



A Letter from Our Chair

by Danielle Nied, St. Louis University

Greetings SCLGBTA Members!

In the midst of wrapping up the end of the academic year, celebrating the accomplishments of students and staff, and planning for the preparation of summer, I have found myself reflecting on the accomplishments of our Standing Committee over this last year. We, Standing Committee members and Directorate members alike, have a strong commitment and motivation to improve and advocate for lesbian, gay, bisexual, and transgender (LGBT) awareness in the student affairs profession and, more broadly, throughout our systems of higher education.

This year our achievements are vast and deep! We have supported our core values in original ways while still honoring our traditions. We continue to engage the ACPA and student affairs community in critical conversations around LGBT issues. We continue to support members from various types of institutions by embracing and challenging campus climates. There are three areas that captured our focus this past year - education, advocacy, and networking.

For education, we focused on producing collaborative and scholarly webinars to assist members with further developing their knowledge base and resources. We have increased the number of critically reflective and educationally focused publications in our newsletters. And, we worked to begin the creation of a community of scholars engaged in advancing the understanding of the LGBT experience, including senior researchers. Finally, we brought our commitment to education to the ACPA Annual Convention by implementing and supporting a record number of convention programs, featured panels, roundtables, and critical issue institutes.

For advocacy, we challenged ourselves to refocus the benefactor of the SCLGBTA Big Give Silent Auction to providing LGBT campus grants. These grants allow us to support the work happening on college campuses that focus on LGBT programming and

initiatives. Additionally, we worked to develop a collaborative Standing Committee Advocate Award to recognize the efforts of individuals in the Association who demonstrate a significant commitment to social justice and exemplify the values of our identity-based groups. We continued our advocacy and support for HIV/AIDS with programs like Our Agenda and the Paul Hart Fund Scholarships. And, we gave voice to campus and state issues via press release.

For networking, we continued to strive at providing both a supportive environment and physical space for the LGBT community to gather. We have focused strongly on our membership outreach through creating connections with volunteer opportunities, providing bi-weekly updates to the membership, engaging in critical dialogues, and personal outreach. At the 2012 Convention, we continued the tradition of providing multiple physical spaces for the LGBT community to gather and specific identities within our community to connect and share conversation.

In the future, we will continue to enhance the work of our profession and LGBT issues. Our values and commitments guide us, but a few of our specific goals for the year include:

- Continuing membership outreach throughout the year
- Leading with an educational and professional development focus
- Providing strong leadership from the Directorate body for our members and the Association

As we move into our SCLGBTQA Summer Mid-Year Meeting (MYM), the Directorate has set aside time to engage in a strategic planning process. We hope to review our mission, statements of commitment, and assessment practices in order to provide a short and long term vision for the Standing Committee. I look forward to sharing this vision and series of goals with you post MYM.

I thank each one of you for a wonderful year with SCLGBTQA. Together, we have accomplished more for our community than can be contained in these words. We make an impact on the lives and hearts of professionals and students. I look forward to our vibrant future as we continue to think critically about issues that effect the LBGT community. To quote our President, Barack Obama, "We can do this. I know we can." Thank you and here's to the year ahead.

Convention Overview

by Stephanie Chang, University of Maryland, College Park

Post-Convention Sponsored Programs Appreciation

This year, the Standing Committee sponsored five convention programs. We want to continue our congratulations to the presenters of these five programs by providing links to their presentations (if available) from the convention website. Below you will find a list of the five sponsored programs:

- [A Study of the Faith Development of Gay College Men](#): Presenters: from the University of Georgia: Merrily S. Dunn, Darren E. Pierre, and Ginny Jones
- [Beyond a Binary: The Lives of Gender Nonconforming College Students](#): Presenters: Genny Beemyn, University of Massachusetts, Amherst & Sue Rankin, Pennsylvania State University
- [Developing, Executing, and Evaluating a Participatory, Action-oriented Leadership Course for LGBTQIA Students](#): Presenters: from the University of Maryland, College Park: Jay Garvey, Soon Kwon, and Sontenish Myers
- [Finding Bisexuality: Study of Experiences and Identities of Bisexual Women](#): Presenters: from the Michigan State University: Blue Brazelton, Brianna Becker, and Claire Gonyo
- [Intersections of Multiple Identities: Asian American and LGB Student Voices](#): Presenters: Donna Talbot, Western Michigan University; Sean Pepin, Nova Southeastern University; Stephanie Chang, University of Maryland, College Park; Becky McNamara, Western Michigan University; and Vunsin Doublestein, Western Michigan University

