - Meeting with HR on 4/22/16 to discuss the need for the addition of Trans*-Related Health Care to UNH employee benefits package.
  - Switch to Cigna insurance occurred January 1, 2017, and gender-confirming surgeries are now covered.
- Follow-up meeting with Campus Recreation regarding the renovation plans for the Hamel Recreation Center
  - With feedback, two non-gender specific changing rooms were modified to include shower facilities.
  - Commission took a tour of the new facilities in the Hamel Recreation Center in March of 2017.
- Single Use Restroom Signage
  - Met with Affirmative Action staff on 4/25/16 to discuss gender-inclusive
restroom signage options.
  - It was decided after several meetings that “Gender Inclusive Restroom” would be the language that would be adopted.
  - Signs and educational materials will be developed over the summer of 2017 for implementation for fall of 2017.

- **Pronoun Education & Use Across Campus**
  - There have been several spaces during formal programs that have included folks indicating pronouns upon their introduction and the importance of them. A few examples are the forum on racial issues on campus and the breaking bread program.
  - Background information about what other institutions are doing has been collected and compiled.

**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.
- Continued movement toward implementation of 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**
- Queer Curriculum Event
  - Successful implementation of the first LGBTQ+ Curriculum workshop for graduate students and faculty.
  - 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.
  - Next program to be offered for fall of 2017.
- Education and practical application of a Protocol model for holding and conducting meetings/discussions/planning sessions.
- Collaboration and co-sponsorship of Gaypril: Campus Pride Month events. Specifically the “Navigating the Job Search Process as a Member of the LGBTQ Community” program offered with the support of Riannon Nute and UNH Career and Professional Success (CaPS).
- An open faculty and staff Safe Zones training was offered on 3/24/17. There were 22 people who attended.

**Future Tasks & Goals**
- Consider offering the queer curriculum event in 2017-2018.
Recruitment of members for the group, as well as creating sustainable roles for the continuity of the group.

Continue to provide at least one Safe Zones open enrollment for Faculty and Staff each semester.

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

- Evaluate members’ experiences on the commission and ways to improve, make changes as relevant, continue to assess, and re-evaluate at the end of Fall 2017.
- Increase education & information about nomination/decision-making process for Kidder Awards.
- Greater intersectionality and joint programming with the other commissions, as well as maintaining focus on intersectionality for the Pancake Breakfast.
- Create evaluation/outcome assessments for the Pancake Breakfast and utilize members in attendance for recruitment of Commission & Working Group members for the following year.
- Continue to build social media presence and update the website.
- Solidify new a new administrator for the TAG.News mailing list and support the list’s growth.
- Continue to work more collaboratively with the other President’s Commissions.
- Identify areas where the Commission’s presence is needed and advocate for its inclusion (e.g. administrator searches, campus wide committees).
- Continue to recruit members for both the Commission and the working groups.
  - This includes soliciting new Commission members from all the UNH campuses including faculty, staff, and students from UNH Law and UNH Manchester.
Addendum: UNH Safe Zones Program Overview 2016-2017
Submitted by Lu Ferrell, Assistant Director of OMSA and LGBTQ+ Initiatives

<table>
<thead>
<tr>
<th>2016-2017 Safe Zones – Overview:</th>
</tr>
</thead>
<tbody>
<tr>
<td>68 Safe Zones programs and trainings were facilitated</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safe Zones for UNH Students:</th>
<th>Participation:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 65 programs were facilitated for students</td>
<td>• 2907 students participated</td>
</tr>
<tr>
<td>o 26 for residence halls</td>
<td>o 746 in residence halls</td>
</tr>
<tr>
<td>o 28 for academic classes</td>
<td>o 1,857 in academic classes</td>
</tr>
<tr>
<td>o 11 for student organizations and student staff</td>
<td>o 304 were with student staff or student organizations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safe Zones for Staff and Faculty:</th>
<th>Participation:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 2 Safe Zones were geared to faculty and staff</td>
<td>• 46 faculty and staff participated</td>
</tr>
<tr>
<td>o 1 session geared to Library faculty and staff</td>
<td>o 24 Library faculty and staff</td>
</tr>
<tr>
<td>o 1 session for any faculty and staff</td>
<td>o 22 assortment of faculty and staff</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Safe Zones for Community Partners:</th>
<th>Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 1 Safe Zones program was facilitated</td>
<td>• 27 police officers and other support staff</td>
</tr>
<tr>
<td>o Durham Police Department</td>
<td></td>
</tr>
</tbody>
</table>