Annual Report
President’s Commission on the Status of
Gay, Lesbian, Bisexual and Transgender Issues
September 2013 – June 2014

Report respectfully submitted by commission co-chairs: Shannon Marthouse and Sem Moundas

2013-2014 Commission Membership (including Ex-officio members): Fr. Michael Bradley, ReGina Chavez, Annie Crossman, Kathi Derby, AliciaAlec Dufield, Katie Edwards, Sylvia Foster, Ells Long, Mary Anne Lustgraaf, Shannon Marthouse, Kelly Martin, Kate McAfee, Sem Moundas, Gregg Orifici, Janice Pierson, Julia Rodriguez, Kei Saito, Ari Schaaff, ellen semran, Donna Marie Sorrentino, Erica Vazza and Tamsin Whitehead

Commission Goals and Initiatives for the year included:

- Continuing to increase awareness of issues affecting trans* identified students, faculty, and staff on campus
- Continuing to expand collaborations with campus offices/groups/departments as well as other Commissions
- Continuing to improve campus climate for students, faculty, and staff with a particular focus on undergraduate and graduate students.
- Obtaining more input from Commission members on structure and function of Commission

Continuing to increase awareness of issues affecting trans* identified students, faculty, and staff on campus

- Consistent with aspirations from last year, the commission’s working group TPACC (Transgender Policy and Climate Committee), with the guidance and leadership of Graduate School Dean Cari Moorhead, held collaborative meetings with the Navitas, Information Technology, as well as the Offices of the Registrar, Business Affairs, Advancement, Alumni Center, Residential Life, Housing, International Students and Scholars, Navitas.
- Due to these collaborative meetings as well as continued research and dialogue with similar higher education institutions (i.e., University of Vermont and UMASS, Amherst), there is now a plan for a preferred name option to be listed in Banner for any student, cisgender or trans* who do not wish to be identified by their legal name but who have not been able to change their name legally.
As there has been discussion about content and technical issues, the particular launch date for this initiative has not yet been determined but will likely occur during the 2014-15 academic year.

The aforementioned campus groups and departments also discussed offering a preferred pronoun option within Banner. There was expressed concern regarding students being unintentionally outing in a class in which they did not want to disclose their gender identity if their preferred pronoun were listed on all class rosters.

As such, and through collaborative discussion with the Vice President of Student and Academic Services as well as the Interim Vice Provost for Faculty Development and Inclusive Excellence, TPACC will be developing an educational campaign regarding preferred pronoun use on campus with the goal of implementing the campaign during the start of the 2014-15 academic year.

TPACC has worked with the Director of Campus Recreation as well as another staff member to continue to improve the climate for trans*-identified students within campus recreation.

Working in conjunction with several campus departments and groups, the commission either sponsored or co-sponsored the following trans*-related events: 1) the 4th Annual Gender Identities Awareness Week with the 2013 theme of Trans* families, allies, and community including the Transgender Day of Remembrance candlelight vigil, (2) the fourth annual Transecting Society Conference at UNH: Affirming Trans* Lives, Advancing Trans* Politics, and 3) Transgender Comedian and Speaker Jeffrey Jay as part of Gaypril campus events.

A small group of individuals on campus have been working on inviting a major transperson of color to come to UNH during November GIA week to talk about the intersection of gender and color. This group is researching funding sources for this event.

Continuing to expand collaborations with campus offices/groups/departments as well as other Commissions

Throughout the year, co-chairs emphasized the importance of Commission members attending LGBTQ+ student events and programs co-sponsored by the other Presidential commissions

The Commission also continued to provide support to the undergraduate student group Alliance and the graduate student group Stonewall Grads through attending and promoting the following programs: LGBTQA Garden Party: A Welcome Reception for Faculty, Staff and Students, National Coming Out Week (October 7 -11) activities, Intersecting Communities, Interwoven identities, with Prof., Holly Cashman on October 17, UNH Drag Ball, GayApril events as well as the campus Quench discussions.
After discussion with Commission members, it was decided that financial support would be provided to Queer Studies to assist with operation costs if Queer Studies faculty/staff requested it.

The Safes Zones (SZ) Coordinator continued to provide monthly updates 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. The SZ website has continued to house a centralized listing of LGBTQ+ resources. Please see addendum for SZ report prepared by ellen semran.

In October 2013, Kathy Neils, Associate VP, Chief Resources Director and Tricia Sowa, Manager of Benefit Operations, USNH, provided a briefing to the commission on employee benefits associated with the federal repeal of DOMA.