In addition to these sponsored programs, SCLGBTQA also featured three institutes and one roundtable discussion. Stephanie Chang (University of Maryland, College Park) and Z Nicolazzo (Miami University, Ohio) presented a three-part institute on thinking critically about student affairs practice and research. This institute was a collaborative effort between SCLGBTQA and the Standing Committee for Men and Masculinities. Marking 40 years of Title IX, SCLGBTQA, the Standing Committee for Men and Masculinities, the Standing Committee for Women, the Commission for Recreation & Athletics, and the Commission for Social Justice Educators organized a panel to discuss the history and evolution of Title IX as well, as relevant current issues. Finally, the third institute to recognize is “The Possibilities for LGBT Leaders in Higher Education,” which focused on being openly LGBTQ in higher education positions and administrative roles. In an effort to delve into the ongoing issues in student affairs and higher education around LGBTQ issues, these institutes offered extended sessions to go in depth on select topics. Similarly, the roundtable discussion coordinated by Craig Leets (University of Maryland, College Park) was an opportunity to question how LGBT programs on college campuses are intersectional and to assess their ability to address race, class, sexual orientation, and gender identity or gender expression, to name a few identities.

Thank you to all the presenters and panelists from our sponsored programs, institutes, and roundtable. SCLGBTQA has a strong commitment toward continuing the education of

LGBTQ issues in student affairs and higher education and the sessions from this past convention successfully covered a breadth and depth of pressing LGBTQ topics. Nearing the call and registration for the 2013 Las Vegas convention, SCLGBTA would like to encourage its membership to consider submitting a convention program, institute, or roundtable as a sponsored program. Please look out for more information on submitting a sponsored program for 2013 later this summer.

Giving, Dancing, and Performing

Each year, the Standing Committee for LGBT Awareness sponsors a social event that provides an opportunity to dance and celebrate with new and old friends and colleagues held at ACPA's annual convention. In addition, the SCLGBTA Social also provides an opportunity to participate in a silent auction, or our "Big Give," of LGBTQ-related goods such as books, t-shirts, mugs, and this year, a LGBTQ rainbow flag. This year, the proceeds from the silent auction are helping to build a new grant initiative sponsored by the SCLGBTA. The grant will reward individuals and/or organizations based on their commitment to raising LGBT awareness, advocacy, and education opportunities at an institution of higher education. We had a tremendously successful SCLGBTA Social and Big Give, but encourage all members to consider items they would like to donate for auction next year. We want to remind SCLGBTA members that we are always giving, dancing, and performing for a cause. Thank you to everyone that contributed to the silent auction and supported SCLGBTA in establishing our new grant initiative by donating or bidding on items during the Social. We hope SCLGBTA members and others will continue to support our Standing Committee in the future.

Ideas for Webinars and Ongoing Professional Development

We are seeking feedback on what webinar topics will interest Standing Committee members as we plan for the upcoming year. What LGBTQ issues and topics interest you? Please send webinar ideas to Stephanie Chang, SCLGBTA Director of Education: chang@umd.edu.

Reflections of Convention from the SCLGBTA's NextGen Scholarship Recipient

by Daniel Caldwell, University of North Carolina,
Asheville

Attending the ACPA Next Generation conference was the most eye-opening experience of my life. I was so thankful and excited to have received a scholarship to the conference from the Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness. I

was really passionate about applying for the scholarship for a couple of reasons, primarily because of my desire to contribute to the empowerment of marginalized groups. These groups often need a strong, outgoing, independent person to be their voice, and I hope I can serve in that role in the future.

