



Lesbian, Gay, Bisexual & Transgender  
Faculty & Staff

Annual Report 2013

## 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.

Our officers and leadership team consisted of:

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

In April 2013, elections were held for officers to fulfill a new biennial term beginning May 1, 2013. The new officers of the LGBT FSC include:

Chair – Anthony A. Masseria, Associate Director for Graduate Programs, IU Robert H. McKinney School of Law

Vice Chair – Gary K. Bracket, Business Manager, IU School of Medicine Center for Bioethics

Secretary Treasurer – Matthew D. Holley, Curriculum and Instructional Design Director/Visiting Lecturer, IU School of Medicine Department of Family Medicine Department of Sociology

(Additional leadership positions will be selected for the biennium during summer 2013.)

## 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 May 21, 2013, we have 177 members on our listserv (compared to 153 in June 2012).

## 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.

<b>LGBT FSC Budget 2012-2013</b>	
Council Meetings	
Room Rental/Quarterly Meetings	\$346.46
Event Hospitality	
Spring & Fall (Reception and Lavender Grad)	\$1698.03
Speaker Fees	
Dr. Kand McQueen (Milk Dinner Keynote)	\$1061.05
Rev. Dr. Jamie Washington †	\$5500.00
Grant Awards	
Multiple Recipients	\$3,000.00
Pride Costs*	
Float 2012	\$400.00
<b>TOTALS</b>	<b>\$12,005.54</b>
<b>Foundation Account Balance</b>	<b>\$2391.00</b>

\*2013 Circle City Indy Pride was funded by the IUPUI Office of External Relations; relieving the Council of this expense. It was decided that the float was too great an expense for 2013; the cost was \$1000 for the rental of the float and the cost of the parade entry.

† Several groups contributed to the bringing Rev. Dr. Washington to IUPUI for Black History Month. We received a total of \$3500.00 from other councils, in addition to the \$2000 of Council Funds that were used to support his visit.

## 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
- LGBT Heritage Month
- Larger Heritage Month committees (i.e., Latino Heritage Month, Black Heritage Month)
- IU School of Medicine Diversity Council
- DEI Vice Chancellor Search
- Executive Vice Chancellor Paydar's Campus Diversity Strategic Plan group
- Various hiring committees across campus

## **LGBT FSC Member Programs**

### **Panels**

Infusing LGBT curricular diversity at IUPUI remains difficult. It is unclear as to whether faculties are uninterested in having LGBT panels in their classrooms or if marketing these panels needs to somehow be improved. This year panels were advertised for the first time, formally. The Deans of the School of Medicine, Liberal Arts, SPEA, and Public Health all sent a flyer to faculty and staff in their schools advertising the possibility of LGBT related panels in their classrooms. It is clear that there needs to be a better structure put in place to foster interest and recognize the importance of LGBT-related topics in curriculum at IUPUI – especially given that there is no certificate, minor or major related to sexuality or LGBT studies in general.

With that said we organized five panels this year – two for the School of Medicine and three others. The requests for panels this year were different than in previous years that made recruiting for them difficult. Nearly all requests for classroom panels included requests for specific populations. We had a request for panels on trans\* identified individuals, LGBT parents, trans\* & bisexual patients in the health care system, LGBT individuals who have experienced injustice in the health care system (e.g. not being able to advocate for a partner/spouse), and a general information panel. Recruiting for panels is difficult particularly because trans\* individuals are unlikely to participate for numerous reasons associated with their identity, prejudice and discrimination, etc. Ironically trans\* panels are becoming requested more frequently. Worth noting here is that there was hesitation this year with individuals working at the School of Medicine to participate in panels at the School of Medicine; despite this the panel on parents was extremely successful; with almost 2 times as many volunteers for that panel than we had space for.

### **Fall Welcome Reception**

On Thursday, September 20, 2013, the LGBT FSC, along with the Advocates for Sexual Equality, co-hosted a welcome reception for all members and allies. The FSC provided light appetizers and remarks from the Chair Jayme Little and ASE President Joshua Verbeke. It was held in the Atrium of the Van Nuys Building, a part of University Hospital. The LGBT medical student association collaborated with the FSC for space reservation and programming. Approximately 50 members of the IUPUI community were in attendance.

