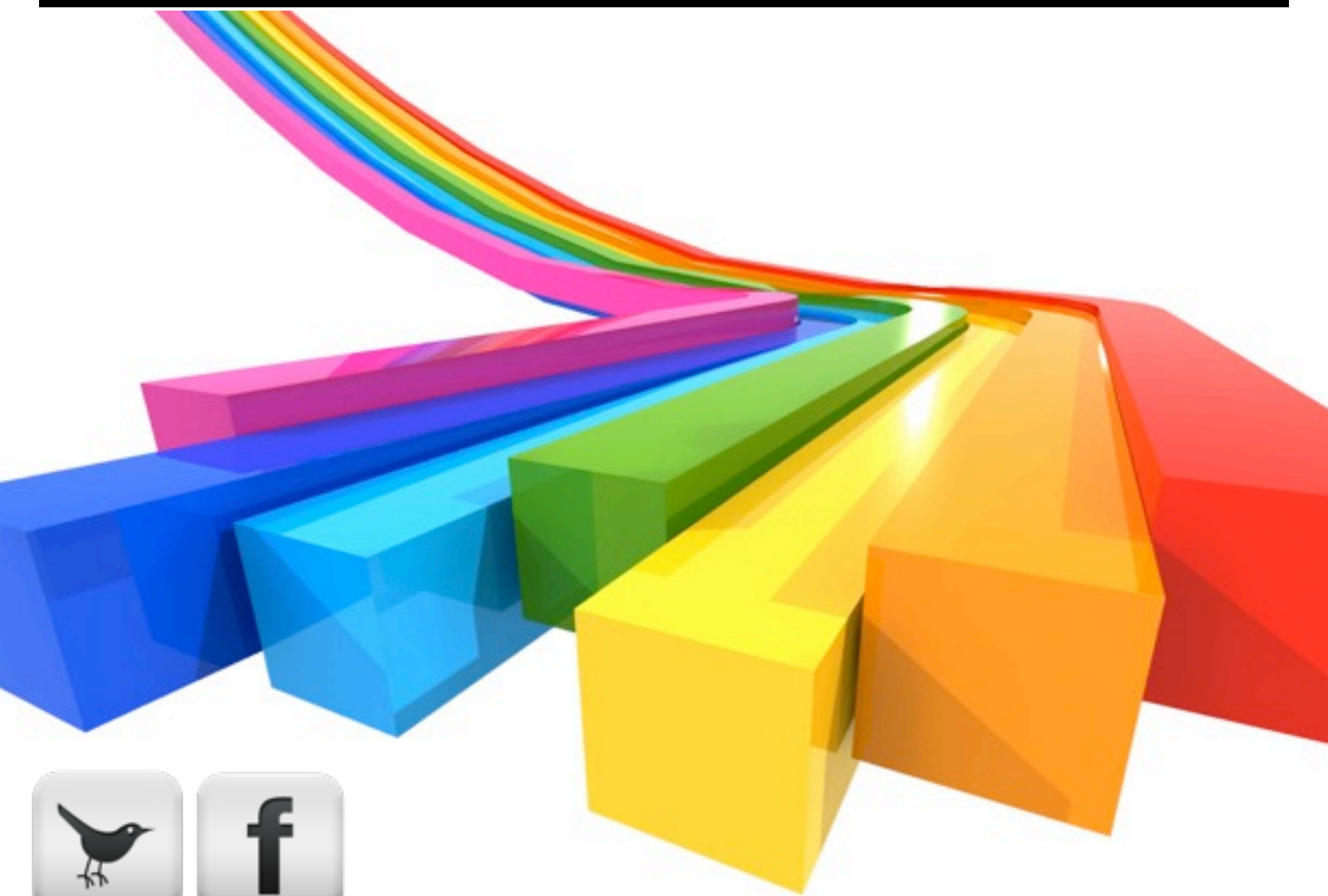


CONSORTIUM OF HIGHER EDUCATION LGBT RESOURCE PROFESSIONALS

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
[@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

There is so much to reflect on and be thankful for...

There is so much to reflect on and be thankful for as we end our second year as Co-Chairs. We both owe so much to the Consortium for the love and support that our members gave to us as we were new professionals. We therefore created lofty goals for ourselves and the organization when we became Co-Chairs in 2011. We would like to take the opportunity in this report to examine our past, celebrate the present, and look forward to our future.

The Consortium began the year at the Creating Change Conference. The day-long institute had a record 180 participants with many breakout sessions. In addition, the Consortium hosted two academy sessions. At the annual board meeting, the members of the Consortium voted on major structural changes to the organization including the approval of our new Operating and Procedures Manual and Bylaws.

Other structural changes this year included the incorporation of the Consortium in the State of New York and application for tax exempt status with the IRS. In addition, the Consortium hired a new member management and web service provider. All of these changes establish a foundation to move forward with our vision for the future.