In December 2013, Dr. David Cross, Counseling Center Director, spoke to the Commission members about Kognito, an online software training students, faculty, and stuff in identifying and referring for support students at risk for mental health distress and suicidal thoughts.

In March 2014, Dr. Linda Guttman, Counseling Center Clinical Director, spoke to the Commission members regarding trans-affirmative counseling for *trans students.

In May 2014, Shannon Marthouse and Otis Douce, OMSA Multicultural Coordinator, co-facilitated a workshop about issues of socioeconomic status and social justice. This program was principally for members of the four Presidential Commissions as part of the goal of further commission cross-collaboration.

Moreover, the Commission co-chairs have been drafting a letter in response to the Title IX guidelines for reporting of sexual assaults that affect students and the UNH campus community.

**Improving Campus Climate**

- The Commission actively worked 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 LGBTQ+ issues and history.

- The Commission members participated in candidate interviews for the Associate Vice President for Community, Equity, and Diversity.

- The LGBTQ+ Discussion Group for faculty, staff (and periodically graduate students) has continued and is now formally organized by the Commission.
• The Commission helped with advertising for the Queer Sanctuary, a spirituality retreat for students.

• Shannon Marthouse is in the process of responding to transphobic comments made on UNH Confessions online page through a meeting with the moderator of the page.

• Ari Schaff and Erica Vazza consulted with University Events staff regarding the options for gender on the cap and gown order forms. The options only included “female” and “male” and were thus not speaking to gender but natal sex, and did not include options for people who identify outside of the gender binary. As a result of the students’ inquiry of the need for a gender/sex indicator on the form, this requirement on the form is being removed for the time being.

• The Commission supported a letter in response to a sexist and heterosexist advertisement in “The New Hampshire” publication.

• The Alumni working group formed with the goal of creating more networks and events for LGBTQ+ alumni, some of which occurred this year.

• As well, Shannon attended a UNH Boston-area alumni meeting to promote LGBTQ+ LinkedIn.

• The Alumni working group is planning an event for Homecoming weekend in Fall 2014.

22\textsuperscript{nd} Annual Pancake Breakfast

• The Pancake Breakfast Planning Committee worked to present a program on LGBTQ+ progress and continued struggles. Keynote speaker Assistant Mayor of Portsmouth, NH and UNH alum Jim Splaine discussed his experiences in politics and social justice efforts, including when he was a UNH student. Assistant Mayor Splaine facilitated an exercise in which breakfast attendees reflected on their biases and how they developed.

• As well, there was a general recognition of UNH campus climate accomplishments and a foundation for the future of LGBTQ+ rights.

• The ceremony portion of the program recognized faculty, staff, students and community members through presentation of Kidder and Pink Triangle awards. The diverse stories from about the awardees revealed the intersectionality of UNH’s work to build a safer, more welcoming campus.
Additionally, two documentaries made by UNH students were presented. One featured both struggles and progress affecting LGBTQ+ national and international communities and the other video focused on UNH students’ vision of a hopeful future for LGBTQ+ peoples in 2030.

The videos were quite well received, illustrating that student voices continue to be an integral part of the Pancake Breakfast – and the UNH community overall.

**Kidder Fund Distinguished Lecture Series**

- The Kidder Distinguished Lecture Series Planning Committee has been in communication with Mara Keisling, trans* activist and Founding Executive Director of the National Center for Transgender Equality to be a speaker for this series in 2014-15.

- The original plan was for Mara Keisling to speak during this academic year but the schedule did not permit.

**Obtaining more input from Commission members on structure and function of Commission**

- With this aim, the co-chairs provided a voluntary survey from Commission members at the start of the spring semester. The results of this survey led to name tags at meetings and more context provided about agenda items so that all members can actively participate in the discussion.

- Commission members were actively involved in selecting Kidder and Pink Triangle award winners.

- Commission members have been asked to recommend individuals to be part of the Commission next year, as several people are stepping down or graduating. Commission members. The co-chairs are actively recruiting for co-chairs for 2014-15 year as Shannon Marthouse is stepping down for the year and Sem Moundas for the Spring 2015 semester.

- Per the survey, some Commission members wanting the Commission name to be more inclusive (i.e., include “queer” and “questioning”)

**GOALS FOR 2014-2015**

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:

- Applying to change name of Commission to make it more inclusive (i.e., adding queer/questioning and other identities; adding "people" to the title)
• Conducting more discussions via email especially if curtailed operations affect meeting frequency, as it did this year.

