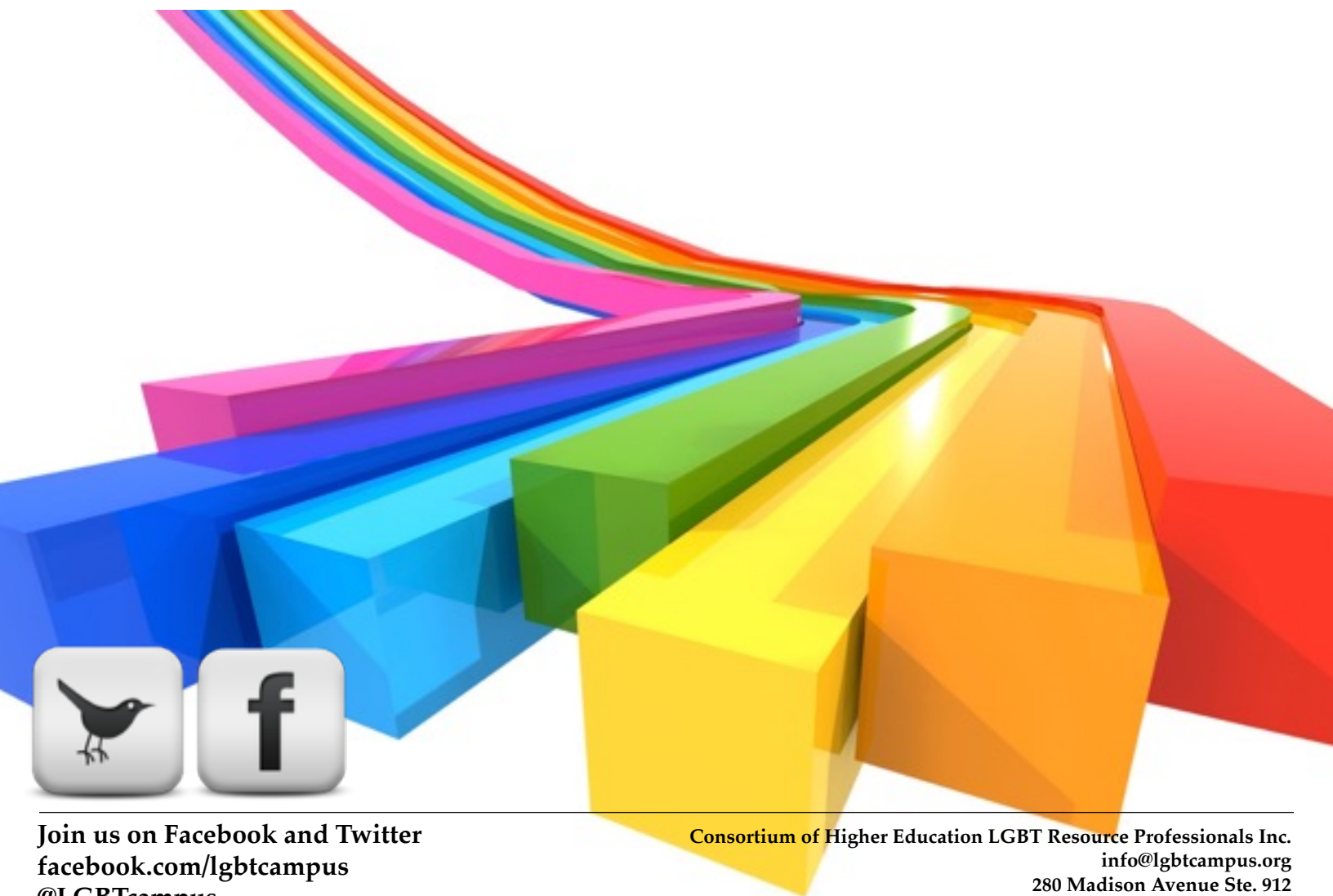


# CONSORTIUM OF HIGHER EDUCATION LGBT RESOURCE PROFESSIONALS

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



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

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

# Statement from our co-chairs

*Reflecting on our journey.*

2014 was a productive year for the Consortium! Over the past year, our organization has grown in visibility, size, and stability. We are grateful for the chance to work with such a fantastic team to make all of this possible.