I was so honored and blessed to have met the people I did during NextGen. Chelsea, my fellow scholarship recipient, was very nice and welcoming when I met her. She and her fellow Radford University students let me tag along with them because I had come alone. It was so great to have a sense of community at the conference. It was also great to have a conference focus on critical issues that need to be addressed, especially in such a public field like Student Affairs.

The professional staff that attended this conference and were willing to spend time talking with the undergraduate students interested in the field were very helpful. I loved our hosts from the SCLGBTA, Ryan-Jasen Henne and Jamie Adasi. These two were truly inspiring and wonderful people who really gave me something to aspire to be in the field. Also, Jonathan Poullard, from the University of California at Berkeley, was a HUGE inspiration. He is honestly what I would love to be as a professional in the field. He genuinely cares about students and loves his job, and is completely comfortable with who he is as an openly gay man. His story was very touching and I could completely relate to it.

In conclusion, NextGen was the best event I've experienced so far in my undergraduate career. I was so amazed at the experiences and knowledge of professionals and graduate students within the Student Affairs field. I was excited before this conference, but now I'm utterly ecstatic about entering the field. I love my undergraduate institution, but I am ready to graduate so I can join this amazing field!

Where is the Love?: Our Agenda 2012

by Ryan Darling, University of California, Los Angeles

Louisville brought us another great convention and many successful SCLGBTA events. Unfortunately, Our Agenda: Educate, Advocate, Eliminate AIDS was not at the top of the list. Our Agenda certainly included key pieces, such as a panel from the AIDS Quilt and red ribbons. These pieces matter, as every bit of visibility and awareness makes a difference. At the same time – we were unable to present performances by ACPA members, only one card was made for Louisville residents affected by HIV/AIDS, and nobody came to discuss HIV/AIDS on our campuses.

This raises some questions. Are we, as a community of practitioners and global citizens, unaware of the scope of the pandemic? HIV/AIDS is still a major global problem. According to the World Health Organization, HIV/AIDS is the #6 cause of death globally – and more of the top causes can often be the result of infection. Do we not know that 1,000 children are infected with HIV every day? Do we not know that right here in the United States (according to the Centers for Disease Control):

...the number of people living with HIV infection in the United States (HIV prevalence) is higher than ever before – over one million people and an 11% increase from the previous estimate.

...HIV/AIDS disproportionately affects men who have sex with men (diagnosis rate 44 times higher than other men), blacks/African-Americans (12% of the US population, but over half of new infections), and Hispanics/Latinos (double the infection rate of white men).

...too many people are being diagnosed late – one third of individuals with an HIV diagnosis reported an AIDS diagnosis within a year.

...young people (ages 13-29) – our students - account for nearly half of new infections.

Perhaps we have been desensitized by the presence of effective medication and the virtual elimination of transfusion-related infections and pediatric AIDS in the U.S.

Remember: There is still no cure and no vaccine for HIV/AIDS. Millions worldwide are living with toxic medication or have no access to care whatsoever. HIV/AIDS has not gone away, and it is still a major issue for all of our communities, from LGB to heterosexual, from black to white, from old to young. While great strides have been made and we should take pride in the work that has been done to stop HIV/AIDS, it is also vital that we acknowledge the fight is far from over. As student affairs practitioners, we are ideally positioned to engage in conversation with students on their way to becoming future leaders on this issue and beyond, not to mention our fellow educators. While the celebrities and politicians of the world offer visibility, few careers offer the opportunity to dialogue that ours does. We each have a role to play in Our Agenda: educating, advocating, and eventually eliminating HIV/AIDS. Let's come together and make it happen.

One way to make an impact right now is by helping us make up for the cards we did not collect at convention. We are still collecting notes of support for those living with HIV/AIDS, all of which will be delivered to AIDS Interfaith Ministries in Louisville, KY and passed along to their clients. Please find a moment today to write a note and mail - before Memorial Day, May 28 - to:

Ryan Darling
BOX 951401, 201Covel
Los Angeles, CA 90095-1401

SCLGBTQA Identity Dialogues

by Sean Pepin, Nova Southeastern University

For many of us, ACPA'S Annual Convention is a rejuvenating time to re-connect with colleagues, share ideas, and to find re-affirming and supportive spaces. In an effort to sustain these connections, the Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness (SCLGBTQA) has created a forum for these discussions called the Identity Dialogues.

