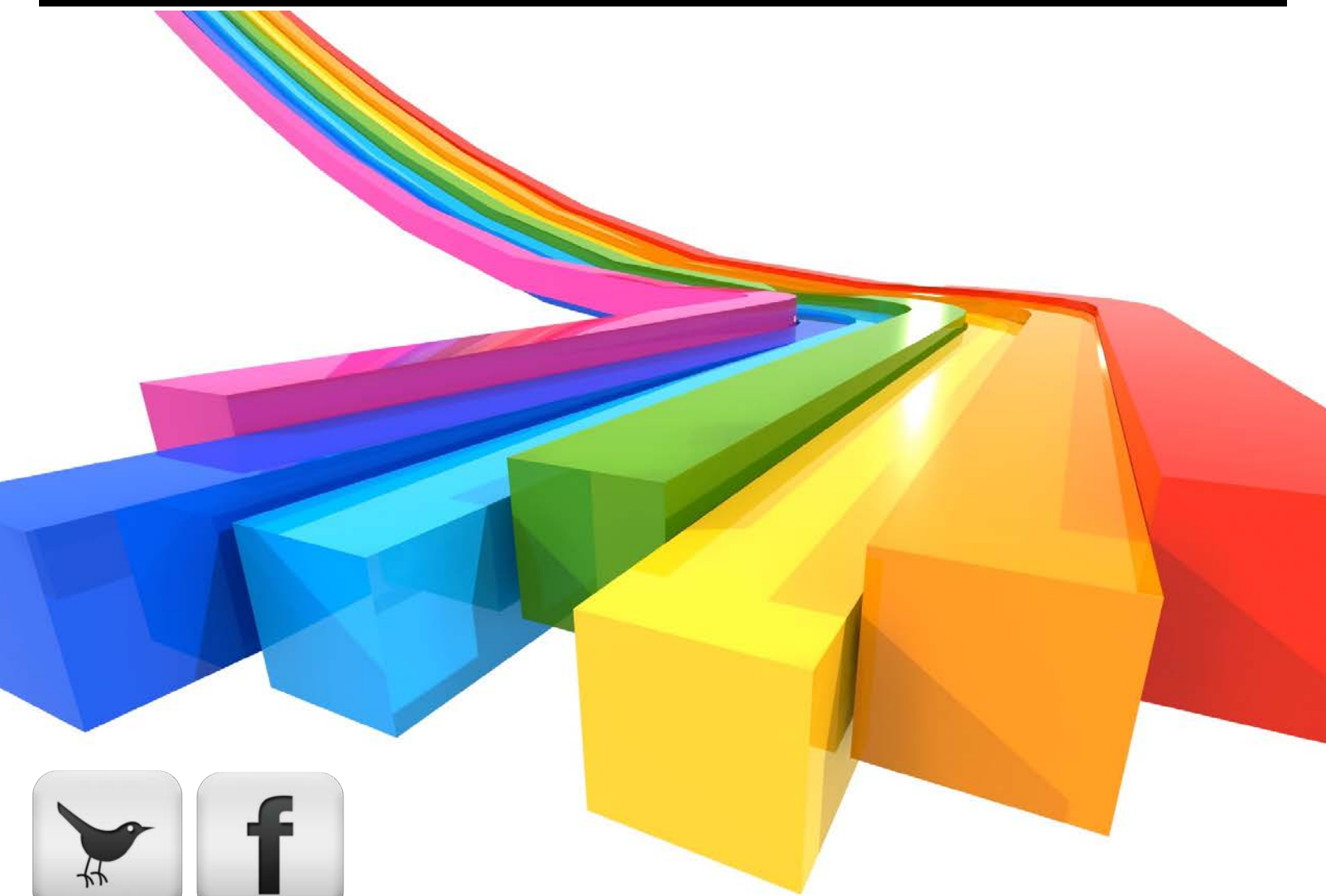


CONSORTIUM OF HIGHER EDUCATION LGBT RESOURCE PROFESSIONALS

To critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni have equity in every respect.



