



Gay, Lesbian, Bisexual, and Transgender Faculty Staff Council

Annual Report 2010

Overview

The Mission of the IUPUI Gay, Lesbian, Bisexual, and Transgender Faculty Staff Council (GLBT FSC) is to support the educational, professional and cultural opportunities for members of the Indiana University Purdue University Indianapolis Gay, Lesbian, Bisexual, and Transgender community.

In 2009-2010 Fiscal Year, the IUPUI GLBT FSC has accomplished many strategic initiatives that fall within the scope of our mission while building our capacity for great success in future years. We looked at this past year as an opportunity for increased involvement by faculty and staff, provide programming to address the needs of the GLBT community, and begin providing a stronger infrastructure for future support and collaboration.

Administration

In the spring 2009, the GLBT FSC elected its first officers for a two year term beginning Fall 2009. The initial slate of officers consisted of the following individuals:

Chair

Dan Maxwell

Director of the IUPUI Campus Center

maxwelld@iupui.edu

317-278-8511

Vice Chair

Jayne Little

Director of Alumni Programs, IU Alumni Association

jtittle@iupui.edu

317-274-1345

Treasurer/Secretary

Connie Justice

Faculty, Engineering & Technology

cjustice@iupui.edu

(317) 278-3830

The following committee members were selected during the course of the year to fill voids in the council's leadership:

Chancellor's Diversity Cabinet Representative

Jon Kitto

Center on Philanthropy

jkitto@iupui.edu

(317) 684-2122

Faculty Programs

Mark Di Corcia, PhD

Faculty, Obstetrics and Gynecology

mdicorci@iupui.edu

(317) 948-5967

Student Programs

Jack Price, PhD

Faculty, Communications

joprice@iupui.edu

LGBT Heritage Month Committee Representative

Angela Carlen

Experiential Learning Coordinator, University College

acarlen@iupui.edu

278-8630

Note: while not a member of the executive board, Eric Wright, PhD, faculty in the School of Medicine's Department of Public Health, is serving as the lead on our efforts to include GLBT in the list of indicators in the annual campus diversity report. He is working with Gary Pike in Institutional Assessment.

The GLBT FSC pursued an aggressive campaign to increase membership on its confidential listserv during the past year. One of the membership challenges that the GLBT FSC faces is that we have no concrete way of identifying our membership; there is not box to check on an employment application detailing one's sexual orientation. Members need to self-identify and ask to become a member of our listserv. The GLBT FSC has grown it's listserv from around 50 members to over 100 members during the course of the past year.

To further enhance our abilities to communicate with our membership across campus, the GLBT FSC undertook a project to develop a web site. With the assistance of students in Professor Joseph DeFazio's course in Informatics, the council is nearing completion of their web site. With the assistance of External Relations, it is the GLBT FSC's goal to have a final product on the IUPUI web site by August 2, 2010. Furthermore, we are working with Chris Brown in External Relations to identify key words, such as "gay," "lesbian," "bisexual," or "transgender," that when typed into the search bar at iupui.edu, will provide the GLBT FSC's web site as a suggested page.

The GLBT FSC is also nearing completion on a marketing piece to complement the web site that will be distributed to all faculty and staff at new employee orientation. It is our goal that with the web and print piece, we can encourage more colleagues who identify as GLBT or as an ally to join our listserv.

Budget

Overall Annual Budget Breakdown:

i.	Contribution to Joint Account	1,000
ii.	Administrative	600
iii.	Marketing and Outreach	1,400
iv.	Social & Networking	1,000
v.	Educational	5,000
vi.	Common Theme Speaker	1,000

Description:

a. Overall Description for Annual Budget:

- i. Administrative – room recover fee, refreshments at meetings
- ii. Marketing and Outreach – fliers for NEO, NFO, Promotional support
- iii. Social & Networking – 2 – 4 networking events throughout the academic year
- iv. Educational – grant request process for speakers, projects and services as proposed by individual faculty and staff members to advance our mission
- v. Common Theme Speaker – the FSC would like to sponsor a speaker or program annually in support of the Common Theme Project

b. 2008 – 2009 Rollover to 2009 – 2010 budget:

- i. \$10,363.97 is rolling over from the 2008 – 2009 budget*
- ii. \$500 will be encumbered for the Medical School speaker which will leave \$9,863.97
- iii. Tentatively, roll over monies will be designated for:

*Overage will be distributed in the following manner:

1. one time marketing expense
2. additional grants for education purposes, and
3. additional social/networking opportunities to get the FSC rolling.