### **Diversity Cabinet**

The Diversity Cabinet meets approximately 4 times a semester with the Chancellor and Assistant Chancellor for Diversity, Equity and Inclusion, whereby the focus is diversity issues such as outcomes, student enrollment, achievement, grades, graduation rates, staff and faculty hiring, promotion, tenure and termination, as well as filling administrative positions, etc. In the pursuit of diversity initiatives, it's been acknowledged that in the absence of data generated by tracking those who self-identify as LGBT at IUPUI, it remains undeterminable as to whether or not our community is affected by the same issues that the Diversity Cabinet discusses related to race and ethnicity. As a result, if there are specific issues affecting the recruitment and retention of LGBT students, those issues have yet to be isolated. What are the issues that affect LGBT students and how are these compounded by already identified challenges related to race, ethnicity and gender? Equally important and heretofore unanswered, is whether there is diversity among the faculty and staff as it relates to sexual orientation, gender identity and whether they are being promoted at a lower or higher rate. We continue to engage the IUPUI leadership in the hope that they will follow the lead of other institutions such as Elmhurst College (Diverse: Issues in Higher Education, 2013, April 9) and The University of Iowa (Diverse: Issues in Higher Education, 2012, December 12) and include optional questions about sexual orientation and gender identity on their applications to school and for employment. If IUPUI follows suit, the LGBT Faculty Staff Council believes

this would send a strong signal that the institution truly values the diversity that LGBT students and employees bring to campus. One undisputable fact remains, without data on the number of self identified LGBT faculty, staff and students at IUPUI, it is challenging to fully comment on and participate in the endeavors of the Diversity Cabinet.

**Heritage Month**

Originating with the Office of Student Involvement in partnership with the Multicultural Success Center, The LGBT Faculty Staff Council sponsored the exhibition, The Art and Culture of Drag at the Herron School of Art and Design, which was very well received and attended throughout the run. The following is a list of events:

- LGBTQIA Pride Month Kick Off
- Month-long Heritage Month Art Exhibit: The Art and Culture of Drag
- Safe Space Training
- 3<sup>rd</sup> Annual Harvey Milk Celebration Dinner (Dr. Kand McQueen, Keynote)

**Affinity Council and Heritage Month Collaborations**

Tim O’Malley, Affinity Council & Heritage Month Collaborations Chair worked to promote collaborations with Latino Heritage Month since it overlapped with our Pride Month, Black Heritage Month and publicized events such as those listed below including our Annual Milk Dinner.

- Eiteljorg Museum’s “Out West” exhibit that occurred in August 2012
- Latino Heritage Month
- Black History Month (Rev. Dr. Jaime Washington)

**Intersections Dialogue Series**

- Under the direction of the Affinity Council & Heritage Month Collaborations Chair Tim O’Malley we secured Rev. Dr. Jamie Washington to come speak during Black History Month in order to provide a dialogue on the intersection of race, sexuality, and religion. He presented three separate sessions, including a discussion on queering the curriculum that was well attended by faculty and staff from across campus.

<b>IUPUI Conference Fund Request</b>		
<b>LGBT Faculty/Staff Council Budget</b>		
<b>Revenue</b>	<b>Amount</b>	
LGBT FSC	\$2,000.00	
IU School of Medicine Office of Pro. Dvlpt.	\$1,000.00	
Division of Student Life	\$500.00	
Division of Diversity, Equity, and Inclusion	\$500.00	
Multicultural Success Center	\$500.00	
IUPUI Black Faculty/Staff Council	\$500.00	
Food for 3:30 event (from SoM, Pro D.)	\$188.57	
IUPUI Conference Fund (still pending)	\$1,500.00	
<b>TOTAL</b>	<b>\$6,688.57</b>	

Expenses		Spent
Speaker's Fee	\$5,500.00	\$5,500.00
(Includes travel and lodging)		
Room Reservation	\$120.00	\$120.00
Food for 1:30 event	\$250.00	\$0.00
Food for 3:30 event	\$188.57	\$188.57
Food for 7:00 event	\$500.00	\$0.00
Dinner for Dr. Washington	\$130.00	\$290.09
TOTAL	\$6,688.57	\$6,098.66