Join us on Facebook and Twitter
facebook.com/lgbtcampus
[@LGBTcampus](https://twitter.com/LGBTcampus)

Consortium of Higher Education LGBT Resource Professionals Inc.
info@lgbtcampus.org
280 Madison Avenue Ste. 912
New York, NY 10016-0801

Statement from our co-chairs

Reflecting on our journey.

As 2013 comes to a close, we reflect on our journey. This has been a year of growing and strengthening. With your help, we have developed our board, our membership, our long-term strategy, and our visibility. As your co-chairs, we work diligently to channel our energies to the charge of leading the Consortium.

2013 began with the 25th annual Creating Change conference, in Atlanta. There, we celebrated the Consortium's 15th birthday. We hosted our annual LGBT Campus Resource Professionals Institute, with nearly 200 people in attendance. This was the first year we hosted a vendor table at the conference, which meant that we were able to share our "Pronouns Matter" pins and bring visibility to the Consortium. We hope that the pins set a trend and remind everyone of the value of self-identification. Also for the first time, we presented an award on stage: the *Award for Distinguished Achievement in the Profession* to Dr. Sue Rankin. All exciting ways to start a year!

We officially took the roles of co-chairs in July, at our summer Board Retreat in Milwaukee. This retreat helped us plan for the year, strengthen our structure, and remember the Consortium's history. Our 17-member board is normally scattered all across the U.S., so this was a wonderful opportunity to bond and connect in person. We are proud to work with such a dynamic, committed, and fun group of people.

The retreat coincided with our Daylong Institute at the University of Wisconsin - Madison. To follow the conversation we had there, check out [#lgbtqUWinstitute](#). About 150 people from around the area joined us for discussions about intersecting identities, LGBT youth, communities of faith, and much more. We're grateful to everyone who attended the session and who contributed to make it possible.

One major undertaking for this year has been the strategic planning process. We have built our strategic plan based on your input, the goals of our board members, and a long-term vision for the sustainability of the Consortium. At Creating Change 2014, you'll have an opportunity to give us feedback on this plan. We continue to expand the resources available on the members only portion of our website ([lgbtcampus.org](#)); log in and check it out! The Consortium continues to reflect on and affirm our values of antiracism and inclusion through intentional board recruitment, self-assessment, and education.

To close out 2013, we are relieved to have submitted our paperwork to become a 501(c)(3). Thank you to everyone who has contributed to this process, and to the Consortium's success as a whole.

Finally, there are so many events that the Consortium was honored to cosponsor and participate in this year.

Here's just a short list:

- Great Lakes Regional Meeting
- Northeast Regional Meeting
- Campus Pride Faculty/Staff Academy
- Informal gatherings at ACPA and NASPA conferences
- Expanding the Circle Conference
- CAS Board of Directors Meeting
- National Policy Roundtable Meeting

We look forward to another wonderful year with you and hope to celebrate the Consortium's Sweet 16 with you at the 2014 Creating Change Conference in Houston, Texas. Join the conversation at [#LGBTcampusCC14](#).



Co-Chairs:

Warren Scherer & Demere Woolway
chair@lgbtcampus.org

Anti-Racism Chair Report

"...engaging in authentic dialogue about race, racism, racial justice, social justice, inclusion while acknowledging both the strengths and opportunities of our organization."

To be truly inclusive we must continually apply anti-racist lenses to our work dismantling racism within our organization, profession, and individual institutions by dedicating ourselves to ensure racial justice is at the forefront of everything we do. This commitment ensures that policies, practices, attitudes and actions are centered on equitable power, opportunities, treatment, and outcomes for all at all levels of our work. Without the empowered voices of people of color and white allies our organization would be stagnant in our racial justice work. Thank you to everyone that has contributed to moving our organization forward.

