

## Q-Summit Notes-Spring 2009

### LGBTQ Center

Write a program improvement plan for a LGBTQ Resource Center and staff  
Create and adequately fund a Queer Resource center  
Have dedicated and qualified staff to work across constituencies  
Foster relationships with outside LGBTQ communities  
Use the PIP or other institutional process to develop, fund, staff, and implement  
LGBTQ resource center for staff, students, and faculty  
Meet with Dr. Ayers to ask for money for resource center  
We should establish a budget for staffing for program improvements  
Office space for LGBT organizations  
Queer Center for Queer space  
Commitment of human and financial resources  
President's support and communication to establish LGBTQ space  
First go to possible specific donors for LGBTQ center, then Pres. Ayers  
Create a queer space on campus with a library, movies, etc.  
Dedicated staff to focus on sexuality issues  
Have a suite of offices/official recognition for student groups  
Create an "umbrella board" or steering committee to oversee and coordinate  
LGBTQ organizations for students, staff, and faculty  
Space in New commons, Westhampton center, Int'l ed center for resource center

**Action Plan: Write a proposal for a University funded LGBTQ Resource Center on campus, to be housed in a visible location and directed by full time staff. The purpose of the center should be to provide literature and film centered around the LGBTQ community, a meeting area for LGBTQ organizations, and counseling services for LGBTQ students. The center should also receive an annual renewable budget to fund social events and activities on campus, and possibly, to house the Safe Zone program.**

### Safe Zone

Bring back SZ and make it mandatory for RA'S to go thru training and have  
RA'S rooms as SZ locations  
Revitalize and revise SZ and other orgs  
Put SZ back on track next year with regular meetings  
Revitalize SZ – Where is it?

**Action Plan: Either revitalize Safe Zone or create a new UR specific SZ-like program to train Orientation Advisers, Resident Advisors, and staff/faculty about LGBTQ awareness issues and how to handle them in orientations, residence halls, the workplace and the classroom. The program should have an annual renewable budget (from the state and/or the university) and could possibly be housed in the LGBTQ center.**

## Orientation and Training....Allies Institute

Recruit athletes and Greek life to the Allies institute  
Diversity training for OA's  
During freshman orientation have a demonstration of the hate crimes and the repercussions for those crimes on this campus  
Make a discussion session a mandatory part of orientation after "Toto" presentation is given  
Create a sexual orientation/ gender identity and expression specific program for first year students – passive program possibly (?)  
Take advantage of student orientations (freshman and transfer) to address LGBTQ issues and awareness on campus – much more than "Toto" skit – give the topic its own day?  
Make Allies Institute the orientation for freshman, or let people opt into it as an alternative  
Allies Institute-like component for freshman orientation – heavy discussion within orientation groups about LGBTQ issues/acceptance  
Expand Allies Institute to have several retreats during the school year (before fall semester, fall break, winter break, spring break...)  
Create some kind of awareness program for the Greek societies – incorporate gender role and sexual orientation into the Greek system  
Emphasis/Education for faculty, staff, students when they come to UR about diversity tolerance and inclusiveness  
Address the non-discrimination policy during orientations and student handbook using examples of violations and consequences  
Stress at orientation and thru publication the need for respect for all people on campus; explain consequences of harmful conduct

**Action Plan: Write a proposal to (insert name here) to ensure that the LGBTQ community will be properly and adequately addressed during freshman and transfer student orientations. Orientations should allow for education of LGBTQ presence on campus, the severity of violating the non-discrimination policy (what constitutes a violation and what the consequences are), skits/speeches that emphasize safety and respect, and allow for mandatory discussion sessions after skits/speeches.**

**Action Plan: Write a proposal to (insert name here) to expand the Allies program to have more than 1 retreat per year or to make Allies an orientation of its own for Freshmen students in place of or in addition to regular orientations.**

**Action Plan: Address the Greek LGBTQ community by appealing to heads of campus fraternities and sororities to include support systems within Greek life for LGBTQ members. Possibly pose as a university mandate to gain/renew their charter on campus?**

## Social Activities

Annual faculty/student/staff queer party (wine and cheese?) or something more queer  
University sponsored and funded coming out ball like the one 4 yrs ago  
LGBTQ fraternity  
Happy hour for faculty/staff/students (x2)  
More funding given to SASD to support social events on the levels of soror/frats  
Social/Prom w/ Queer theme completely funded by the university and not just for  
LGBTQ students but for everyone to celebrate queers at least once a year  
Annual effort for Queer/to queer the ring dance (separate event or to encourage  
LGBTQ couples to attend and court each other?)  
Liaison with VCU to create events for students  
Viable social activities/options for a queer community, restoration and reenergize  
Day or week of LGBTQ emphasis, contributions to society, resources, community  
groups, entertainment, speakers, movies – a fair or festival for LGBTQ  
Bring notable speakers on LGBTQ issues to campus  
Have Jepson lecture series that deals with sexual orientation issues  
Awareness campaign using photos and statistics about LGBTQ community, hate  
crimes, suicide rates, etc