At Creating Change 2014, in Houston, we celebrated the professional contributions of Shiva Subbaraman, Chicora Martin, and Zaneta Rago through Consortium Awards. Our suite was well-used, for constituency group meetings and socials. And as always, our LGBT Campus Resource Professionals institute was filled to bursting.

In July, we hosted our summer institute, titled "Points of Influence: LGBTQ Students, Social Change, and You." Thanks to our Education Chair, Shaun Travers, and the team at University of Vermont (UVM) who made the institute possible. After the institute, we conducted our retreat, also at UVM. This time together allowed our 15-member board to connect as a group and to make plans for the year to come. We grounded our work in our values of anti-racism and inclusion. We continued to implement our strategic plan. Much of the board's work this year was set into motion at the retreat.

In October, the Consortium became an officially recognized 501(c)3 non-profit! Donations to the Consortium are now tax-deductible. Non-profit status also allows us to apply for grants, which we will continue to do over the next year. This status will help us ensure the longevity of our organization.

We also wish to highlight a variety of successful projects that took place this year.

- Suggested Best Practices for Supporting Trans\* Students - a free resource (available online) created with the direction of Genny Beemyn
- LGBT Center Awareness Day - with the help of CenterLink, many Consortium members received acknowledgement from the White House for their great work
- 2014 Self-Study - responses from 170 members will help us understand trends in LGBT higher education

Finally, we are proud to have supported and sponsored the following events.

- Regional events, including the University of North Florida LGBT Conference and a conference sponsored by the

California Council of Cultural Centers in Higher Education

- Informal gatherings at NASPA and ACPA conferences
- Expanding the Circle Conference
- CAS Board of Directors Meeting
- Campus Pride Faculty/Staff Academy

Thank you to our excellent board members, fabulous regional representatives, and all the members who give their time to make the Consortium family possible. We hope to see you at Creating Change 2015!



**Co-Chairs:**  
Warren Scherer & Demere Woolway  
[chair@lgbtcampus.org](mailto:chair@lgbtcampus.org)



# Anti-Racism Chair Report

*"In partnership with the Anti-Racism Chair, the Consortium Executive Board has contributed to anti-racist practice and support of other marginalized communities in an effort to increase inclusion."*

My term as Anti-Racism Chair began at the summer board retreat where I led a half day of reflection on what are our values as a Board and organization around anti-racism and inclusion, which we revisited and reflected on throughout our strategic planning that weekend. During the months following the summer board retreat, I conducted one on ones with the Consortium Board to brainstorm ideas on how the Anti-Racism Chair could best support each of the Board members in making anti-racism and inclusion a part of everyone's role. These one on ones will continue on a semi annual basis in order to support the continued work of the Consortium Board in striving towards a more inclusive, anti-racist organization.

The Anti-Racism Chair continues to serve as an ombudsperson to the Consortium board in issues relating to anti-racism, inclusion, and equity, but I have envisioned this position taking a more active role in the development of educational opportunities for both the Consortium Board and

larger membership, through Creating Change conference engagement, conference calls, and social media.

In partnership with the Anti-Racism Chair, the Consortium Executive Board has contributed to anti-racist practice and support of other marginalized communities in an effort to increase inclusion. Below are some key highlights of their hard work:

- Educational opportunities for the membership that center the experiences of queer people of color and expanding to include other marginalized communities. This has been achieved through the Conference Calls, the Consortium's Creating Change Daylong Institute, and an Academy Session on Intersectionality and Anti-racism.

- Press releases that have taken strong stands against injustices we have seen this past year in higher education and across the nation (e.g. trans inclusion

at women's colleges and a response to Eric Garner and Mike Brown decisions)

- The development of the Queer and Trans People of Color Regional Volunteer Committee to help build connections between queer and trans administrators of Color.

