



Lesbian, Gay, Bisexual & Transgender Faculty & Staff

Annual Report 2012

Overview

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

In 2011-2012 Fiscal Year, the IUPUI LGBT FSC experience significant staffing changes that impacted the work we undertake. Dan Maxwell, director of the IUPUI Campus Center and the first chair of the LGBT FSC, left IUPUI for the University of Houston. This propelled a number of staffing changes, including:

- Jayme Little from the IUPUI Office of Alumni Relations took over as chair.
- Charles Reyes, lecturer in the Department of Communications Studies, was appointed Vice Chair
- Tim O'Malley, Assistant Director of the IUPUI Honors College, was appointed to the newly formed Chair of Affinity Council and Heritage Month Collaborations
- Anne Mitchell, Director of the IUPUI Survey Research Center, was appointed as our Diversity Council Representative (Anne will also be serving as the FSC's Panel Coordinator)
- Mark J. Di Corcia, Vice Chair for Education/Assistant Professor, Obstetrics and Gynecology was appointed as the Chancellor's Diversity Cabinet Representative for 2013

They joined other appointees and elected officers, who are listed below.

Chair - Jayme T. Little, Director of Alumni Programs, IU Alumni Association

Vice Chair - Charles Reyes, Lecturer, Department of Communications Studies, IUPUI School of Liberal Arts

Treasurer/Secretary - Mary Cox, Research Coordinator, IUPUI Institute for Research on Social Issues
Chancellor's Diversity Cabinet Representative and Faculty Council Liaison - Mark J. Di Corcia, Vice Chair for Education/Assistant Professor, Obstetrics and Gynecology

Faculty Programs - Matthew Holley, Curriculum and Instructional Design Director/Visiting Lecturer, Family Medicine

Affinity Council and Heritage Month Collaborations Chair - Tim O'Malley, Assistant Director, IUPUI Honors College

Student Programs - Jarod Wilson, Assistant Coordinator for Community Service, Office of Student Involvement

LGBT Heritage Month Committee Representative - Robert Bullock, External Affairs and Development Specialist, Herron School of Art and Design

Panel Program Coordinator - Anne Mitchell, Director, IUPUI Survey Research Center, Adjunct Faculty,

Department of Sociology

We continued with our highly successful mini-grant program, which grants \$500 to projects hosted by students, faculty or staff that advance the understanding of LGBT issues on campus and within the classroom. We successfully granted \$3500 to various departments and groups in FY 2012. We also started a series of classroom panel discussions this year. Faculty would request panel presentations from the FSC, and Anne Mitchell coordinated panels for in-class presentations focusing on the coming out experience and any other number of LGBT issues.

Membership

The LGBT FSC maintains an active presence via email through IUPUI's Listserv software. Given our inability to identify members from the larger campus community, we must rely on members to self-identify and ask to join our listserv. As of June 27, 2012, we have 153 members on our listserv (compared to 122 this time last year).

Budget

Mary Cox, the Secretary/Treasurer, has worked with Wayne Hilson to oversee the Council's Budget, as well as processing all necessary payments and providing outlines for both current and future spending. She also facilitated the processing and implementation of a new Foundation Account for the Council.

LGBT FSC Budget			
	2011		2012 (proposed)
Council Meetings			
Room Rental	\$484.26	Room Rental	\$800.00
Receptions			
Spring & Fall	\$1,034.14		\$1,100.00
Speaker Fees			
Ronnie Sanlo	\$800.00	Kand McQueen	\$600.00
2012 Milk Retainer	\$500.00		
Grant Awards			
Multiple Recipients	\$3,500.00	Multiple Recipients	\$3,000.00
Heritage Dinners			
Chavez & Asian Her.	\$600.00	Women's History & 2 TBD	\$2,000.00
Conference Fees			
ASE	\$500.00		
Pride Costs			
Float & Giveaways	\$496.00	Float & Giveaways	\$500.00
TOTALS	\$7,914.40		\$8,000.00

Active Committee Involvement

Many members of the LGBT FSC, who all graciously agree to volunteer their time and talents in the name of the LGBT 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
- GLBT Heritage Month
- Larger Heritage Month committees (i.e., Latino Heritage Month)
- IU School of Medicine Diversity Council
- Various hiring committees across campus

LGBT FSC Member Programs

Panels

It is important from an educational perspective for the LGBT faculty/staff council to engage with faculty members and instructors on the availability of having panels regarding sexual identity in their courses. As such Anne Mitchell volunteered to help organize and be the person that faculty members inquire about panels from as well as the primary recruiter of individuals for the panels. Starting in the Spring 2012 semester we did five panels – in total, three in the School of Physical Education and Tourism Management and two in the School of Liberal Arts. Four panels were designed with a focus on sexual identity in general and one panel was designed specifically for LGBT parents.