The purpose of the Identity Dialogues is to provide our members with regularly scheduled conference calls to host an open space to talk about personal development, professional and campus climate, hot topics or current events around one of our highlighted social identities, including Pan/Bi/Fluid, Queer People of Color, Mid to Senior Level Managers, Lesbian, Transgender, and several other identity groups.

We are currently accepting applications for facilitators. Facilitators are responsible for hosting the conference calls, with the support of the SCLGBTQA. Conference calls are typically 50 minutes to an hour and are topical based on identity groups, such as those listed above. If you are interested in becoming a Facilitator we encourage you to fill out the following form: <http://tinyurl.com/SCLBTAIdentityDialogues>. Once you fill out the form, a member of the SCLGBTQA Directorate will reach out to you and discuss the next steps.

The SCLGBTQA is excited to be launching Identity Dialogues this year, and we would love to have you participate! If you are interested in participating, or for more information about this program, please contact Sean Pepin at pepin101@gmail.com.

A promotional graphic for Identity Dialogues. The background is black with a pink and white wavy design on the right side. The text is in pink and white.

Identity Dialogues

Purpose: To provide our members space to have conversations around identity, in order to provide on-going professional development outside of convention.

We are currently accepting applications for facilitators. Facilitators are responsible for hosting the conference calls.

To Apply as a Facilitator, go to: tinyurl.com/SCLGBTQAID

For more information, contact: Sean Pepin pepin101@gmail.com

LGBT Professionals and the Job Search

by Craig Leets, University of Maryland, College Park

Each year, the Career Central at Convention (the New C3) offers a centralized location for professionals in higher education to seek new career opportunities. Both candidates and employers are able to be more effective and efficient in their searches by participating in this process. In conjunction with the New C3, a number of Professional Development Snapshot sessions are offered for candidates and employers participating in this process.

The Standing Committee for LGBT Awareness offered a panel specifically focused on LGBT topics, entitled “Job Search Strategies/Support for the LGBT Professional.” This year, four LGBT-identified professionals served on this panel to share their experiences of being an LGBT professional in higher education and student affairs. SCLGBTA would like to once again thank these professionals for their participation on this panel. These individuals shared their perspectives and helped answer the questions that audience members had as they were participating in the New C3 and their job searches.

It is helpful to remember why LGBT individuals might have additional concerns and seek advice as they engage in their job search. According to the National Center for Lesbian Rights, individuals can be fired for their actual or perceived sexual orientation in 33 states, and in 37 states, there are currently no protections offered to individuals who are fired due to their gender expression or gender identity [1]. Additionally, Beemyn and Rankin (2011) suggest: “Although colleges and universities attempt to foster welcoming and inclusive environments, they are not immune to negative societal attitudes and discriminatory practices” (p. 81) [2]. Research completed with national samples provide evidence to this. Rankin, Weber, Blumenfeld, and Frazer (2010) cite that lesbian, gay, bisexual, and queer (LGBQ) staff members experience harassment on campus from peers and superiors. Rankin et al. also note that transgender staff members experience a significantly higher percentage of harassment than their LGBQ colleagues on campus [3]. Considering the lack of state protections for LGBT people, the campus climates of colleges and universities, and the negative experiences of LGBT staff members, LGBT individuals are required to take additional steps in their job search to ensure that they are able to find their desired balance between the recognition of their LGBT identities and the institutions where they work.

Other factors that LGBT professionals might consider in their job search are geography, local or state laws recognizing (or not recognizing) same-sex relationships, and benefits offered to LGBT people or their partners. For example, while some universities may

provide welcoming and friendly climates for LGBT professionals, the communities surrounding the institutions might prove unfriendly for LGBT people. Also, local or state laws may prohibit public universities from offering certain benefits to LGBT staff members. For some institutions, regardless of the legal climate, benefits may not be offered to same-sex partners or appropriate healthcare benefits might not be offered LGBT employees. These factors, among others, are considered by LGBT professionals as they pursue career opportunities.