• Given the ending of DOMA, modify the Partner Benefit working group to a more general group focused on educational forums.

• Continue to increase professional development opportunities for faculty, staff and graduate student TA’s on the intersections of race, gender, socioeconomic status, gender identity, nationality, ethnic, ability, and sexual orientation.

• Train more administrators and faculty to conduct SZ trainings in their areas of supervision.

• Advocate for more awareness/signage on location of gender-neutral bathrooms, especially given changes in the MUB.

• 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.

• Given the relative low usage of TAG, develop a new online forum for the campus to discuss LGBTQ+ events, programs, and campaigns. There was preliminary discussion of this in the social media working group.

• The Commission intends to provide support to TPACC regarding the aforementioned preferred pronoun educational campaign.

• Continue working on updating the Commission's website, incorporating feedback from commission and wider community members.

• Persist with analysis of the student GLBT climate survey results and propose new survey focusing on trans* students experiences.

• Continue participation in the University Council on Inclusive Excellence and Equity to support the university’s strategic plan and the theme of “inclusive excellence.” The Commission’s representation on this Council provides an opportunity for this commission to have more frequent communication with co-chairs from the other presidential commissions, unit VP/administrators, Faculty Senate, and Human Resources.

• Partner with NAVITAS staff and UNH personnel working with NAVITAS students for discussion of GLBT and broad inclusive excellence and equity issues within this new program. There was preliminary discussion this year regarding this goal.
• Continue work on the development of a system for archiving materials on UNH LGBT history with the Library Collections/Archive office. Material preserved could be used for student reference and access in the writing of case studies for SZ and other trainings.

• Notably, the commission will continue to serve as an important meeting and workplace for groups representing graduate students, undergraduate students, service groups, faculty, staff and alumni. The commission will also provide ongoing support to the Alliance, Stonewall Grads, and other student/faculty/staff advocacy groups, and its members represent the commission at various events including the Garden Party, Coming Out Week activities, Gender Identities Awareness Week, National Transgender Day of Remembrance, Annual Drag Ball, Gaypril, and other events planned throughout the academic year.

• Increase cross-commission co-chair meetings and collaborations.

Addendum: Safe Zones overview from ellen semran

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<th>2013 – 2014 SAFE ZONES – OVERVIEW:</th>
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<tr>
<td><strong>47 Safe Zones programs &amp; trainings were facilitated;</strong></td>
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<td><strong>1,058 students, 70 faculty &amp; staff, and 31 community members participated.</strong></td>
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<th>SAFE ZONES FOR</th>
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<tr>
<td><strong>UNH STUDENTS:</strong></td>
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<tr>
<td><strong>40 Safe Zones programs were facilitated for students:</strong></td>
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<tr>
<td>o 24 for residence halls</td>
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<td>o 11 for academic classes</td>
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<td>o 1 for housing</td>
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<td>o 4 for student staff</td>
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<tr>
<th>PARTICIPATION:</th>
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<tbody>
<tr>
<td><strong>1058 students participated:</strong></td>
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<tr>
<td>- 603 students in residence halls</td>
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<tr>
<td>- 361 students in academic classes</td>
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<td>- 28 students in housing</td>
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<td>- 0 students in student organizations</td>
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<td>- 66 student staff</td>
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### SAFE ZONES FOR UNH FACULTY & STAFF:

- **4 Safe Zones trainings were facilitated for faculty/staff:**
  - Admissions
  - Counseling Center
  - Physics department faculty
  - Education department faculty

### PARTICIPATION:

- **70** faculty/instr, staff, & post-docs/grad students participated in Safe Zones:
  - 14 staff, 20 faculty, 5 post-doc/grad students attended the 4 trainings for faculty/staff.
  - 26 staff attended programs with students.
  - 5 faculty/instructors attended programs with students.

### SAFE ZONES COMMUNITY OUTREACH:

- **3 Safe Zones program was facilitated for:**
  - High school students in UNH Upward Bound program
  - Middle school students at the Seymour Osman Community Center (Dover, NH).
  - High school students at Oyster River High School (Durham, NH).

### PARTICIPATION:

- **19** high school students, **5** middle school students, and **7** staff / teachers participated:
  - **12** high school students and **1** summer program staff attended from Upward Bound.
  - **5** middle school students and **2** staff attended at SOCC.
  - **7** high school students and **4** teachers attended at ORHS.