GLBT FSC Member Programs

The GLBT FSC began a new program in the spring 2010 to encourage active participation by those on our listserv. On March 26, 2010, we had IU alumnus and attorney Steve Sanders speak to us about his work on helping to legalize marriage in Iowa. Mr. Sanders is intimately familiar with many of IU's policies regarding domestic partnership as he helped to spearhead many of these policies when on staff at IU Bloomington in the late 90s. Our presenter shared his comments to a packed room at the Faculty Club, and the feedback from the program was excellent. The FSC hopes to do one or two of these luncheons each semester in future years. (Steven Sanders: second from the right; others include members of the GLBT FSC Executive Team.)





On June 12, the GLBT FSC collaborated with the IUPUI Enrollment Center to help IUPUI have a presence at Circle City IN Pride on the Veteran's Mall in Downtown Indianapolis. Students, faculty, and staff worked the table throughout the day, helping to spread the message that IUPUI is an inclusive place to work and learn. This was the second year that the FSC partnered with the Enrollment Center to have a booth at Indy Pride. Festival organizers estimated that attendees numbered 55,000 people.

Active Committee Involvement

Many members of the GLBT FSC are active in committees related to diversity across the campus. The following list does not encompass the participation by all members in all committees across campus, but does provide a snap shot of a few of the most active.

- Chancellor's Diversity Cabinet
- Joint Affinity Council
- LGBT Heritage Month
- IU School of Medicine Diversity Council
- United Way Campaign Review Task Force
- Assessment and Evaluation review: State of Diversity Report Indicators

United Way Campaign

On May 18, 2010, GLBT FSC Chair Dan Maxwell joined Dean Gary Roberts and Florence Roisman, both for the School of Law – Indianapolis, and represented IUPUI at a conversation with representatives from the United Way staff, United Way of Central Indiana (UWCI) Board of Directors, the Boy Scouts and Jerry Bepko, who served as the meeting facilitator. Chancellor Bepko opened the meeting with some remarks on the topic mentioning the on-going debates within the respective organizations and the occasional discussions amongst the organizations through previous leaderships. A civil discussion ensued on many different perspectives as it pertains to the Boy Scouts policy, the implementation of the policy at the local level, the disagreement within the UWCI board of directors on this matter and the perspective from both the faculty from the IU School of Law – Indianapolis and the GLBT FSC. While the discussion was lively, Dan reports that he does not believe anything within the Boy Scouts policy on homosexuality or the UWCI's policies and procedures in the allocation of monies to the BSA are going to change in the near future. If change is to occur, it must come through our collective efforts on the IUPUI campus in collaboration with Chancellor Bantz.

The IUPUI GLBT FSC understands that we still have much work to pursue when it comes to this issue. We believe that the United Way is prepared to issue a statement to IUPUI about the placement of an opt-out clause on this year's campaign forms, allowing for individuals to say that they don't want their money going to a particular organization. The GLBT FSC's stance on this is that we would like to see an opt-in clause, making the donor indicate that they would like to see their funds go to help a particular organization. Conversations will continue throughout the summer of 2010 with IUPUI administrators

and the UWCI on this important GLBT FSC issue as we ask IUPUI to live up to its non-discrimination policies.

Student Report

During the 2009/2010 academic year the GLBT Faculty Staff Council executive committee accepted an invitation to meet with SASUE one of two GLBT student organizations on campus. SASUE was seeking assistance in promoting themselves on the IUPUI campus. In addition, members of the council have expressed an interest to increase cooperation not only with SASUE, but with the IUPUI Multi-Cultural Center to find ways to increase the number of students who identify as GLBT. THE GLBT Faculty Staff Council has worked, and will continue to work, in providing more and better opportunities so that students at IUPUI have positive role models. The Council also participated and sponsored events for GLBT history month in October 2009 and has been involved with planning for the October 2010 events. The Council also presented and sponsored lectures, and panel discussions on campus which were open to all and attended by many students.