**Action Plan: Write a proposal/petition for University sponsored and funded LGBTQ prom and designate opening ceremonies as safe space for closeted LGBTQ persons to come out – equivalent to Ring Dance or separate?**

**Action Plan: Write a proposal/petition for University budget to include LGBTQ socials and events on campus, to be organized and coordinated by LGBTQ resource center in future and by some other organization until then. (so it can happen now and not just when/if resource center is opened)**

**Action Plan: Have a lecture/speaker/film series for LGBTQ related issues and perhaps incorporate it into a weeklong campaign or series to run once a year or once a semester.**

## Curriculum

Better approach to gay issues Freshman year, especially orientation, CORE –  
purge Adrienne Rich, use Allen Ginsberg and another feminist  
Change WGSS to sexuality studies and let WILL handle “women’s studies”  
Create more classes on LGBTQ community  
Make a LGBTQ studies into It’s own major, minor, or concentration  
Open LGBTQ courses in all areas of study (HIST, RELG, SOC, IS PLSC....)  
Have the provost offer summer grants to faculty to create new courses on queer  
studies/issues)

Compile a gay history of UR

Form official faculty standing committee whose goal it to infuse queer studies into the curriculum and educate departments about avoiding homophobia

Revamp core reading list to accent Common Ground inclusion

More queer oriented curriculum within other disciplines (ENG, foreign language, PSYC) – might attract different audiences

Add a WELL090 topic pertaining to LGBTQ issues

Create a queer theory class – possibly interdisciplinary with a few professors working on it?

Wellness classes that are focused on LGBTQ community

Have CORE taught differently with professors skilled in each piece of literature presenting only on that

Have a queer component in CORE

Educate board of trustees and president on LGBTQ 101; differentiation between sexual orientation and gender identity with a strong emphasis on understanding heteronormativity's influence on gender binary and vice

versa

Take UR AWARE wellness course and expand it to incorporate everything UR students should really be aware of: alcohol, sex ed, health, sexual orientation, and gender and race relations

Create a wellness course on gender

Wellness course specifically on queer issues – definitely qualifies and it would fulfill a requirement so students would be motivated to take it – would be more 'normalized'

**Action Plan: Write a proposal to ensure that faculty/staff are made aware of LGBTQ community presence, non-discrimination policy, and how to handle LGBTQ issues properly in the classroom. This awareness should be incorporated into employment training, interviews, and reviews, and should complement the aforementioned Safe Zone training.**

**Action Plan: Address the lack of LGBTQ subject matter in the curriculum. This is threefold and involves the registrar and whoever else necessary:**

**-Work with the registrar to create a new major/minor specifically for LGBTQ studies on the level of WGSS or WILL.**

**-ensure that LGBTQ subject classes will be incorporated into CORE specifically as well as all other areas of study (History, Religion, Political Science, Biology etc) in order to maximize the ability of students in these majors to take these classes for credit and increase exposure.**

**-Create wellness courses that address gender and sexual orientation as primary focus. Also change UR-AWARE to include sexual orientation education, LGBTQ issues, sex ed, gender and race relations and maintain its mandatory status so that all students will be exposed to these ideas at least once and early on in their education.**

## Strategic Alliances

- Organize a gay/straight alliance
- Confidential support group exclusively for Greek students
- Coming out support
- Add route for Spider Shuttle to gay community center on Sherwood Ave
- WILL meeting surrounding LGBTQ issues
- Greater cooperation between queer groups - SASD, Icebreakers, Allies, etc to work together on events, pull funding for major stuff
- More demonstration of commitment from Richmond College – create a companion program to WILL
- Create alliances/community support from bottom up and top down for leadership among students/ faculty/staff – facilitate mentors and communication
- Staff liaisons to student organizations to help rejuvenate
- Student group dialogue, co-events to build mutual understanding, use this to address religious tension
- Connect students/faculty/staff across campus
- Get more gay alums to donate to cancel out “good ‘ol boy” influence, placate trustees
- Start LGBTQ alumni association
- Work with other minority groups to create diversity
- Confusion among multiple groups unknown – join forces/implement alliance
- Have an ally day with key straight leaders being a part of planning group
- Partner with **ROSMY (?)** to come to campus to bring their services to students
- Change name of SASD to make it more clear even though its better than ND
- Monthly meeting of all LGBTQ organizations for brainstorming, reports on activities, etc
- Reorganize LGBTQ organizations and continue to broadcast their purpose so that people know that there are orgs that represent us
- Create LGBTQ advisory board to continue today’s work, to influence and advise **SR admission (?)**, to oversee advise resources center, in interim be umbrella for orgs
- Dean’s office supply new faculty with connections to LGBTQ groups in the area

**Action Plan: Condense LGBTQ student groups on campus to one solid group that can appeal to a critical mass with more funding and exposure on campus and that would house within it the space needed for a gay-straight alliance. This student organization should operate alongside a similar faculty/staff oriented group to be created and both should be housed within the future LGBTQ resource center on campus in order to encourage open communication and support between the groups.**

**Action Plan: Create an advisory board to oversee the action plans of student/faculty/staff organizations and to eventually appoint and or comprise the future administrators of the LGBTQ resource center.**

