Commission Goals and Initiatives for the year included:

- Increasing awareness of transgender issues
- Expanding collaboration opportunities with various campus offices/groups/departments
- Increasing awareness of partner benefits inequities
- Improving campus climate

Increasing Awareness of Transgender Issues included the following programs, collaborations and policy work

- The commission’s working group TPACC (Transgender Policy and Climate Committee), held meetings with the Office of the Registrar and the Director of Affirmative Action and Equity to discuss the development of alternative preferred name identifiers and gender markers that could be used by students who do not want to be identified by legal name and gender identity. Currently, the legal name shows up on class rosters and other directory listings causing students who are in various stages of their transitions to be inadvertently outed. The group also conducted online research and dialogued with staff from other higher education institutes (Univ of Vermont) and (UMASS, Amherst) to discuss alternatives and best practices.
  - As a result of these meetings/dialogues, UVM has offered to share its Banner software applications with UNH. Kathy Forbes, UNH Registrar has agreed to work on implementing the changes with the assistance of the Banner Project Management Team. The goal is to have the system in place by Fall 2013 semester.
  - As this change will also benefit international students who wish to use their Western name rather than their legal name, this initiative provided another opportunity to collaborate with NAVITAS and the Office of International Students and Scholars.
  - In the meantime, the Office of the Registrar has posted forms for students who have already changed their names. Students who have not applied for a legal name change, would use only their first initial and file a separate form.
- The commission continues to advocate for increasing the number of gender neutral bathrooms on campus. The Office of Affirmative Action and Equity continues to work on this problem with Facilities and has posted an online link to locations of existing bathrooms.
- Working in conjunction with several campus offices and groups, the commission either sponsored or co-sponsored the following trans-related events: (1) “Austin Un-Bound”, documentary film about transitioning from female to male (2) Support for Gender Identities Awareness Week, with the 2012 theme of GIA: “Fighting for Trans Justice: Intersectional Identities, Multi-Issue Organizing”, (3) The Transgender Day of Remembrance candlelight vigil, (4) Transecting Society Conference “Visualizing the Past, Present and Future of Trans Lives”, (5) Sponsoring the American College Personnel Association (ACPA) webinar “Creating a Gender-
Inclusive Campus”, and (6) Exploring Transgender issues with youth camp professional and author Nick Teich, founder of Camp Aranu’tiq, the world’s first overnight camp for transgender and gender variant youth. This program was done in collaboration with the Department of Recreation and Management.

Expanding collaboration opportunities

- Beyond those events/programs mentioned above, the commission also provided assistance for the undergraduate student group Alliance, and the Stonewall Grads by supporting the following programs: GayApril, Coming Out Week Activities, Drag Ball, after-work social hours, registration in Boston’s Gay Pride Parade, and GAFFS.
  - Commission outreach also included the OMSA, LGBTQ Garden Party.
  - Financial support was provided to Queer Studies/Women’s Studies for various programs including “How Many Genders are in the Biblical Creation Story”, “Who Needs Feminism” and “Women in NH Politics”.
- Monthly updates from the Safes Zones Coordinator were also provided to the commission and members continue to provide feedback and suggestions on this important program. According to the coordinator, this was a banner year for the SZ program, and more workshops were held than in any previous year. In addition, SZ Coordinators have put together a special residence hall anti-bullying lobby display called “I Was”. Feedback from students has been positive, and it has created more educational awareness about the impact of homophobic and transphobic bullying. SZ training encompasses UNH residence halls, campus offices and UNHM. The SZ website has also been chosen to house and maintain a centralized listing of LGBTQ+ resources.

Increasing Awareness about Partner Benefits

- The commission delivered its first Partner Benefits Forum. Local lawyers and tax accountants who participated in the panel discussion, provided an overview of current laws and health care policy issues. Participants came away with a better awareness of the complexity of the issues.
  - The commission continues to be concerned with the inequity of the current tax structure. Under Federal Tax Laws, same-sex partners are assessed a tax on their cost of their UNH health benefits; whereas, heterosexual partners are not being assessed the same tax.
    - When the decision was made to provide benefits to same-sex partners, the USNH Board of Trustees did indicate their willingness to work with NH’s elected congressional representatives to see if anything would be done to overturn DOMA. However, commission members have not been made aware that movement on this issue has taken place. The commission will continue to address this issue.

Improving Campus Climate

- During its December meeting commission members were provided with the findings from the Campus Climate Survey on LGBTQ People and Issues, conducted by Sociology 501 Class
Methods of Social Research. Three main points stood out from the data: 1) non-heterosexual participants were more likely to be victims and were more likely to witness acts of harassment or discrimination, 2) harassment and/or discrimination against LGBTQ students remains a palpable problem and likely leads to a more hostile campus climate, and 3) administrators should be proactive in addressing climate-related issues.