- Partnerships with the National Coalition of Anti-Violence Programs (NCAVP) to address the impact of Title IX & VAWA legislation on LGBT students on campuses.

- Publishing of "Suggested Best Practices for Supporting Trans\* Students"

For those who are interested and invested in continuing this work, I hope you will join me on Saturday, 2/7 from 9:00am-10:30am in the Consortium Suite to be a part of the Anti-Racism Working Group!

If you have any feedback and/or opportunities for growth relating to anti-racism and inclusion in the

## Outreach and Advocacy

2014 was a busy year of connecting to our trusted colleagues and peer organizations and forging new relationships. As Outreach & Advocacy Chair my goal for 2014 was to lay strong foundations and build stronger relationships with organizations new and old. Here are a few highlights from this year.

1- The Consortium offered an outreach social at Creating Change 2014 with help from outreach committee members. This space offered organizations and individuals interested in connecting with the Consortium an opportunity to meet board members and network. This space will also be offered at the 2015 Creating Change.

A growing relationship with the NASPA LGBT Knowledge Community that led to a Consortium presence at the NASPA Annual Conference in Baltimore MD. For the 2014 NASPA Placement Exchange the Consortium worked closely with the NASPA LGBTKC to offer the webinar – "So you think you want to be a Higher Education LGBT Resource Professional?" The webinar drew in over 100 participants and lots of interest for the profession and the Consortium. Many thanks to our members Dr. Debbie Bazarsky, Dr. Shaun Travers, Dr. Celiany Rivera-Velázquez, and Yolany Gonell. The NASPA LGBTKC helped us be part of the tabling fair, an opportunity to promote and connect to the larger NASPA community.

This year we also collaborated with the National Coalition of Anti-Violence Programs (NCAVP) to review Campus Safety Act amendments and provide

support for more LGBT presence in the evolving legislation. This alliance has developed further as NCAVP and the Consortium have worked together to offer a session at the 2015 Creating Change conference focused on Title IX and the LGBT community on college campuses.

We continue to develop our relationship with Campus Pride and look forward to finding new and creative ways to work together. At the 2014 Expanding the Circle conference Consortium members Gabe Javier and Jen Murray hosted a Consortium information session and helped represent the Consortium at that annual conference. At the close of 2014 conversations on how to develop the relationship between ETC and the Consortium were well underway.