**Action Plan: Create a LGBTQ alumni organization to encourage and support LGBTQ activities on campus, to donate and sponsor organizations, and to help garner influence with the board of trustees.**

### Policy

Evaluate tenure and promotion of faculty and address that sexual orientation should not be influential  
Change safety shuttle policy to be for all students  
Address LGBTQ issues within strategic plan  
Post non-discrimination policy in a visible place on UR's website  
Trickle down top – down support  
Add gender ID and Gender Exp to non-discrimination policy  
Dean's office should create a clear policy about transgender students and publicize it  
Impose stricter punishments for hate crimes – honor or judicial?  
Publicize in collegian hate crimes, non-disc code violations, and punishments  
Have very specific consequences for harassment and hate  
Have a specific statement regarding respect for inclusion of LGBTQ community in Strategic Plan  
Demand clarity regarding discrimination policy and how to report violations – include confidential procedures for investigating claims

**Action Plan: Post non-discrimination policy in orientation/student handbooks, on UR website, and within employment handbooks/literature to create more visibility. The policy should be followed with examples of violations and consequences for violations, along with specific procedures for reporting incidents of violations.**

**Action Plan: Publicize non-discrimination policy violations in the Collegian with specific incidents spelled out alongside with consequences. Does not require names of offenders to be listed but will increase visibility above and beyond citing the vague label of “hate crime” and hopefully create more visibility of zero tolerance policy.**

**Action Plan: Update the non-discrimination policy to include gender identification and Gender Exp (?).**

**Action Plan: Address President Ayers' Strategic Plan omissions regarding the LGBTQ community and insist that he also include the updated non-discrimination policy in his inaugural speech.**

### Human Resources Things

**Action Plan: Medical coverage for Artificial insemination or adoption for LGBTQ community, more benefits**

**Action Plan: Remove the affidavit of the SSDP benefits in HR**

Online

Start a facebook LGBTQ group for students/staff/faculty/alums  
Create a website/email for questioning staff/faculty/students to keep in touch and network – icebreakers fell apart due to a lack of networking  
Create a webpage for LGBTQ community on UR website like there is for faculty departments and Greek life  
Offer a directory to students for resources – Richmond Gay C.C., SASD, Godfrey's/Babes/Fieldings, VCU's GSA, hotlines for LGBTQ issues  
List gay and queer organizations in printed campus directory and online  
Websites easily found of all campus LGBTQ resources

**Action Plan: Create a webpage on UR site to provide non-discrimination policy, contact information for LGBTQ alums and groups on campus, provide contact information for LGBTQ community outlets in Richmond (clubs/bars, stores, centers, hotlines).**

Restrooms

Campaign for all gender bathrooms  
Establish gender neutral bathrooms in ROBC and Modlin (other large venue)

**Action Plan: Write a proposal for gender neutral bathrooms on campus.**

Housing

Undo the gender – segregated housing because this creates a false monolithic gender binary – if necessary educate the alumni in student needs/vision/experience  
Desegregation by gender housing – offering co-ed housing arrangements (gender blind, co-ed by hall, etc) – consider in renovations process

**Action Plan: Write a proposal to desegregate student housing on campus.**

Religion

'For The Bible Tells Me So Event' – conversations between religion/faith and homosexuality/queer  
Invite spiritual leaders who are LGBTQ friendly to come to campus to speak and hold debate with non-ally spiritual leaders  
Chaplain's office series on why Christianity isn't incompatible with queerness  
Reconciliate religion and LGBTQ – chaplaincy should have more programs that

focus on diffusing the conventional religious thought about homosexuality

**Action Plan: Have LGBTQ organizations to work with the chaplaincy to co-sponsor events/films/lectures that address the LGBTQ community's role and issues from a religious perspective.**

#### Official Recognition from UR – Pres. Ayers

Pres. Ayers to have a meeting with all the leaders of all the LGBTQ orgs  
More proactive faculty support from Ayers, Chaplaincy, Deans...FUNDING  
Statement released to campus community by Dr. Ayers, service LPs, Deans, that support LGBTQ community on this campus  
Personal speech or article in collegian from Dr. Ayers about respect for queers from his own stance  
Group of LGBTQ people and advocates and allies speaking to Pres Ayers and Board of Trustees about issues on campus and the need for financial and human resources support for LGBTQ faculty/staff/students

**Action Plan: see Policy Action Plan**

**Action Plan: Request that President Ayers give a speech or write a public article that addresses the LGBTQ community on campus to give his support and promote awareness (and to include race and gender issues as well...), with the purpose of denouncing hate crimes and tensions on campus.**

**Action Plan: Write proposals to necessary faculty and trustees to encourage support of LGBTQ community by way of funding.**

#### Other Offices

Ombudsman  
CAPS to be more available and open to LGBTQ students

**Action Plan: Write a proposal to CAPS to include and promote services for LGBTQ community and questioning individuals. Perhaps CAPS could also provide services and/or house Icebreakers similar forum for closeted LGBTQ individuals.**

**Action Plan: Ombudsman in form of LGBTQ advisory board? LGBTQ resource center to serve as ombudsman?**