These programs included:

- **October 19-20, 2010** – Researcher and Faculty member **Ronald Stall, PhD**, from the University of Pittsburgh visited campus and presented two workshops on his research on HIV/AIDS in the gay male community. In collaboration with the IU School of Medicine.
- **April 22, 2010** – Long-time activist, professional speaker, and workshop leader **Robyn Ochs** attended campus to present two workshops on GLBT issues: Challenging Heterosexism and Choosing a Label. Between the two programs, approximately 40 students, faculty, staff, and community members attended.



The GLBT FSC Grant

In Fall 2009, the GLBT FSC created and approved a grant application and review process to assist Chancellor Bantz with his initiatives to promote diversity at IUPUI through the Four Dimensions of Diversity and Equity. The GLBT FSC considers this grant the embodiment of Institutional Leadership and Commitment (IL) in promoting diversity and equity on the IUPUI campus. The grant is open to all IUPUI faculty, staff and students (including those on the Columbus campus) and their endeavors to promote or enhance knowledge, tolerance, sensitivity and/or develop understanding of GLBT issues and/or the GLBT community.

In January 2010, the request for applications (RFA) was released campus-wide through JAGNEWS, SCOPE, departmental e-mail blasts, GLBT FSC listserv and informally through personal contacts. The first round of applications was received between February and March for the Spring 2010 semester. To date, ten applications have been received and eight grants have been awarded (i.e., 80% acceptance rate) for a total of \$3535 in grant awards. Each grantee is required to provide the GLBT FSC with a final report. However, these reports will not

be available until mid-July 2010. The following demographic data represents the 10 award recipients (one grant had 3 co-authors):

Gender:

- Female- 8
- Male – 2

Race/Ethnicity:

- Caucasian – 7
- African-American – 2
- Asian/Pacific Islander – 1

Title:

- Faculty – 5
- Staff – 2
- Graduate Student – 2
- Undergraduate Student – 1

School

- IU School of Medicine, Indianapolis – 3
- IU School of Education, Indianapolis – 2
- IUPUI University Library - 1
- IU School of Law, Indianapolis – 1
- IUPUI University College - 1

Below are a brief description from each of the recipients regarding their grant project and what the grant award means to their program and the IUPUI faculty, staff, students and community:

Dr. Shawn Boyne

Associate Professor of Law

IU School of Law- Indianapolis

Course Name: Criminal Law

Dimension(s) of Diversity and Equity: (CO)

Award- \$500

“I am grateful to receive this grant. The grant will allow me to enhance my criminal law class by adding a hate crimes component and broaden students’ exposure to issues affecting the GLBT community. Unfortunately, most criminal law textbooks do not address the issues surrounding prosecution of hate crimes. To the extent that they cover hate crimes, they do not address the issue of prosecutorial discretion and bias against filing those crimes or hurdles that prosecutors encounter in securing a jury verdict in those cases. In addition, I hope to use these materials as the foundation for future research and publication project that I hope to undertake beginning in 2011. That project will explore the need for hate crimes legislation in Indiana.”

Dr. Mary Ott

Assistant Professor of Pediatrics

IU School of Medicine- Indianapolis

Project Name: Incorporating Families Into HIV Prevention for GLBT Youth

Dimension(s) of Diversity and Equity: (CC)

Award- \$500

“I am thrilled to be able to receive the GLBT grant. I am an adolescent medicine faculty member, and we will be using the grant to bring a national expert in the health of GLBT youth to campus. What is particularly important is the grant provided a nidus for matching fund

and/or support from the Section of Adolescent Medicine, the larger Department of Pediatrics, the IUPUI Program in Women's Studies, and PFLAG, a community group. This small grant will stimulate cross university and university-community dialogue on GLBT youth."

Andrew Roberts

4th Year Medical Student

IU School of Medicine- Indianapolis

Dimension(s) of Diversity and Equity: (RD) (CC)

Project Name: 2010 AMSA/GLMA 4th Annual LGBT Leadership Institute

Award- \$500

"I am very appreciative of the support from the GLBT-FSC and the IUPUI community at large for their generous support in funding my trip to the annual GLMA Leadership Institute through one of their grants. The conference will allow me to learn how to develop and sustain interest in LGBT health issues, implement curriculum reform to be more LBGT-inclusive and execute innovative programming at IUPUI. I will also learn how to run a more successful LGBT student interest group from other health professional students from around the country."