### Anti-Racism Chair:

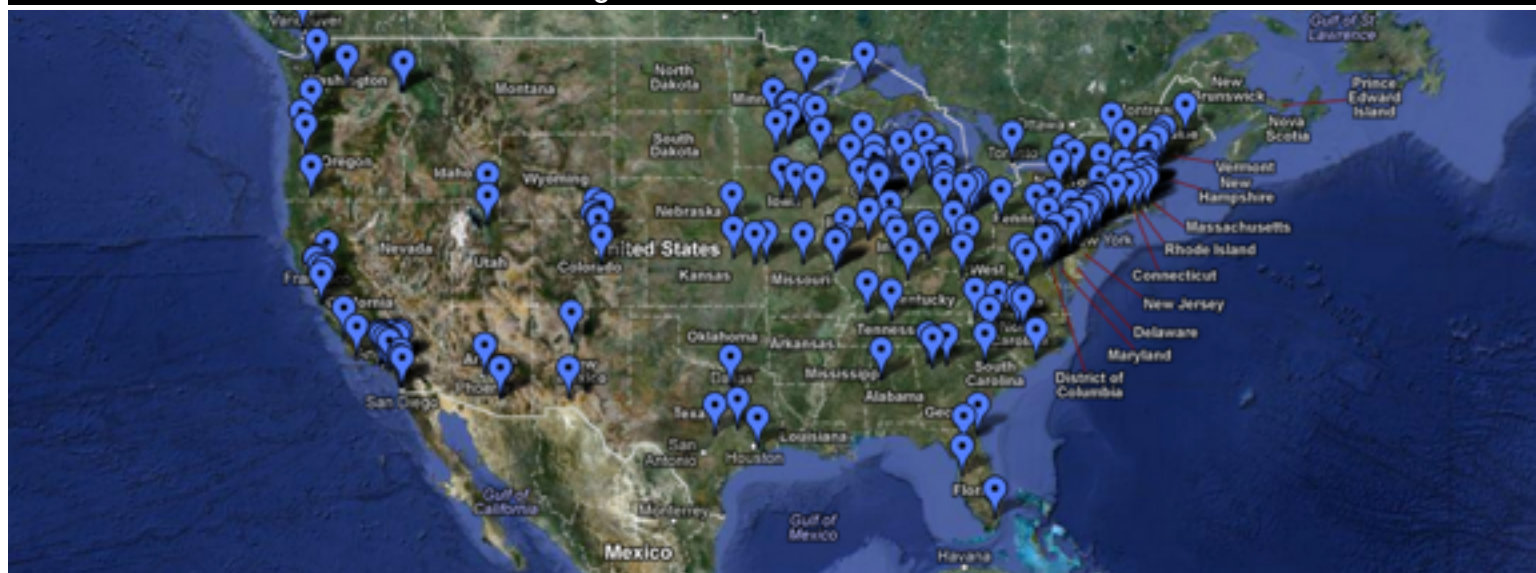
Chris Woods

[antiracism@lgbtcampus.org](mailto:antiracism@lgbtcampus.org)

### Outreach & Advocacy Chair:

LB Hannahs

[outreach@lgbtcampus.org](mailto:outreach@lgbtcampus.org)



## Regions Report

Beginning this summer, we welcomed five new region representatives to the team, and they, along with the returning representatives, have been continuing existing work as well as bringing fresh ideas to their roles. Many of the responsibilities of the reps involve making useful connections between the members and the executive board, and as new members join or as LGBT centers are created, representatives reach out to welcome folks to the Consortium.

Over the past year, the Northeast and Great Lakes regions have organized drive-ins and regional gatherings, but because of distance or other challenges, other regions have gotten creative in their networking. For example, the Midwest region is holding conference calls for members to connect, and the South/Southeast region is creating Consortium-specific space at an already established conference to make the most of colleagues' time.

As we move forward in the upcoming year, we will continue to discuss ways of creatively connecting with one another in a time of strained resources, and we will have more intentional conversations about the inclusion of queer people of color in Consortium spaces, including at regional gatherings and as region representatives.

Make sure you don't miss events and happenings by subscribing to your regional e-list! Also, you can email the Regions Chair ([regions@lgbtcampus.com](mailto:regions@lgbtcampus.com)) with any questions. Thanks to all of our reps for their excellent service this year!

### Regions Chair:

Danielle Steele

[regions@lgbtcampus.org](mailto:regions@lgbtcampus.org)

## Treasurer's Report

Over the past few years, the Consortium executive board has been working to gain 501c3 status for our organization. This past July, we finally received notice that we are officially an exempt organization under section 501(c)3 of the Internal Revenue Code! This is exciting on many levels including receiving tax-deductible donations and gifts, as well as the opportunity to apply for a variety of grants. Both of these possibilities allow us to grow as an organization in ways we couldn't before this tax-exempt status. In fact, within the first few months that our donation site was available, we received \$625 worth of donations. You can donate at anytime by clicking the "Donate Today" button at the top right corner of our website. This year we hope to strategize around a donation drive and grant prospects to enhance membership engagement and access. In terms of our spending for 2014, our major expenses were for technological needs, Creating Change costs, and the summer drive-in/board retreat. Please email me at [treasurer@lgbtcampus.org](mailto:treasurer@lgbtcampus.org) for the cosponsorship form or for more information.