We know that greater racial equity is created within our organization through our willingness to examine and expose current and historical harms, through our commitment to reconciling those inequities, and through our ongoing commitment to ensure racial justice is central in our work.

We are able to grow as an organization as we grow as professionals. Intentional space is created to do this work in all aspects of our organization and we can always do more. We encourage you to share ideas, resources and share your learning and growth with your colleagues. Have an idea? Want to provide feedback? Share it! Additionally, the executive board always welcomes feedback and appreciates your desire to contribute in other ways please feel free to contact the Anti-Racism Chair or any member of the executive board.

We need your feedback! The *strategic planning process* continues to move forward with racial justice as a key priority and shared responsibility of all involved. We'd like everyone to contribute to this process by completing the **Consortium Organizational Diversity, Inclusion & Equity Self-Assessment**.

There is an *Anti-Racism & Racial Justice Working Group Circle* in the member's only section on our web page. This serves as an open space to share feedback, resources, and engage in discussion.

Log in & join the circle: <http://tinyurl.com/ConsortiumSelfAssessment>

As we approach our elections, please know that *the Anti-Racism chair position will be open*. Interested in serving your colleagues in this role? Run. Know someone that would be an excellent candidate for this position? Nominate them!

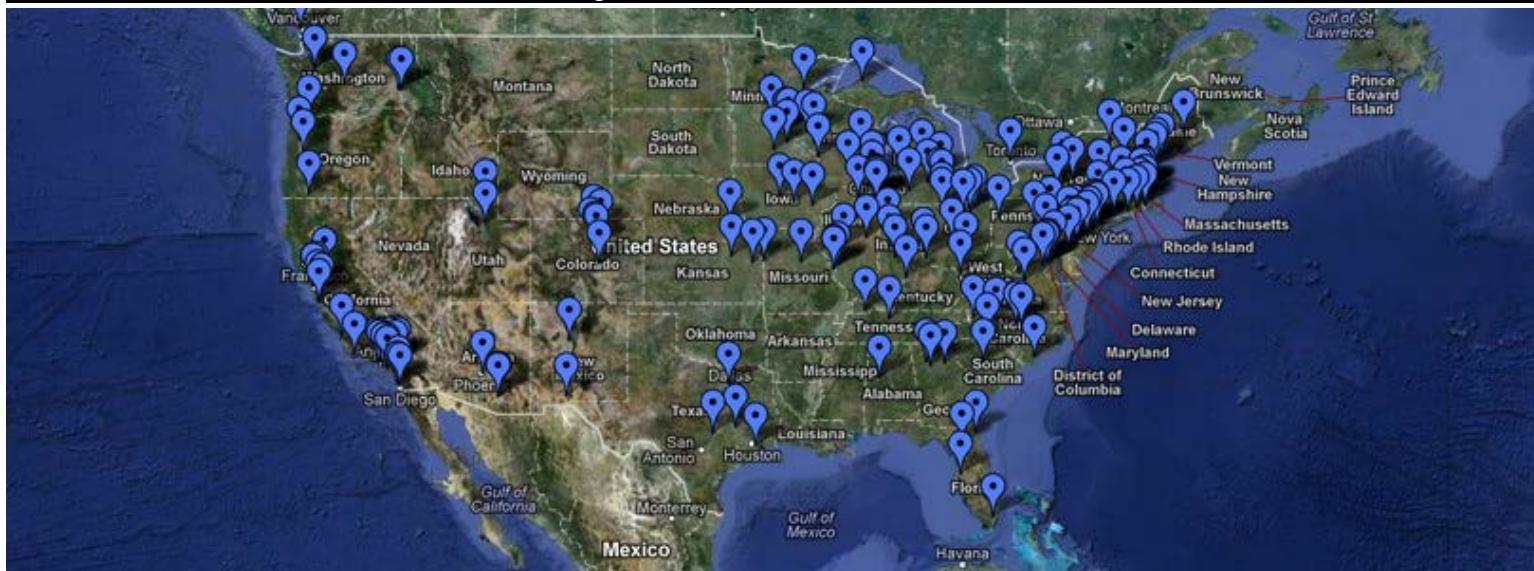
Anti-Racism Chair:
Ashley Olson
antiracism@lgbtcampus.org