Bryce Winger

1st Year Medical Student

IU School of Medicine- Indianapolis

Project Name: Communicable Diseases in Mumbai, India- Child Family Health International (CFHI)

Dimension(s) of Diversity and Equity: (CO)

Award- \$500

"This very generous grant will allow me to take my interest in global health to Mumbai, India this summer to study infectious diseases and their impact on marginalized communities. Without this support, this project probably wouldn't be possible, and this vital part of my medical education would never have happened. I'm very excited to return to the IUPUI medical community ready to share my experiences and gained insight."

Dr. Natasha Flowers

Faculty

IU School of Education- Indianapolis

Project Name: Forum on the Experiences of Lesbian, Gay, Bisexual, and Transgender Parents and Their Children in our Nation's K-12 Schools

Dimension(s) of Diversity and Equity: (CO) (CC)

Award: \$385

"I would like to offer all education students (undergraduate and graduate) an opportunity to: 1) explore biases and misconceptions regarding students and families who are part of the GLBT community, 2) become aware of the intersections that exist between GLBT issues and issues of ethnicity, gender, and class, 3) get exposure to a practicing teacher who is an advocate for

students within the GLBT community, and 4) understand how the implementation of community and safety within the classroom and schools impacts our students and families within the GLBT community. “

Dr. Chalmer Thompson

Faculty

IU School of Education- Indianapolis

Project Name: Multicultural Counseling and Psychotherapy

Dimension(s) of Diversity and Equity: (CO) (CC)

Award: \$300

“It is vitally important that my students get a more in-depth understanding of the issues that surround sexual minority youth in view of the prevalence of stigmatization and worse, hate crimes that have been linked to increased absenteeism, poor school achievement, a lack of feeling safe in schools, and self-inflicted violence. With the grant I was able to purchase a DVD instructional package that nicely complements the objectives of my course on human diversity and counseling. I am grateful for being awarded this grant which has allowed me to present valuable instruction on how school counselors can competently attend to sexual minority youth on various racial/ethnic backgrounds.”

Mindy Cooper, Visiting Assistant Librarian

Autumn Lowry, University Library’s Diversity Scholar

Jennifer James, Senior Acquisitions Associate

IUPUI University Library- Indianapolis

Project Name: Gender Puzzle: Putting the Pieces Together

Dimension(s) of Diversity and Equity: (CO) (CC)

Award: \$500

“The University Library is grateful to the GLBT-FSC for this grant which will give us the opportunity to expand our collection of transgender-related DVDs, which previously consisted of one title. We are excited about the enhanced collection and holding a screening of the associated films, followed by a moderated discussion by the Indiana Transgender Rights Advocacy Alliance, which we hope will help promote visibility and understanding of transgender people for the students, faculty and staff at IUPUI.”

Angie Carlen

Experiential Learning Coordinator, Academic and Career Development

University College/IUPUI

Project Name: GLBT Staff/Student Development Resources

Dimension(s) of Diversity and Equity: (CC) (RD)

Award- \$350

“Currently there is one GLBT related books in our career library. By providing more books and resources for the GLBT population, it not only communicates that we as a staff recognize that

there are students who identify as GLBT on our campus and that we want to validate and affirm that existence, but also that we want to provide resources for this population who we know will face significant challenges with their sexual and gender identity in their internship or future employment. Our mission in student development is to support the whole student. By ordering these books and resources and educating ourselves on the identity development and challenges that this population can face, we will not only support our mission, but greatly impact and improve our relationship with the students that we work with.”



Health Issues in the Gay Community: A Look at the Issues and Solutions

Individual, Contextual and Structural Factors that Drive the HIV Epidemic Among Men Who Have Sex with Men

Monday, October 19

7:15-8:45pm, IUPUI Campus Center, Room 450 C

To register: <https://faculty.medicine.iu.edu/events.asp>

This talk will discuss the forces that are driving risk for HIV infection among gay men in the United States and present the rationale for a multi-level response to the epidemic. This program will conclude with a panel of faculty and community leaders discussing the HIV/AIDS issue in Indiana.