### Treasurer:

Matthew Bruno

[treasurer@lgbtcampus.org](mailto:treasurer@lgbtcampus.org)

Consortium Net Income FY 2014





# Constituency Groups

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

## LGBT2 Group

The LGBT2 Chair and LGBT2 Constituency Committee (LGBT2CC) have spent 2014 developing systems and structures to provide additional support, networking opportunities, and resources for LGBT2 members of the Consortium. Early this year, the members of the LGBT2CC made an effort to personally reach out to LGBT2s to offer a personal connection to the organization. Following this, at the National Conference on LGBT Equality: Creating Change, the LGBT2 Chair and the LGBT2CC hosted two LGBT2-specific opportunities in the Consortium Suite: the LGBT2 Lunch and the LGBT2 Networking Social. 30 LGBT2s attended the lunch, where we introduced ourselves and had the opportunity to network over a meal. During the LGBT2 Networking Social, a smaller group of LGBT2s had a more in-depth discussion on the challenges that they face in their roles on campus. The LGBT2 Chair hosted a Grad Student Lunch with the Support Services Chair, where 25 graduate students came to connect with each other and to seek support on their upcoming job searches following their graduation.

After Creating Change, the LGBT2 Chair created the LGBT2 Circle in the MemberClicks system where LGBT2s could have a confidential space to build community, seek support from other LGBT2s, and discuss issues relevant to their work on campus. The LGBT2CC worked to promote traffic on the circle for additional connection opportunities among LGBT2s.

In June, the LGBT2CC hosted a conference call entitled "Looking Back, Planning Ahead: Reflections on Student Supervision and Advising." On this call, a small group of LGBT2s shared their experiences advising and supervising students over the past academic year and discussed their plans to use what they had learned over the past year in preparation for the upcoming academic year. Following the call, the LGBT2CC focused their energies on a document to support LGBT2s and their supervisors in enhancing their supervisory relationship. To gather information for this document, the LGBT2CC released the LGBT2 Supervision Tips Survey in August to gather information from Consortium members regarding techniques that would result and have resulted in enhanced supervisory relationships. After the survey closed in late September, members of the LGBT2CC analyzed the data and used this information to create a draft of the "LGBT2 Supervision Tips Document" in late November. Throughout the month on December, this draft has been reviewed by the LGBT2CC, the Consortium Co-Chairs, and the Consortium Executive Board, and the document is being edited based on their feedback. The LGBT2CC plans to release this document in January prior to Creating Change 2015 in Denver, CO.

Also, in November, the LGBT2CC launched LGBT2sdays (pronounced LGBT-Tuesdays) to provide a weekly engagement opportunity for LGBT2s. On the first Tuesday of each month, a member of the LGBT2CC posts a relevant article for LGBT2s to read and discuss. On the second Tuesday, someone from the LGBT2CC posts a community-building question to which LGBT2s can respond. Each third Tuesday, the LGBT2CC hosts a conference call for LGBT2s. On the final Tuesday, the LGBT2CC spotlights an LGBT2 on the LGBT2 Circle. Moving forward, the LGBT2 Chair and LGBT2CC are excited to release the LGBT2 Supervision Tips Document and to continue expanding the membership of the committee.

### LGBT2 Group Chair:

Craig Leets

[lgbt2@lgbtcampus.org](mailto:lgbt2@lgbtcampus.org)



# Constituency Groups Continued...

## Trans\* / GenderQueer Group

This was a big year for the TGQ Group! Our Trans\* Policy Working Group, in consultation with national student affairs associations, developed best practice recommendations to assist colleges and universities in providing services and support to trans\* students. In February 2014, the Consortium charged Dr. Genny Beemyn, chair of the appointed eight person, multi-regional working group to devise trans\* policies and practices. The practices set a bar of competency for which institutions should strive in addressing the needs of trans\* students—students whose gender identity and/or expression challenges binary notions of “male” and “female.”