This year, the Board hosted its fourth annual retreat at University of Wisconsin, Milwaukee. The retreat provided the Board with an opportunity to set clear goals, work on our nonprofit status, and build a solid team. In addition, the Consortium held its third annual drive-in conference. Over 100 participants from institutions throughout the midwest were in attendance at University of Wisconsin, Milwaukee. The Consortium sponsored a variety of other educational experiences including:

- Campus Pride Leadership Camp
- Expanding the Circle Conference
- Southeast Drive-in Conference at Agnes Scott College
- Safe Space Ally Summit at the University of Illinois at Chicago
- Power of One Conference at Oregon State University

- Northeast Regional Meeting
- Midwest Bisexual Lesbian Gay Transgender Ally College Conference (MBLGTACC)

Finally, the Consortium offered a wide range of educational conference calls throughout the year for our members.

The Board reasserted its commitment to anti-racism at its retreat by establishing specific goals and action items for the next year. They include the creation of an anti-racism document that states the Consortium's commitment to engage in anti-racist practices to create racial equity and oppose racism in our profession and in higher education (the statement can be found on our website forum at www.lgbtcampus.org). In addition, board members are working on specific goals ranging from improving our professional pipeline to assessing of current climate within the organization.

To end 2012, the Consortium announced a call for nominations for the inaugural Award for Distinguished Achievement in LGBT Support Services in Higher Education. The Award recognizes and honors individuals whose work has attained preeminence in LGBT services and programs in higher education. This work includes areas related to practice and policy, research and theory, as well as programs and services. The work exemplifies the profession, and is represented by a broad scope of activities and accomplishments. The award will be presented to Dr. Sue Rankin at the 2013 Creating Change Conference.

To begin 2013, the Consortium began a strategic planning process. This began with a S.W.O.T. analysis that will be completed after the 2013 Creating Change Conference. This will be followed by additional data collection through surveys and conference calls. Finally, the Executive Board's 2013 summer retreat will focus on the development of its goals and strategies for the next three to five years. The strategic plan will be rolled out in 2014.

We are looking forward to our final year as Co-Chairs and continue to set goals for ourselves and the organization. Over the next year we will

- Implement a comprehensive strategic planning process that will process a plan for the next three to five years.
- Finalize our nonprofit status and identify grants to meet our strategic priorities.
- Utilize our technologies to increase our members' access to information, education, professional & personal development, professional networking, and employment opportunities.
- Identify practices and implement policies to recruit and retain people of color in the organization's leadership.

Thank you to our members for their patience and the board for their work.



Co-Chairs:

Sara Bendoraitis & Michael Shutt
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."

2012 was a year that included a multitude of really exciting new changes to our organization which provide the foundation to add additional benefits to membership and the communities we serve. Throughout these changes we have been engaging in authentic dialogue about race, racism, racial justice, social justice, and inclusion while acknowledging both the strengths and opportunities of our organization. Through both difficult and exciting conversations and meaningful exercises at our Summer 2012 Board Retreat, we made large strides on articulating our individual and organizational commitment to specific and ongoing Anti-Racism priorities.

At the 2012 Summer Board Retreat we laid the groundwork for individual and organization-wide goals. We are committed to engaging individually, and as an organization, with values and goals that focus on increasing access for queer and ally people of color to our organization and the profession.

The Anti-Racism Chair continues to serve as an ombudsperson to the board and is involved in subcommittees and calls to raise awareness and ask questions about potential impacts regarding access and inclusion. The chair is also available to members to discuss climate or other concerns about the organization.

During our retreat we made board-wide commitments to integrate anti-racism practice into each board position's work. All board members are open to your feedback and concerns.

The Anti-Racism working group was established this year. We drafted the Statement on Anti-Racism and Behaviors which further articulates our commitment to priorities that reflect our individual and organizational commitments to Anti-Racism and the value of engaging in our work from a

social justice framework. This is in draft form and we look forward to the input of the full membership. The statement outlines the Consortium's commitment to offering personal and professional development opportunities to develop the skills, values, and promising practices in racial justice.

In addition to this work we are excited to report that the creation of our new membership structure increases access to our organization. The affiliate member status allows our organization to engage a wider range of educators, resource professionals and advocates in higher education from around the world.

Our new web page and membership interface with MemberClicks greatly increases our organizational capacity to engage each other in sharing of information, resources, and dialogue.

We all share the responsibility for moving our profession, and field, forward in a manner that fully embraces values, skills, and tools that we can utilize to engage in racial justice work on a daily basis, regardless of identity.

We encourage you to explore the links, professional development, and discussion opportunities we have to offer. Please share with us, and your colleagues, resources, ideas, and opportunities you encounter. Of course, do not hesitate to contact us directly with suggestions, ideas and resources. We also encourage you to share your expertise through our Facebook page, Twitter, our forums on LGBTcampus.org, and through our e-lists.



As we continue to further develop as an organization with our upcoming 501(c)3 status, membership management system, and strategic planning process; we ask that you commit to joining us in this collective movement for peace and equity.