Along with a few key people in the group, we came up with a structure of how these panels would operate in the classroom. Panels consist of roughly 3-5 participants. We hand out note cards that people can ask questions on if they feel uncomfortable asking anything. Each individual tells a brief story about “coming out.” In the panel for parents, participants gave a brief story about “coming out” as well as how you became a parent and a general overview of how that has gone with family, friends and others. We have gotten positive feedback regarding the panels. Students thanked us for coming and reached out in support after the panel concluded. One LGBT-identified student e-mailed after one panel thanking us for coming because it gave her strength. Instructors of courses said that the panel was effective for learning and led to discussion after we left. The one suggestion we have gotten is to have more diversity on the panels. This suggestion came from the instructor who requested the parenting panel, where we had only white women represented. Racial and ethnic diversity on the panels will be a challenge we continue to strive toward overcoming. In that vein we were unable to find a gay or bisexual parent who identified as trans or as a man. However, we did have diversity on that panel with respect to reasons for having the children. We had someone on the panel who had children in a straight relationship and later came out. We also had someone who had children using a donor in a lesbian relationship.

Moving forward: We need to advertise panels and get the word out about panels to the various Schools. One way to increase visibility and knowledge of the panels might be to draft a “think about including a panel regarding sexual identity in your classroom” sheet that the Schools could send out to instructors now so they could think about it for their fall 2012 classes. Lastly it would be prudent to think about how to make our panels more diverse by enlisting the participation of community members, etc.

Diversity Cabinet

Dan Maxwell served as the representative for Diversity Cabinet until I took over in February. Diversity Cabinet meets regarding issues pertaining to Diversity with the Chancellor and Assistant Chancellor Durgans roughly 4 times a semester. The Cabinet primarily focused on the Diversity Report at the beginning of the Spring semester and reported issues pertaining to diversity across campus. The area of most concern was the Climate Survey, which was a survey conducted by IMIR that assessed the climate surrounding all forms of diversity on campus. Climate surrounding issues concerning sexual/gender identity was noted in that report as a concern and an area in which IUPUI needs improvement. The Diversity Cabinet also met throughout the semester on other issues facing the IUPUI community, such as funding (how to increase donations, grants and general funds for diversity initiatives and the Division of Equity and Inclusion on campus), the decline in Pell Grants – which adversely affected diverse communities, the creation of a Latino Studies minor and certificate in the School of Liberal Arts (and how to market such a major), etc.

Moving forward: It is clear that without data on LGBT anything (faculty/staff/student) it is difficult to comment and participate in the Cabinet. The Cabinet primarily focuses on outcomes (student enrollment, achievement, grades, graduation/staff hiring, promotion, termination/faculty hiring, promotion and tenure, administrative positions, etc.). Without having data on who is LGBT, it is challenging to know whether or not our community is affected by things the Cabinet discusses. It is unclear whether there is a student attrition issue for LGBT students. It is unclear whether the Pell Grants are adversely affecting LGBT students. It is unclear whether there is diversity in the faculty and staff or whether they are being promoted at a lower (or higher) rate. Again this is difficult to assess without data.