### Trans\* & Genderqueer Group Chair:

Lea Robinson

[transgq@lgbtcampus.org](mailto:transgq@lgbtcampus.org)



## People of Color Group

The committee will be working across the country to come up with promising practices for support for LGBTQ Students of Color. Similar to our committee last year for Promising Practices supporting Trans and Gender Nonconforming students, the final product of the committee will be a publication/resource guide that will be disseminated across student affairs.

### People of Color Group Chairs:

Celianny Rivera & Zaneta Rago

[peopleofcolor@lgbtcampus.org](mailto:peopleofcolor@lgbtcampus.org)





*...all of the educational functions sustain our commitment to racial justice and intersections of identity. This specific focus tailors our work to the constituencies most marginalized within LGBT movements...*

## Education

In 2014 Raja Bhattar from UCLA finished his time as Education Chair, and the role was taken over by Shaun Travers of UC San Diego. The Education functions of the Consortium have three primary, ongoing activities which serve our membership, all detailed below. Broadly, all of the educational functions sustain our commitment to racial justice and intersections of identity. This specific focus tailors our work to the constituencies most marginalized within LGBT movements, naming our educational efforts as deeply informed by other struggles.

This most widely distributed and effective educational function are the monthly conference calls/webinars. Cornell Woodson (New York University) handed off the Coordinator role to Judy Jarvis (Vassar College) during 2014. The monthly calls provide unique, timely and interesting topics of discussion for our membership. Although traditionally a telephone conference call, this year the presentations have been switching over to a webinar format, allowing for visuals to accompany the audio conversations. Ongoing assessment and feedback reveal that this program is one of the most valued opportunities in which Consortium members engage.

The second ongoing activity is a regional summer Institute. In 2014, the Institute was held at the University of Vermont. Entitled "Points of Influence: LGBTQ Students, Social Change, and You!" over 120 people attended the Institute from throughout the Northeast region. The Institutes goals were to 1) engage critical issues for LGBTQ students in K-12 and

higher education environments 2) learn key concepts and emerging trends in LGBTQ student support 3) consider strategies that lead to changes in policy and practice and 4) to collaborate and network with educators and professionals across the Northeast region. Assessment afterwards indicated success overall, with excellent feedback for continued planning with future summer institutes. The planning committee included Dot Brauer, Evan Litwiń and Rebecca Swem (University of Vermont), Shaun Travers (UC San Diego) and Demere Woolway (Johns Hopkins University).

The final ongoing activity is the day-long institute at Creating Change. The Institute provides professional development, skills building, and networking. Intersectional in nature, is grounded in anti-racism and social justice principles and focuses on access, inclusion, and equity for LGBTQ students and employees in higher education. The goal of the LGBTQ Campus Resource Professionals Institute is to provide a face-to-face space of community and connection for those who have professional roles supporting LGBTQ people on college and university campuses. Successful for over a half dozen years at Creating Change, 2014 saw the introduction of Q Talks, a unique format for sharing, as well as intensive break outs for members depending on their years in the field. The Institute continues to be the hallmark of many Consortium members experiences at Creating Change.

The Educational functions are completed by a committee. In 2014,

the committee included Aby Parsons (Georgia Institute of Technology), Adriana N. di Bartolo (The Claremont Colleges - Pomona

College), Al Forbes (The Claremont Colleges - Pomona College), Celiany Rivera-Velazquez (New York University), Chris Woods (Columbia University), Christina Chala (CUNY Macaulay Honors College/Baruch College Honors Program), Dee Hurlbert (Michigan State University), Jacquis Watters (Loyola University Maryland), Josh Fletcher (University of Georgia), KJ Freudigmann (Missouri State University), and Nick Ota-Wang (University of Denver). Overall, the education functions continue to be vital in ways the Consortium serves its membership.

### Education Chair:

Shaun Travers

[education@lgbtcampus.org](mailto:education@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 documented 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 have focused on organizational priorities, that is making sure that Board members comments are recorded accurately, that our minutes are well-maintained, and that the Board reads the minutes for accuracy and errors. This will help our organization maintain a clear and accurate historical account of our actions. It has been a great privilege to serve on the board in this year of many changes.