The Implications of Syndemics and Strengths on Increasing HIV Intervention Efficacy among Gay Men

Tuesday, October 20

Noon-1:00 pm, Emerson Hall auditorium

New! Also available via live stream online

(instructions will be distributed prior to the presentation)

To register: <https://faculty.medicine.iu.edu/events.asp>

This talk will focus on the inter-relationship of multiple psychosocial health conditions and how they drive HIV risk among gay men, which has been called a syndemic. The talk will lay out a theory of syndemic production among gay men and discuss varying tests that have already been made of the theory.

For questions about either event, please contact Jayme Little
in Alumni Relations: 317-274-1345 or jtittle@iupui.edu

Social Workers will receive one continuing education hour
for each workshop.

Sponsored by:

IUSM Office of Faculty Affairs
and Professional Development

IUSM Office for Diversity

IUPUI LGBT Faculty/Staff Council

Ronald D. Stall, PhD, MPH
Professor and Chair
Graduate School of Public Health
University of Pittsburgh



The Lesbian, Gay, Bisexual, and Transgender Faculty and Staff Council at IUPUI

cordially invite you to our spring luncheon
to be held

**Friday, March 26, 2010
11:30 a.m.**

at the

**IUPUI Faculty Club
University Place Hotel**

featuring IU alumnus

**Steve Sanders
Attorney, Mayer Brown LLP**

“Advocating for Equality in Courts, on Campus, and at the Ballot Box.”

Registration required. Cost is \$5.00 and includes your lunch at the Faculty Club. To register, visit www.myiupui.com/lgbt-lunch or contact Jayme Little at 274-1345 or jtittle@iupui.edu.



Steve Sanders, J.D.

Steve Sanders is an attorney with the global law firm Mayer Brown LLP based in Chicago, where he is a member of the Supreme Court and appellate litigation practice group, and an adjunct faculty member at the University of Michigan Law School, where he teaches courses on sexuality and the law and constitutional civil rights litigation. He also writes and speaks on legal issues pertaining to higher education or to gays and lesbians. He is co-editor of the Sexual Orientation and the Law Blog, part of the Law Professor Blogs Network, and co-editor of the American Bar Association's *Appellate Practice Journal*.

A particular focus of Steve's practice has been representation of college and university faculty members on matters involving academic freedom, constitutional law, and other issues. He has represented law professors, historians, research scientists, and a major faculty professional group as *amici curiae* in the U.S. Supreme Court, the 9th Circuit, and two state supreme courts. He authored a widely referenced *amicus* brief for 23 law and history professors (including a former Iowa solicitor general and a former president of the American Historical Association) in *Varnum v. Brien*, in which the Iowa Supreme Court unanimously struck down the state's statutory ban on same-sex marriage. He also represented 24 law professors as *amici* in *National Pride at Work v. Granholm*, a case in the Michigan Supreme Court on whether public-employer domestic partner benefit programs violate the state's constitutional ban on same-sex marriage.

IUPUI

IUPUI Gay, Lesbian, Bisexual and Transgendered (GLBT) Faculty Staff Council presents Robyn Ochs



Robyn Ochs is a long-time activist, professional speaker, and workshop leader.

Her primary fields of interest are Identity and Coalition Building. Robyn has taught courses on Gay, Lesbian, Bisexual and Transgender (GLBT) history and politics in the United States, and the experiences of those who transgress the binary categories of gay|straight, masculine|feminine, black|white and|or male|female.

Robyn has spoken at hundreds of colleges, universities, and conferences in the US and beyond, and is the recipient of numerous awards, most recently the National Gay & Lesbian Task Force Susan J. Hyde Activism Award and the Harvard Gay & Lesbian Caucus Lifetime Achievement Award.

Challenging Heterosexism

What is heterosexism? What is homophobia? What are their effects upon each of us? How can we unlearn negative messages and misinformation and be effective allies to gay, lesbian, bi and transgender people? This interactive and thought-provoking workshop will help us to answer these questions, and then organize our shared knowledge into tools and tactics for change.