Outreach and Advocacy

The former Outreach & Advocacy Chair Matt Carcella was succeeded by LB Hannahs, Director of LGBT Affairs at the University of Florida. Summer 2013 was spent transitioning from one chair to the other, connecting with organizations like the Tyler Clementi Center, the NASPA GLBT Knowledge Committee, and the ACPA SCLGBTA. In 2013 the Outreach Chair also established a subcommittee to help develop relationships with new partnering organizations in the realm of Higher Education and LGBT Advocacy.

Outreach & Advocacy Chair:
LB Hannahs
outreach@lgbtcampus.org





Regions Report

Beginning in June of this year, I started my term as the Regions Working Chair. Thus far, my role as Regions Chair has largely been to maintain the work of the previous Regions Chair, Demere Woolway, in organizing and coordinating the monthly conference calls and tasks of the regional representatives. Tasks for regional representatives have included welcome emails at the beginning of the fall semester and organizing regional and local gatherings. Further, some regions representatives have distributed needs assessments/surveys to determine better ways of serving Consortium members. Another area of exploration has been ways of engaging general body members in smaller tasks and events to increase their involvement and knowledge of the Consortium.

Additionally, I have begun the process of determining how to best serve international Consortium members.

In the upcoming year, I will be working with other executive board members, specifically Outreach and Education, to identify ways the Consortium can have greater presence at non-Consortium conferences and gatherings. Much of my other work will revolve around the Consortium's strategic plan and its priorities.

Make sure you don't miss a minute by subscribing to your regional e-list! And email the Regions Chair (regions@lgbtcampus.org) with any questions. Thanks to all of our fantastic reps for their service this year!

Regions Chair:

Danielle Steele

regions@lgbtcampus.org

Treasurer Report

2013 has now been our first full year using Memberclicks as a way to manage both our website and our membership database, and our first full year with our registered agent services/virtual office services in the State of New York. With that said, our major expenses for 2013 included web/tech expenses (which includes website, database, and online transaction payments), in addition to our annual previous major expenses of Creating Change costs, the summer drive-in institute/board retreat, and supporting regional conferences/meetings. This year, we've also submitted all paperwork necessary to become a federally recognized 501c3 organization. I hope to hear back sometime in mid-2014. In addition to keeping records of income and expenses, I am also the board member who receives sliding scale membership requests and cosponsorship requests. Please email me at treasurer@lgbtcampus.org for the cosponsorship form or for more information.

Treasurer:

Matthew Bruno

treasurer@lgbtcampus.org

Consortium Net Income
Jan 2013 - Dec 2013



Constituency Groups

Constituency groups within the Consortium provide the opportunity for members to connect around self-identified groups.

LGBT2 Group

Since beginning in the LGBT2 Chair role in July, I have worked to create additional support structures for LGBT2 members of the Consortium. The main focus of my work since July has been the creation of an LGBT2 Constituency Committee. In September, the Co-Chairs sent out an email soliciting participation in this committee. Following this solicitation, six Consortium members volunteered to join this committee, and we have had regular conference calls since

then. An email was sent in November to introduce the LGBT2 Constituency Committee to all of the LGBT2 Practitioner members. The work of this committee has focused on planning LGBT2 activities at Creating Change, professional development for LGBT2s, and LGBT2 networking, which we will roll out in 2014.