### Recorder:

Leisan Smith

[recorder@lgbtcampus.org](mailto:recorder@lgbtcampus.org)

## Support Services

The Support Services Chair works within the Member Services Group to ensure that systems, programs, and professional development opportunities remain a vibrant benefit to Consortium membership. This year marked a transition point for the Support Service Chair position. Thus far in their tenure, the Support Services Chair has worked with others on the Board to secure award recognition for Research & Assessment at the Creating Change Opening Plenary and executed the planning of two other awards—Promising New Professional Award and the Award for Intersectionality, to be presented at The Consortium's Business Meeting at Creating Change.

Moving forward, the Support Services Chair is working in conjunction with the Education Chair to plan educational opportunities, including a day-long summer institute and to solidify The Consortium's cooperative endeavor with NASPA's LGBTQ Mentors Program. The Support Services Chair plans to reinvigorate and redefine The Consortium's Internship Program by collaborating with other LGBTQ serving organizations.

### Support Services Chair:

Meg Evans

[support@lgbtcampus.org](mailto:support@lgbtcampus.org)

## Publications & Communication

This is my first year in the Publications and Communications positions and I have focused my efforts in three areas: 1) working with a graphic designer to rework the Consortium logo and website (work in progress); 2) infusing an intersectional, racial justice lens into my work throughout social media and press releases including producing press releases and social media content responsive to racial, social, and economic justice concerns that effect LGBT and queer communities; and 3) scrutinizing the Consortium website for ways to create a more user-friendly site and help direct members to utilize the website forums.

The Consortium continues to work on increasing our communication with members via [Facebook](#), [Twitter](#), and our website. If you are not already following the Consortium, like us and follow us now!

Please let me know if you have ideas, thoughts, considerations, ponderings, epiphanies, of any other kind of masterful plans as to how to better use our social media and website. I am open to suggestions and techie type assistance! Thank you for being awesome!

### Publications & Communication Chair:

Jen Self

[pubcom@lgbtcampus.org](mailto:pubcom@lgbtcampus.org)





# Membership, Structure & Process

*"There was a significant increase in the number of Dependent Practitioners and Dependent Affiliates as well as a noticeable decrease in the number of Individual Practitioners...a trend that could continue into the coming years..."*



As of the 2014 calendar year comes to an end, the Consortium consists of a total of 641 members, an increase of 53 members since last year. Of these, 121 are Institutional Practitioner members who host 102 Dependent Practitioner members, 102 Dependent Affiliate members, 4 Dependent Emeritus Practitioners, and 139 dependent members who have yet to activate their membership. There are 68 Individual Practitioner members, 91 Individual Affiliate members, 10 Individual Emeritus Practitioner members, and 4 Organizational Affiliate members.

There was a significant increase in the number of Dependent Practitioners (23%) and Dependent Affiliates (10%) as well as a noticeable decrease in the number of Individual Practitioners (9%), Individual Affiliates (13%), and Individual Emeritus (23%). It may be anticipated that this trend could continue in the coming years, particularly as we implement the expanded Institutional Practitioner options, which allow an institution to add up to 15 dependent members.

In addition to this 641, there are currently 381 inactive profiles. These are members who have either let their membership lapse or were not included on an Institutional Practitioner membership renewal as a dependent member, or have actually renewed by initiating a new profile rather than renewing their existing one. Unfortunately, it is difficult to prevent and manage duplication of profiles, resulting in this number being unclear and in some cases misleading. As members, you can assist with this process by renewing your membership before it expires and accessing your renewal form directly from one of the three email reminders sent to you. We also

continue to implement processes for engaging members who have allowed their membership to expire in the renewal process.