## Intersection Dialogue Series



**Tuesday, February 12, 2013**

1:30pm    Connections of Race and Sexual Orientation, Campus Center 148

3:30pm    Queering the Curriculum, Campus Center 148  
(Refreshments provided by the IU School of Medicine Office of Faculty Affairs and Professional Development)

7:00pm    The Intersection of Race, Religion, and Sexual Orientation  
 Campus Center, Lower Level Theater

*This is a part of Black History Month*

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**Rev. Dr. Jamie Washington, Ph.D.** is presenting the sessions on the intersection of race, religion, and sexual orientation. As the first event of this focus, the Intersections Dialogue Series hopes to bring stakeholders from different identities and affinity groups together to discuss commonalities in society and struggle.



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**Sponsors**

IUPUI LGBT Faculty/Staff Council



INDIANA UNIVERSITY  
OFFICE OF FACULTY AFFAIRS  
AND PROFESSIONAL DEVELOPMENT  
School of Medicine

Office of the Executive Vice Chancellor at IUPUI

IUPUI Division of Student Life  
IUPUI Division of Diversity, Equity, and Inclusion  
IUPUI Multicultural Success Center  
IUPUI Black Faculty/Staff Council

### The 3<sup>rd</sup> Annual Harvey Milk Celebration Dinner October 09, 2012

Professor Sheila Kennedy served as our program emcee, and with Dr. Kand McQueen being the keynote speaker this year's dinner was a success. The IUPUI Office of Alumni Relations handled ticket sales and payments. Nearly 200 students, faculty, staff, alumni and community members were in attendance. The IUAA's GLBT Alumni Association sponsored the pre-event reception for those who attended. Chancellor Bantz recorded a greeting for the audience as he was unable to attend.



## IUPUI Booth at Indy Pride Festival

June 08, 2013

We had approximately 15 students, faculty, and staff a booth at the 2013 Circle City Pride festival. IUPUI's Office of External Relations paid for the approximate \$125 fee for the event. Admissions staff member Cyndi Harkness took the lead on setting up the booth, and IUPUI External Relations provided Yowie Rally Towels for distribution to those who attended. IUPUI Admissions officers were at the booth throughout the day to answer questions from those interested in academic programs. Student leaders from the Advocates for Sexual Equality undergraduate group (ASE) provided information about student programs. IUPUI did not participate in the Cadillac Barbie Pride Parade in 2013 due to funding and staffing issues. This is something that should be explored in 2014.



## Web site

The LGBT FSC has 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. Fraught with issues of regular maintenance and upkeep of our site, the LGBT FSC has worked alongside the Office of Diversity Equity and Inclusion and the other IUPUI affinity councils to improve our web presence and to update it to a web content management system allowing the FSC's to upkeep and maintain our site without an intermediary programmer. The new website was set to go live in early 2013, but as of the end of June 2013 this has yet to occur. The LGBT FSC will continue this effort in FY 2013.



## Inaugural Lavender Graduation

On May 2, 2013, the LGBT Faculty Staff Council hosted IUPUI's Inaugural Lavender graduation. Organized by Jarod Wilson, Student Programs representative, and Jayme Little, Chair, this event honored 17 self-identified LGBTQ students on campus. The event had roughly 40 people in attendance and was held at the IU Advancement Center. Aside from the students being honored, their guests and members of the LGBTQ community, other attendees included Chancellor Charles Bantz, Dr. Sandra Petronio, Vice Chancellor Zebulun Davenport, Ketwana Schoos (Interim Director of the Multicultural Success Center), and Vice Chancellor Amy Warner. Each student was recognized publicly and received a certificate and gift (locally sourced candle) from the FSC.



## Hot Issues – 2012-2013

HJR 6 – A second reading of the State’s bill to constitutionally outlaw same-sex marriage (or anything resembling it) was tabled until the short 2014 session due to Supreme Court arguments about the constitutionality of Proposition 8 in California. The FSC invited Indiana Equality Action’s Don Sherfick (Vice President), to our January 25, 2013, meeting to address actions across the state. He shared ways that IUPUI’s FSC could support their efforts as this resolution moves forward. The FSC will continue to monitor this situation as the SCOTUS rules (possibly in June) and the State Legislature revisits HJR 6.