LGBT2 Group Chair:
Craig Leets
lgbt2@lgbtcampus.org



Trans*/GenderQueer Group

I had another great year as the TGQ Chair and I'm very excited about the energy and direction of this group. We have stayed connected via constituency calls, email check-ins around hot topics, discussion items, circle discussions and what's happening on member campuses. We are continuing to look for more engaging ways of staying connected and providing more support for each other. I'm very excited to continue to explore new ways of challenging ourselves and each other about the various intersecting points of our identities that populate our community.

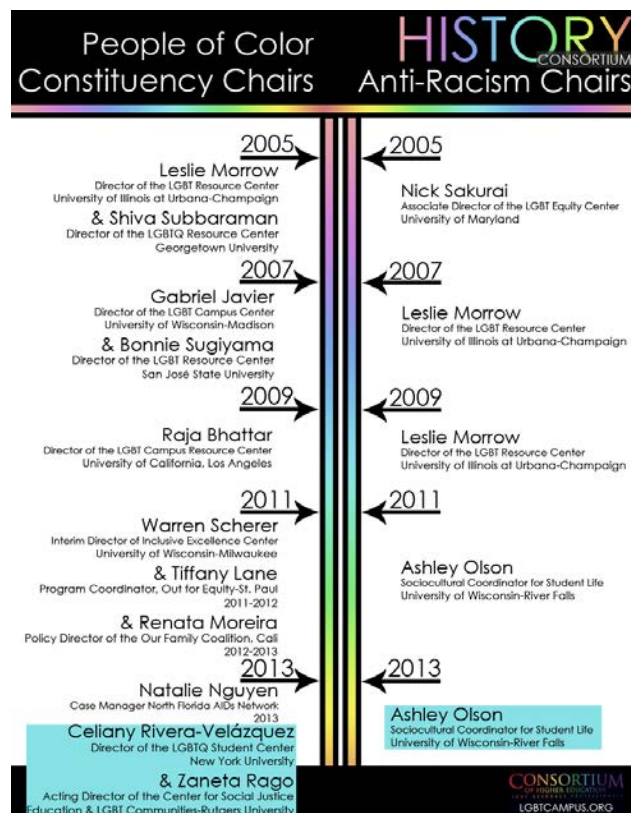
I'm very excited to create opportunities for our constituents to come together and have this dialogue.

Trans* & Genderqueer Group Chair:
Lea Robinson
transgq@lgbtcampus.org

People of Color Group

Greetings from your People of Color Constituency Co-Chairs. We are working on many projects for the upcoming year that will work to both raise visibility and connect People of Color throughout the Consortium. One of our first projects, a timeline of all the amazing folks who have worked towards racial justice and connectivity though our current positions and the Anti-Racism Chair, can be found below:

People of Color Group Chairs:
Celiany Rivera & Zaneta Rago
peopleofcolor@lgbtcampus.org



"Each Board member of the Consortium has a responsibility to the big picture of the organization."

Recorder

As Recorder this year I have continued to document and capture official organizational happenings through note taking during the annual business meeting, monthly Executive Board meetings and at the Executive Board Summer Retreat. My primary role has involved coordination of the logistics such as scheduling and sending reminders for Executive Board calls as well as developing strategies for tracking key organizational documents such as the Operating Procedures Manual. I had the privilege of serving on the Consortium Awards Committee and am excited to see the organization present three unique categories of professional awards. For the second year in a row my home campus (UW-Milwaukee) was fortunate to host the Consortium Executive Board Summer Retreat and I was grateful to collaborate with several executive board members to plan the daylong drive-in. Again this year I have worked to aid in planning the Consortium Annual Business Meeting. I continue to hold significant gratitude for the service opportunity I have been afforded in maintaining the organizational records for the Consortium especially as we near 501c3 status.

Recorder:

Jennifer Murray

recorder@lgbtcampus.org

Support Services

The Support Services Chair works within the Member Services Board Group to ensure that systems, programs, and professional development opportunities remain a vibrant benefit to Consortium membership. Accomplishments from the Support Services area include coordination of the Summer Drive-In Institute in Madison, WI, support in the drafting and adoption of Incorporation by-law documents, and managing the process of the Consortium Awards.