As my second and final term as the Membership, Structure, & Process Chair draws to a close, I am grateful for the opportunity to have been a part of the Consortium and to have served on the Executive Board during a time of such growth and transition. It's been a lot of fun - and certainly frustrating at times - implementing a streamlined membership process that better serves not only our membership, but the dedicated student affairs professionals who take on this voluntary role in addition to the countless hours they devote to this important and ever-evolving work. Though I may no longer be on a college campus, my heart and soul remain in this work and my experience as a Higher Ed LGBT resource professional and a member of this organization is a chapter of my life that I will forever cherish.

As always, if you have any membership-related questions, please feel free to contact me and soon the new Membership, Structure, & Process Chair at [membership@lgbtcampus.org](mailto:membership@lgbtcampus.org).

## THE NUMBERS

*As of December 30th, 2014*

### TOTAL 641 members

- 121 Institutional Practitioner members
- 102 Dependent Practitioner members
- 102 Dependent Affiliate members
- 139 Additional Group members
- 68 Individual Practitioner members
- 91 Individual Affiliate members
- 14\* Emeritus Practitioner members
- 4 Organizational Affiliate members

### Membership, Structure & Process Chair:

Jennifer Miracle

[membership@lgbtcampus.org](mailto:membership@lgbtcampus.org)

# 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 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 CoChairs. 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), ten (10), or fifteen (15) individual memberships to be designated as Practitioner, Emeritus Practitioner, or Affiliate members (number of memberships is based on amount paid in dues, see information under "Dues" for fee structure). 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](http://lgbtcampus.org/become-a-member)



# In Appreciation

...to The Trans\* Policy Working Group for developing and disseminating Suggested Best Practices to Support Trans\* Students, A.J. Jones (University of Louisville), Dr. Christopher (Henry) Hinesly (Rochester Institute of Technology), Dr. Chicora Martin (University of Oregon), Dr. D.A. Dirks (Mount Royal University), Dr. Debbie Bazarsky (Princeton University), Gabe Javier (University of Wisconsin), Dr. Genny Beemyn; Chair (University of Massachusetts-Amherst), & Lea Robinson (Columbia).

...Sue Hyde, Russel Roybal, Rea Carey, and everyone at The National LGBTQ Taskforce and the Creating Change Conference for continued support of the Consortium's Annual Business Meeting and Day-long Institute.

... University of Vermont for hosting our summer Institute & Board Retreat, especially the Planning Committee: Dot Brauer, Evan Litwiń, & Rebecca Swem (University of Vermont), Shaun Travers (UC San Diego), & Demere Woolway (Johns Hopkins).

...Cornell Woodson (NYU) and Judy Jarvis (Vassar) and everyone who contributed to our Conference Calls!

...to the 2015 Creating Change Educational Committee: Aby Parsons (Georgia Institute of Technology), Adriana N. di Bartolo (The Claremont Colleges - Pomona College), Al Forbes (The Claremont Colleges - Pomona College), Celiany Rivera-Velazquez (New York University), Chris Woods (Columbia University), Christina Chala (CUNY Macaulay Honors College/Baruch College Honors Program), Dee Hurlbert (Michigan State University), Jacquis Watters (Loyola University Maryland), Josh Fletcher (University of Georgia), KJ Freudigmann (Missouri State University), and Nick Ota-Wang (University of Denver).



## Regional Representatives

### Northwest:

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

Maure Smith-Benanti, University of Oregon

Julie Keleher, University of Idaho

### Midwest:

*Iowa, Kansas, Missouri, Nebraska, North Dakota, South Dakota*

Brad Freihoefer, Iowa State

### Great Lakes:

*Illinois, Indiana, Michigan, Minnesota, Ohio, Wisconsin*

Molly Holmes, Northern Illinois University

### Northeast:

*Connecticut, Maine, Massachusetts, New Hampshire, New York, Ontario, Rhode Island, Vermont*

Jesse Beal, Suffolk College

Courtney Dallaird, University of Albany, SUNY

### Southwest:

*Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah*

Steve Willich, Metropolitan State University of Denver

Adriana di Bartolo, Pomona College and The Claremont Colleges

### 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