Heritage Month

Originating with the Office of Student Involvement in partnership with the Multicultural Success Center. We hosted the LGBT Art Show at Herron, which was very well received and attended throughout the run. We coordinated the community service project that was a Packet Stuffing Party for Step Up, Inc., opening this up to the campus and members of Democracy Plaza joined us this day. 3,000 packets were stuffed for Step Up to use in their community outreach. The following is a list of events:

- LGBTQIA Pride Month Kick Off
- Month-long Heritage Month Art Exhibit: Silent No More
- Safe Space Training
- Milk Dinner Keynote Speaker Pre-Dinner Plenaries
- 2nd Annual Harvey Milk Celebration Dinner
- National Coming Out Day Demonstration
- Stonewall-The Making of the Gay and Lesbian Community Film Presentation
- Voices Panel: LGBT Student Experience
- Step Up Volunteer Service Project
- Silent No More Artist's Luncheon
- Webinar: Making Your Campus Safe for LGBTQ Students

The 2nd Annual Harvey Milk Celebration Dinner

October 11, 2011

Ronni Sanlo was the keynote speaker and was quite well received. We had a larger crowd than the year. While Jayme Little and the Office of Alumni Affairs handled ticket sales and payment, Jarrod Wilson took the lead with production of the program and student involvement. A favorable attendance rate for the dinner was counted at 180 attendees.



IUPUI Booth at Indy Pride Festival

June 09, 2012

We had approximately 20 students, faculty, and staff on the float. The Pride Parade folks designed and constructed the float. We provided people, items to pass out, and water for our volunteers. Also, Admissions, Athletics, and External Affairs donated items to be given out on the parade route and at the Vendor Booth at the Pride Festival (11am-7pm). Admissions assisted in staffing the booth, along with faculty, staff, and students throughout the entire day. Nearly all items were given away and Admissions took the names of several interested students



Web site

The LGBT FSC in collaboration with Public Affairs and Government Relations (PAGR), maintains an online web presence for both internal and external audiences. You can find our website at <http://www.iupui.edu/~lgbtfsc/>, or you can type in any number of LGBT related key words into the IUPUI search engine to navigate to our page. Given the issues that we now face with the regular maintenance and upkeep of our site, the LGBT FSC has engaged in a conversation with PAGR, Diversity Equity and Inclusion and the other four affinity councils about moving our web presence to the University Content Management System. Our FSC to control the upkeep and maintenance of our site without the technical expertise of a programmer and will continue in FY2012-2013.



Hot Issues – 2011-2012

HJR 6 – As the State of Indiana legislature considers the second reading and vote on HJR 6, a bill to establish a constitutional amendment in Indiana barring same sex marriages or anything that looks like same sex marriage, the LGBT FSC has held conversations with its members about how we will respond. These conversations are ongoing. It is very concerning to the FSC that the State is pursuing legislation such as this.

HR Issues – The FSC invited representatives from IU Human Resources to a meeting to discuss the University domestic partnership policies. Susan Brewer, University Director, Healthcare Program Services, and Martha Bulluck, Interim Associate Vice Chancellor for HR at IUPUI, joined us to discuss issues pertaining to benefits and LGBT individuals. We are happy to report that progress is being made on two fronts. First, a potential fix is being implemented for employees who were dropped from health coverage when making a change to benefits for their domestic partners. Also, affidavits for approval of domestic partnership are now easier to navigate for employees, requiring less documentation and no need for notarization before submission.

The LGBT FSC Grant

Throughout the 2011-2012, the LGBT FSC continued to support a mini-grant program to support members of the IUPUI community who developed initiatives to promote diversity at IUPUI. The mini-grant program was promoted through several campus partners including: JagNews, IU School of Medicine (Scope), and the IUPUI Center for Teaching & Learning. In total, 11 applications were submitted and 7 grants were awarded (63% acceptance rate) for a total of \$3,500 in grant awards.

The following projects were funded in 2011-2012:

- 1. Organization/Department:** Advocates for Sexual Equality (ASE)
Primary Investigator: Derek Blice
Project: Midwest Bisexual, Lesbian, Gay, Transgendered and Ally College Conference (MBLGTACC)
Summary of Project: Funds were awarded to support the organization's travel to MBLGTACC, which is an annual regional conference for LGBTQ and Ally-identified college students. The MBLGTACC is the nation's oldest and largest regional college conference for and directed by LGBT students. According to ASE, "We believe this is an opportunity to network with each other and other student leaders regarding our experiences, thoughts, and strengths in a safe and intentional space in order to help us develop cohesion."
- 2. Organization/Department:** IU School of Medicine Diversity Council
Primary Investigator: Patricia Treadwell, MD
Project: IU School of Medicine Diversity Week
Summary of Project: Funds were award to underwrite a portion of expenses to bring Dr. Eli Coleman, Director of the Human Sexuality Program and Jocelyn Elders Chair in Sexual Health, Department of Family Medicine at the University of Minnesota, to speak during IUSM Diversity Week on January 18, 2012. Dr. Coleman addressed global sexual health issues, eliminating stigma among sexual minorities, and fostering comprehensive sexual education and prevention.