Each of these items speak to the arc of professional development of the Consortium: solidifying the status and infrastructure of the organization, providing educational opportunities for member enrichment, and recognizing the work of professionals in the field who have affected durable, sustainable change in higher education LGBT services.

Moving forward, the Support Services area will transition to a new chair, which will undoubtedly allow for a renewal of the Internship Program and the Mentor Program.

Support Services Chair:

Gabe Javier

support@lgbtcampus.org

Education

This is my first year in the Education Chair role. We have a great committee planning the Institute and Academy Sessions at Creating Change and I am working with the Conference Call Coordinator on monthly calls for the coming year. With the Institute, we are restructuring the day to meet the needs of our community and providing more space for networking, community building and meaningful knowledge sharing spaces. We had a successful summer drive-in in Wisconsin, thanks to UW Madison and I am looking forward to working with a new institution this coming year in coordinating this year's Drive-in. I hope to work with the Co-Chairs to develop an easy process for organizing the drive-ins in the future. Overall, the goal is to help increase year-long access to education and professional development opportunities for our members through innovative programming and external partnerships.

Education Chair:

Raja G. Bhattar

education@lgbtcampus.org

Publications and Communications

This is my final year in my position and I am happy to leave the position in a place with area for growth. After years of work getting the new website up and running we are in a stable place with the website. I am excited that we launched our new newsletter. The newsletter goes out to the entire membership, and LGBTQ organizations and publications. The newsletter allows us to communicate our work in a pretty way, and I hope that it will be used in the future on a quarterly basis.

This year the Consortium has increased its communication, launched a new job posting area for jobs that are not LGBT higher education, and I am proud to present a new social media plan for the future. The social media plan came out of research on our field and work and has suggestions for the organization going forward.

Our press releases are also now sent to a wider audience, including most of the mainstream gay press and large LGBTQ newspapers. If you know of non-members who would be interested in getting updates from the Consortium, and our press releases, let justin know!

Publications & Communication Chair:

justin adkins

pubcom@lgbtcampus.org

Membership, Structure & Process



As of December 30th, 2013, the Consortium consists of a total of 588 members, an increase of 75 members since last year. Of these, 121 are Institutional Practitioner members who host 83 Dependent Practitioner members, 93 Dependent Affiliate members, and 4 Dependent Emeritus Practitioners, and 90 dependent members who have yet to activate their membership. There are 75 Individual Practitioner members, 105 Individual Affiliate members, 13 Individual Emeritus Practitioner members, and 4 Organizational Affiliate members.

In addition to this 588, there are currently 216 inactive members. These are members who have either let their membership lapse or were not included on an Institutional Practitioner membership renewal as a dependent member. We are currently working to connect with these members to encourage them to renew their membership or invite them to renew as an individual member.

One significant change with regard to membership that occurred this year was that the definition of Individual Practitioner and Institutional Practitioner was modified to be clearer and more easily validated during the membership application process. The updated definition of the two membership categories can be found on our website's [membership page](#) as well as on page 9 of this newsletter.

So far, our MemberClicks software continues to serve us quite well and, as this coming year will be the final of my term as Membership, Structure, & Process Chair, I will be putting all my efforts into finalizing a formal instruction manual to assist my successors with a smooth transition. As always, if you have any membership-related questions, please feel free to contact me at membership@lgbtcampus.org.

Membership, Structure & Process Chair:

Jennifer Miracle

membership@lgbtcampus.org

THE NUMBERS

As of December 30, 2013

TOTAL 588 members

121 Institutional Practitioner members

158* Individual Practitioner members

198* Individual Affiliate members

17* Emeritus Practitioner members

4 Organizational Affiliate members

90 Dependent members, hosted on an Institutional Membership, who have yet to activate their profiles

*This figure includes both independent members and dependent members who are being hosted by an Institutional Member



CONSORTIUM
OF HIGHER EDUCATION
LGBT RESOURCE PROFESSIONALS

Past Co-Chairs

Websites, statements, and more! Spreading the mission of the Consortium.