During the panel, audience members were given the opportunity to pose questions to the panelists. The following questions were asked: How do you determine whether or not to out yourself during an interview?; How do you make decisions regarding your LGBT identity and your resume?; What research can you do and what questions can you ask to assess the climate for LGBT people?; What advice can you give to LGBT professionals working at religiously-affiliated institutions, specifically those that have a strong religious affiliations?; Have you ever wondered if you were not the successful candidate for a position due to your LGBT identity?

Although the panelists' responses cannot be fully recounted here, it is helpful for both LGBT candidates and employers seeking to support LGBT professionals in their job search to know the questions that were posed in this session. LGBT candidates might seek out a trusted colleague or mentor to whom they may pose these questions, or they might contact an individual working in LGBT services at an institution where they are hoping to work in order to assess the campus climate. Employers can be supportive of LGBT professionals in their search by being upfront with candidates about the climate on campus and in the surrounding community and by providing all candidates with information about benefits offered to LGBT employees.

Although there are some challenges facing LGBT professionals in their job search, there are also many opportunities for LGBT professionals to find meaningful employment opportunities at institutions where they will be satisfied in their personal and professional lives.

[1] National Center for Lesbian Rights (2011). Employment: Overview. Retrieved from: http://www.nclrights.org/site/PageServer?pagename=issue_employment_overview.

[2] Beemyn, G. & Rankin, S. (2011). *The Lives of Transgender People*. New York, NY: Columbia University Press.

[3] Rankin, S., Weber, G., Blumenfeld, W., & Frazer, S. (2010). *2010 State of Higher Education for Lesbian, Gay, Bisexual and Transgender People*. Charlotte, NC: Campus Pride.

Involvement at Convention: All It's

Cracked Up To Be!

by Kathleen Hobson, Alfred State University

My first year at ACPA Convention was in Baltimore, in 2011. I was a second year graduate student and was attending convention to job search, as well as get my first real experience with networking and professional development off campus. I was booked with back to back interviews and was fairly overwhelmed. I managed to find several sessions that really spoke to some of the issues I was passionate about. Overall, I had a great experience at my first convention. However, I still felt a little unsatisfied, a little disconnected.

My second year at convention was this past March, in Louisville. This time I came with expectations and was determined to get more involved. I had been introduced to the Standing Committee for LGBT Awareness in Baltimore; however, I still did not have much knowledge about the group and what they did. At the Louisville Convention, I attended the first SCLGBT Open Meeting on Sunday afternoon. I was pleasantly surprised to be immediately welcomed into the Committee. Members of the Directorate explained the mission of the Committee and all of the programs and initiatives that they support. We engaged in small group discussions and really had an opportunity to begin to form connections with new members, as well as members of the Directorate.

After hearing about the opportunities to volunteer with the Committee and apply for Directorate positions, I decided that I wanted to do as much as possible to get involved. The real excitement began after I attended the volunteer preparation meeting. I learned about volunteering, but also had some in-depth conversations with members of the Networking division of the Directorate and realized how much I wanted a leadership role in the Committee. The members were so enthusiastic that I felt inspired to be a part of such a passionate group of individuals.

After applying, I was lucky enough to be selected as a Networking Coordinator for 2012-2013. When the other Networking members gave me the news, it was accompanied by hugs and words of congratulations and members telling me how excited they were to work with me. At the close of Convention, I got a more formal introduction to the ins and outs of the Directorate and began to get excited about planning for Las Vegas at the Mid-Year Meeting. When I left Louisville, I felt like I had been let in on a secret that not all ACPA members get to know. I had found a family of colleagues, a group of people that I was eager to learn more about. I felt fulfilled and excited about the opportunity to be a resource, an educator, and a facilitator for other ACPA members.

To any member of ACPA, my words of advice: Find a committee or commission that shares the issues that you are passionate about. Get engaged and if possible, take on a

leadership role. The journey will change the way you experience convention, as well as the way you view your current position.

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