- 3. Organization/Department:** Department of Pediatrics, IU School of Medicine
Primary Investigator: Bobbi Byrne, MD
Project: LGBT Simulation Training and Education for Pediatric Residents
Summary of Project: Funds were awarded to Dr. Byrne and her colleague Dr. Theresa Rohr-Kirchgraber to develop a simulation case for pediatric residents centered on a patient who is in the LGBT community who presents to the adolescent clinic. The case will focus on the appropriate language and history taking in adolescent patients, with an emphasis on addressing the physical, psychological, and emotional needs of patients who are LGBT. Over a two year period, this grant will help provide increased awareness of issues in the LGBT community to over 75 pediatric residents.
- 4. Organization/Department:** Cellular & Integrative Physiology, IU School of Medicine
Primary Investigator: C. Subah Packer, PhD
Project: Integration of LGBT Issues into Clinical Problem Solving (X604)
Summary of Project: Building upon funding in 2011-2012, Dr. Packer and her team developed and implemented a case in which the patient and the patient's life partner are gay. This grant provided funds to expand Dr. Packer's work by implementing a new case study in which the patient is transgendered. The hope is to provide a curriculum and sensitizes IUSM students to issues unique to the LGBT patients and colleagues. Questionnaire data will be collected and analyzed to help determine student prior knowledge and learning outcomes.
- 5. Organization/Department:** IUPUI Museum Studies & Herron School of Art & Design
Primary Investigator: Michael Barclay
Project: Turnin' It: The Art and Culture of Drag
Summary of Project: As a graduate student in Museum Studies, Michael Barclay is curating an art exhibition exploring the art, culture, and history of drag. The purpose of this multi-department project is to academically study the culture of drag through national contemporary photography, local performers, and memorabilia from drag venues in the Indianapolis area. This show, which will be held in Fall 2012, will explore the themes of gender through the aesthetics, illusion, and performance of highly skilled and creative individuals.
- 6. Organization/Department:** Gay Straight Medical Alliance Student Interest Group (SIG), IUSM
Primary Investigator: Benjamin Pruden
Project: Indiana Youth Group "Ask a Doc" Night
Summary of Project: Funds were allocated to support the organization's monthly volunteer program with Indiana Youth Group (IYG). Once a month, this student organization within the IU School of Medicine runs a question-answer session where IYG participants can ask questions related to medicine, health, and life of LGBT individuals. These sessions are held during dinner and the Gay Straight Medical Alliance SIG helps to provide healthy meals to 20-30 participants each month.
- 7. Organization/Department:** Concepts in Sexuality for the Clinician, Elective Course
Primary Investigator: Lauren Guggina
Project: Marriage Equality=Public Health
Summary of Project: Medical students as part of an elective course held a panel entitled "Marriage Equality = Public Health". The panel presented research that shows that marriage inequality is a public health issue and consisted of 5 professionals (4 physicians and 1 PhD) who have professional experience and expertise with this public health issue. The panel sought to

educate students, physicians, health professionals and the larger community about this health issue and inspire people to do something to counteract marriage inequality laws.

Additional Activities:

In April 2012, Council representatives met with staff from the IUPUI Center for Teaching & Learning (CTL) to discuss the development of faculty learning community centered on incorporating LGBT topics into existing curriculum. The LGBT FSC will continue to work with the CTL in promoting the mini-grant program to IUPUI faculty and explore additional opportunities for collaboration. In May 2012, the IUPUI LGBT FSC was selected to present at the 2012 Professional and Organizational Development (POD) Network in Higher Education annual conference in October. Matt Holley, Faculty Programs Chair, will present a poster highlighting the council's mini-grant program as an effort to promote LGBT curriculum development projects and co-curricular academic programming on LGBT issues.