April 22, 2010 | Campus Center 305 | 1:30 - 3:00PM

Choosing to Label: What's in a Name?

Bi, lesbian, gay, straight, queer, questioning, choose-not-to-label. How do you decide which label to use? What do labels do? What don't they do? Is it possible to avoid labels? What is the difference between ascribed labels and chosen labels? How can we manage our identities in order to get the maximum benefit with the minimum cost? Let's think creatively and proactively about identity. This is a participatory workshop, and all are welcome.

April 22, 2010 | Campus Center 309 | 4:30 - 6:00pm

**IUPUI Gay, Lesbian, Bisexual and Transgendered
Faculty Staff Council
Grant Application | Spring 2010**

General information:

Applicant/Contact Person: _____ Date _____

Campus Address: _____

Campus Telephone: _____

IUPUI Email: _____

IUPUI Department, School or Group Affiliation: _____

IUPUI Department, School or Group Account Number: _____

IUPUI Department, School or Group Fiscal Officer & Email: _____

Course Name and Number OR Project Title _____

Grant Statement of Purpose: This grant has been established to assist IUPUI faculty, staff and students in their endeavors to promote or enhance knowledge, tolerance, sensitivity, and/or develop understanding of Gay, Lesbian, Bisexual and Transgendered issues and/or the Gay, Lesbian, Bisexual and Transgendered (GLBT) community through the development of co-curricular academic programming. Examples are, but not limited to, attending GLBT-focused event(s), purchasing GLBT-related film/media, paying GLBT-focused speaker honorariums/fees, supporting GLBT-focused research, etc.

Application Requirements:

- Applicants must complete all sections of the grant application. Incomplete applications will be rejected.
- Please do not include any supplemental materials (brochures, letters of support, etc.)
- You may add additional pages to the budget if you require more space
- Completed application(s) will be accepted throughout the spring 2010 semester. Please send electronically in pdf format to maxwelld@iupui.edu. All funds must be encumbered in the current fiscal year.

Type of grant requested:

____ Class Project/Program ____ Course/Curriculum Development ____ Faculty Research

____ Graduate Research ____ Undergraduate Research ____ Other (explain) _____

Financial information:

Time period of your project: From: _____ to: _____ Date when funds will be needed: _____

Total project cost \$ _____ IUPUI-GLBT-FSC grant requested \$ _____ (Not to exceed \$500)

**IUPUI Gay, Lesbian, Bisexual and Transgendered
Faculty Staff Council
Grant Application | Spring 2010**

Grant Summary: (Below please answer each question with a brief, single-spaced abstract/summary that encompasses the purpose and intention of your grant request. Answers should not exceed 200 words.)

- 1. The mission(s), purpose(s), and/or objective(s) of your course, research or organization.**

- 2. A brief description of the project/proposal for which you are seeking grant funding, who is your targeted population, and what you hope to achieve.**

- 3. How does your request benefit/support the mission/cause of the GLBT community at IUPUI?**

- 4. How will you evaluate the success of your grant funded project/proposal? If awarded a grant you will be required to submit a qualitative and/or quantitative, measurable summary evaluation to the IUPUI-GLBT-FSC. Also, please provide a date when IUPUI-GLBT-FSC can expect the report. Examples of evaluations can be: an action plan, survey results, paper publication/conference presentation, test results, etc.**

**IUPUI Gay, Lesbian, Bisexual and Transgendered
Faculty Staff Council
Grant Application | Spring 2010**

Applicant: _____

Course Name and Number/Project Title: _____

Project Revenue:

IUPUI-GLBT-FSC Grant Request (Not to Exceed \$500) _____ \$ _____

Additional Funding Sources (list below):

	\$ _____
	\$ _____
	\$ _____
	\$ _____
TOTAL	\$ _____

Project Expenses:

	\$ _____
	\$ _____
	\$ _____
	\$ _____
	\$ _____
TOTAL	\$ _____

For which project expense(s) will these grant dollars specifically be used?

All grants are subject to and must comply with the policies and procedures set forth by Indiana University.

I certify that the information contained herein is true and correct.

Applicant Signature	Print Name Here	Title

Chair/Advisor Signature (if applicable)	Print Name Here	Title