It is with both joy and a heavy heart that we write our final annual report for as members of the Consortium's Executive Board. We were elected to the Board at the same time in 2009 and had the privilege of serving until the spring of 2014. During our tenures, our vision was to ensure structures were in place to allow the continued growth of our profession. As the Education Chair, Sara worked to create a strong working committee to make the Creating Change Institute a centerpiece of the Consortium's work. In addition, she helped establish the annual summer drive-in conference that coincides with the annual Board retreat. As the first Regions Chair, Michael established the Regions Work Group as a space for members to have more access to the Board and for the Board to better understand the needs of all Consortium members. As Co-Chairs, Sara and Michael worked with the Board to incorporate the organization in the State of New York; submitted an application for non-profit status for the Consortium; created a new Operating and Procedures Manual to guide the day to day work of the Consortium; contracted with the software company, Memberclicks, to manage the organization's membership, website, and communications platform; and established a strategic planning

process for the organization. All of this was accomplished by an amazing group of LGBT professionals who volunteered their time to serve this amazing organization. It has been a privilege serving with you all!!!

Given all of these accomplishments, the work continues. Here are a few project updates from 2013.

Strategic Plan

In the fall of 2012 and spring of 2013, the Consortium collected feedback from its membership in order to develop a strategic plan. This feedback on our strengths, weaknesses, opportunities, and threats was collected via electronic survey, focus groups (conference calls), and discussions at Creating Change. Themes were developed including member engagement, communication, member professional development, setting professional standards, organizational development, and access. At the summer retreat, the Executive Board brainstormed goals for the plan. During the fall of 2013, a strategic planning subcommittee took the ideas from the retreat and began developing the actual strategic plan. The plan will be finalized in the spring of 2014.

Transition

At the retreat this summer at the University of Wisconsin at Milwaukee, we handed the reins over to the two new amazing Co-Chairs, Demere and Warren. With the new Executive Board in place, we are really excited about the future of the Consortium. With the new board's input, we began the strategic planning process, reviewed the framework for the Creating Change Institute, and discussed communications and member recruitment strategies. As always, there was also a lot of team building and shenanigans that occurred.

Standards of the Profession

At the retreat, the Executive Board voted to charge the Past Co-Chairs with the task of developing a standards of practice for the profession. The idea was to establish a team that could create a set of standards that can be used by campuses with no LGBT-related resources to campuses with well-established centers. Officially, our final task on the Board was run the elections in 2014, but we took the charge from the new Board and will lead this new endeavor. We appreciate the faith the Board has in us because we all know this will be a complicated task. We look forward to working with all of our members to make this happen!



Past Co-Chairs:

Sara Bendoraitis & Michael Shutt
past-chair@lgbtcampus.org
 (with Sue Rankin at #CC13)

Become a Member

Eligibility

No individual shall be denied membership in the Consortium if they meet the eligibility requirements.

Eligibility is open to:

1. Any professional staff, faculty, or graduate student at an institution of higher education or individuals and organizations working towards improving campus climate and services for communities across the spectrum of sexual orientation, gender identity and gender expression;
2. Supports the mission of the Consortium;
3. Meets the qualifications for either Practitioner or Affiliate Membership;
4. Completes an application for membership; AND
5. Remits appropriate dues.

There are two types of Consortium Membership: (1) Practitioner Members and (2) Affiliate Members. For the purpose of this document general membership includes both Practitioner and Affiliate members.

Practitioner Membership

Practitioner Members fit into the three categories listed below. All Practitioner Members receive full voting privileges with the organization.