- The commission continues to keep these issues at the forefront and will also be working with the University Council for Inclusive Excellence and Equity and the Faculty Senate to advance the need for a Discovery Inquiry course identity attribute requirement for all students to provide greater awareness on LGBT issues. The Council is also working with Human Resources to provide more opportunities for professional development workshops for faculty and staff.
- Video footage from UNH athletes that promotes acceptance of LGBT students will also be included in the Life Skills training program for First-year athletes.
- An LGBTQ+ Discussion Group has also been created for faculty, staff and graduate students as a means of sharing ideas and best practices.

21st Annual Pancake Breakfast

- The Pancake Breakfast Planning Committee worked to present a program on GLBT rights in the context of human rights. Keynote NH Governor Maggie Hassan, spoke of NH as a leader in LGBT rights, and she drew the parallel to civil rights for all.
- This year brought the opportunity to celebrate the UNH GLBTQ+ voice with the first NH governor to accept our invitation to share the breakfast with us. She shared our recognition of the momentum toward full civil rights for all across the nation. This was an affirmation of UNH campus climate accomplishments and a foundation for the future of GLBTQ+ rights.
- The ceremony portion of the program recognized faculty, staff, students and community members to include an honoring of the Governor and Seacoast Outright, as well as a faculty member from the Manchester campus plus our allies across campus. The awardee stories revealed the transactionality of our work to build a safer, more welcoming campus.
- In addition, OMSA LGBTQ Coordinator Ellen Semran, rallied students to speak on film about how past campus activists inspired them and how they live their own visions of improved campus climate for GLBTQ+ students. The video was well-received. The student voice continues to be a key part of our breakfast.

Kidder Fund Distinguished Lecture Series

- The Kidder Distinguished Lecture Series Planning Committee made a plea to commission members and the TAG list to submit names of candidates of interest. The committee selected and invited Erin Buzuvis, graduate of UNH and Cornell Law School.
- Erin E. Buzuvis is the Director of the Center for Gender & Sexuality Studies at Western New England School of Law, and researches and writes about gender and discrimination in sports, including such topics as participation policies for transgender and intersex athletes and Title IX.
• Her lecture “Transgender Inclusion in Athletics: From Policy to Practice”, described policies that various sport organizations, including the NCAA, have adopted for the purpose of determining the eligibility of transgender athletes to compete according to their gender identities.
• The discussion to follow included her advocacy for policies that are as inclusive as possible.
• Professor Buzuvis was pleased with her visit, which included a consultation with UNH Campus Recreation Director Stacey Hall who is working on transgender policy and also on an expansive project to make locker space more welcoming.

GOALS FOR 2013-2014

- Additional work on committee goals and initiatives for next year will be drafted at the first meeting in September, but preliminary interests from members include:
  - Work with the University Council on Inclusive Excellence & Equity to advance the goal of enacting a Social Identity requirement in the Discovery Program.
  - Work with all interested parties to determine how best to educate the community about the new Preferred Name feature in Banner, once it goes into effect. Currently there are no mechanisms in place to work with students, faculty or staff to market the change.
  - Continue the Partner Benefit Forum/workshop and work on resolving the inequity issue of partner benefits. Work to educate members of the UNH community about the implications of the recent DOMA decision.
  - Increase professional development opportunities for faculty, staff and graduate student TA’s on the intersections of race, gender and sexual orientation. Train more administrators and faculty to conduct SZ trainings in their areas of supervision. There have been preliminary discussions about training more administrators and faculty to conduct SZ trainings in their areas of supervision. One approach would be to work with the Social Justice Educators to support this effort.
  - Advocate for more awareness/signage on location of gender-neutral bathrooms.
  - Advocate for institutional support and financial resources attributed to sustaining the Queer Studies minor.
  - Look for avenues to increase data collection on sexual orientation and gender identity. Review the Admissions application as well as first-year orientation materials to see if there is a way to collect this information. Having this information would allow the LGBTQ+ coordinator to welcome new students and provide them with materials about OMSA, Connect, Alliance and other campus services/resources.
  - Review the Commissions web site and identify additional ways to engage faculty, students and staff as well as providing a mechanism for ongoing communications with our constituents and UNH alums. Review the merits of creating a Facebook page or blog.

Report submitted by commission co-chairs: Cari Moorhead and Dan Innis

2012-2013 Commission Membership (including Ex-officio members):
Fr. Michael Bradley, Faina Bukher, Regina Chavez, Kathi Derby, Alicia Dufield, Sylvia Foster, Dan Innis, Alexander Lamothe, Mary Anne Lustgraaf, Shannon Marthouse, Cari Moorhead, Sean Moundas, John Nimmo, Gregg Orifici, Janice Pierson, Ellen Semran, Michael Staley, Donna Marie Sorrentino, Erica Vazza, Tamsin Whitehead