Chick-fil-A – Statements by the corporate office of Chick-fil-A (CFA) opposing GLBT equality in 2012 caused communities across the state and Indiana University to more closely examine the relationship Indiana University (and specifically IUPUI) has with the on-campus CFA operation, which is managed and licensed to Chartwells. The FSC met with members of the senior administration, including Vice Chancellor Dawn Rhodes, to address our grievances with their presence on campus. We also invited members of auxiliary services into our meeting to accept questions from the members of the LGBT FSC. The administration was open to hearing our concerns, but the business practices of the local CFA were found to be in compliance with university policy and the food operation continues to be one of the most popular on campus. The FSC continues to monitor the situation. It should be noted that Campus Pride’s CEO Shane Windmeyer has reversed their organization’s boycott of CFA since the issue has come forward due to increased conversations and contact with CFA CEO Dan Cathy.

## Faculty Programs Report for 2012-2013

Throughout the 2012-2013, 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, 7 grants were awarded for a total of \$2720 in grant awards.

The following projects were funded in 2012-2013:

- 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:** Survey Research Center & School of Liberal Arts  
**Primary Investigator:** Anne Mitchell  
**Project:** LGBT Journaling 2012 Project  
**Summary of Project:** Funds were awarded to underwrite a research project to intentionally address the *IUPUI 2012 Diversity Report* performance indicators for campus experiences of lesbian, gay, and bisexual faculty, staff, and students. Of all indicators in the report, only those

for lesbian, gay, and bisexual campus community members received the report's most urgent indication, "performance levels for this goal are unacceptable." To carry these findings toward, the research team proposed a more in-depth investigation of campus community LGBT lived experiences, specifically in terms of issues related to LGBT identity at IUPUI.

- 3. Organization/Department:** Department of Communication Studies, School of Liberal Arts  
**Primary Investigator:** Charles Reyes  
**Project:** COMM G391 – Communicating Queer Identity  
**Summary of Project:** Funds were awarded to Mr. Reyes for the development of his course G391: Communicating Queer identity. As proposed, this course will provide an in-depth look into queer sexual identity of LGBT persons. The theoretical implications of the controversies surrounding the intersection between LGBT persons and myriad contextual factors such as age, gender, race, ethnicity, socioeconomic status, religion, etc. are considered. Within an LGBT framework, a critical perspective will be employed to understand the communicative and behavioral processes of the lives of sexual minorities by focusing on self-concept, the politics of coming-out, heteronormativity, socio-cultural norms, hate rhetoric, and homophobia.
- 4. Organization/Department:** Fairbanks School of Public Health  
**Primary Investigator:** Sara Johnson  
**Project:** Healthcare Ethics PBHL-H474  
**Summary of Project:** Funding was provided to increase LGBT-related content in PBHL 4727, which follows an interactive application approach to ethical decision-making challenges from an individual managerial perspective. Students are expected to achieve an understanding of society and culture and how health administrators influence both the work environment and the respective community.
- 5. Organization/Department:** IU School of Education at IUPUI  
**Primary Investigator:** Matthew Holley  
**Project:** Dissertation Research - The Early Career Experience of LGBT Faculty in Academic Medicine  
**Summary of Project:** As a doctoral candidate in Higher Education and Student Affairs, Matthew is currently completing his dissertation which is a phenomenological study of LGBT faculty in academic medicine. As he writes, "The purpose of my proposed dissertation is to ascertain a better understanding of the experiences of gay and lesbian faculty. More specifically, this study seeks to capture the essence of being an early career faculty member in academic medicine for gays and lesbians. Additionally, I am interested in how sexual identity potentially influences how faculty members perceive the culture of academic medicine and how gay and lesbian faculty members experience the promotion and tenure process."
- 6. Organization/Department:** Gay Straight Medical Alliance Student Interest Group (SIG), IUSM  
**Primary Investigators:** Marcelle Stucky and Jakoda Snider  
**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.  
**Special Notes:** This organization received two awards in 2012-2013.



**Additional Activities:**

In October 2012, the IUPUI LGBT FSC was selected to present at the 2012 Professional and Organizational Development (POD) Network in Higher Education annual conference in Seattle. Matt Holley, Faculty Programs Chair, with support from Mark Di Corcia, PhD (Past-Chair of Faculty Programs) and Jayme Little (FSC Chair) presented 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.