Individual Practitioner Member:

Individual Practitioner Members are professional staff members or graduate students who work at least 50% time (i.e., 20 hours per week). These Practitioner members have job descriptions that specifically include primary responsibility for providing LGBT services and/or support although it may include other responsibilities. There may be circumstances in which, individuals who do not meet these requirements can be given Practitioner Member status. These exceptions must be approved by the Membership Chair and the Co-Chairs. In the case where the member falls under an Institutional Membership, the primary contact of that Institutional Membership must also be consulted.

Institutional Practitioner Member:

Any institution that has at least one Individual Practitioner on campus is eligible for an Institutional Practitioner Membership. The primary contact for the Institutional Practitioner membership MUST meet the definition of an Individual Practitioner. In addition, the primary contact can appropriate up to five (5) individual memberships to be designated as Practitioner, Emeritus Practitioner, or Affiliate members. The category of each membership will be determined by the primary contact for the institution, but must be based on the definition of Practitioner and Affiliate members. Institutional Practitioner memberships must be funded by the institution.

Emeritus Practitioner Member:

Emeritus Members are individuals who previously were Practitioner Members and whose professional work no longer fits the eligibility of practitioner member.

Affiliate Membership

Affiliate Members are individuals, institutions or organizations who have a vested interest in supporting communities across the spectrum of sexual orientation, gender identity and gender expression in higher education. Affiliate Members may be Individual Affiliates or Organization Affiliates.

Individual Affiliate Member:

Individual Affiliate Members are staff, faculty, or graduate students at an institution of higher education whose professional work supports or complements that of the Consortium and does not fit the definition of Practitioner.

Organization Affiliate Member:

Organization Affiliate Members are individuals who do not work at an institution of higher education but whose professional work supports or complements that of the Consortium.

Become a Member TODAY!

lgbtcampus.org/become-a-member



In Appreciation

...to Sue Hyde, Russell Roybal, and Rea Carey at the National Gay & Lesbian Task Force and the Creating Change Conference for continued support of the Consortium's Annual Business Meeting and Day-long Institute.

... to University of Wisconsin-Milwaukee for hosting our summer Board Retreat, especially Warren Scherer, Jen Murray, and Vice Chancellor Dr. Michael Laliberte

... to the Summer Institute Planning Committee: Lauren B. Hannahs, Genny Beemyn, Yvette Lerma, Cornell Woodson, Arleny Alvarez-Pena, Katy Weseman, Lea Robinson, Gabe Javier, and Will Sherry.

... to the Award Committee: Justin Adkins, Jamie Bergeron, Ariana Bostian-Kentes, Sheltreese McCoy, Jen Murray.

...to Cornell Woodson and everyone who contributed to our Conference Calls!

...to The Creating Change Institute Planning Committee: D.A. Dirks, Foula Dimopoulos, Shane Whalley, Matt Bruno, Shaun Travers, Lea Robinson, Leslie Morrow, Debbie Bazarsky, Celiany Rivera, Raja Bhattar.



Regional Representatives

Northwest:

Alaska, British Columbia, Idaho, Montana, Oregon, Washington, Wyoming

Maure Smith-Benanti, University of Oregon

Midwest:

Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota
Brad Freihoefer, Iowa State

Great Lakes:

Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin
Katy Weseman, DePaul University
Molly Holmes, Northern Illinois University

Northeast:

Connecticut, Maine, Massachusetts, New Hampshire, New York, Ontario, Rhode Island, Vermont
Leah Fygetakis, Wellesley College
Kelly Garrett, Brown University

Southwest:

Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah
Marisa Boyce, University of California, Berkeley

South Central:

Arkansas, Louisiana, Oklahoma, Texas
Sidney R. Gardner, Texas A&M

South/Southeast:

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Petey Peterson, Vanderbilt University

Mid-Atlantic:

Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania
Joel Bolling, Towson University
Brian Edwards, Montclair State University