"Photo taken during Summer 2012 Board Retreat following an exercise facilitated by the Constituency Group Pod that focused on how we individually and as a board engaged in activities that intentionally focus on the access and inclusion of all people regardless of their identity/identities. This social justice approach to discussion and decision making is present in all board activities."

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



Regions Report

Connecting with your regional representative is a fantastic way to find out what is happening near you. Here's a recap of what your reps have been up to this year!

Joel Bolling connected with people at the Midwest BLGTA College Conference (MBLGTACC), and **Brad Freihoefer** is working on doing the same this winter. **Liz Thomson**, **Shannon Joliff**, and **Katy Weseman** hosted a Great Lakes summit on Ally and Safe Zone programs in Chicago in March 2012, and are at work on planning a Community Partnerships summit for March 2013. **Brian Reece** met up with Northwest members at the Power of One Conference in April. **Shaunna Payne Gold**, **Brian Patchcoski**, **Kerry Hooks**, and **Joel Bolling** connected with the Mid-Atlantic over email and the phone. **Robin Nussbaum** and **Kelly Garrett** had a yearly Northeast meeting at Brown University over the summer, and **Leah Fygetakis** has just joined in planning for the annual gathering in June 2013. In June 2012, **Danielle Steele** partnered with local colleges and the Georgia College Personnel Association to host a conference supporting the Southeast. **Nancy Jean Tubbs**, **Marisa Boyce**, and **Kai Martinez** supported the Southwest through in-person meetings in southern California, and conference calls for those outside of California.

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

Regions Chair:

Demere Woolway

regions@lgbtcampus.org

Treasurer's Report

2012 was a year of change for the way the Consortium does business. We changed the way members initialized their new member/renewal process and our website by purchasing into the Memberclicks system. Additionally, we now have registered agent services/virtual office services in the State of New York, where we are now officially incorporated. Our official business address is below.

This change to being incorporated in New York allows us to focus in 2013 on becoming a 501c3 organization! These changes were our major expenses for the year, in addition to our annual Institute at Creating Change, supporting regional conferences/meetings, and this past summer's drive in-institute/board retreat.

Treasurer:

Matthew Bruno

treasurer@lgbtcampus.org

Consortium Net Income 2012



Constituency Groups

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

Trans*/GenderQueer Group

I had a wonderful first year as the TGQ Chair and the possibilities for my upcoming term are very exciting. We have stayed connected via email check-ins around hot topics, discussion items, and what's happening on member campuses. A more engaging way of staying connected and providing more support for each other is what's on the horizon for the upcoming term. I'm very excited to explore new ways (monthly Google hang outs etc.) to make and maintain those connections and provide that support.

As the TGQ chair, my participation in board calls and the summer retreat are great opportunities to advocate for the TGQ community. I am looking forward to being a part of the continued growth and excitement within this community.

Trans* & Genderqueer Group Chair:

Lea Robinson

transgq@lgbtcampus.org



LGBT2 Group

This past year has been one of great growth for the Consortium, and I am glad to have been part of this movement. As LGBT2 Constituency Group Chair, I was actively involved in the creation of an Anti-Racism Statement for the Consortium as well as the development of anti-racist practices for the full board. These actions will strongly integrate the Consortium's anti-racist priorities while increasing the visibility of the organization's social justice goals.

In the Constituency Group Pod, I was able to serve as a convener, assisting in integrating new board members and organizing regular meetings. In the coming months, the Pod will release a video project on the changing nature of coming out narratives compiled from the membership.

Following tradition, I continued to support a graduate student network, which will again meet during Creating Change. While I transition out of the board position, I look forward to utilizing the tools of the Consortium's new website to better connect LGBT2 folks beyond Creating Change.

LGBT2 Group Chair:

Matthew Armstead

lgbt2@lgbtcampus.org



People of Color Group

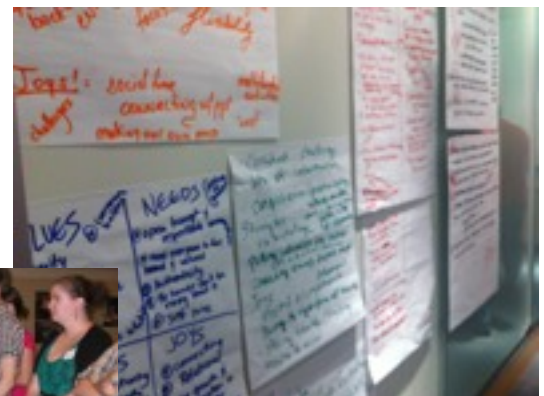
In the year since the 2012 Annual Business Meeting, it would seem little has happened. Here is the year in review: Renata Moreira stepped down as a POC Co-Chair in June 2012 and Natalie Nguyen joined the Consortium Board as a POC Co-Chair in July 2012. In dialogue during the Summer 2012 Consortium Board Retreat in Milwaukee, the POC Co-Chairs (Natalie Nguyen & Warren Scherer) shared an idea of developing a stories collecting project. The first conference call under their joint leadership was in December 2012.

Natalie & Warren are happy to welcome all the new members of the Consortium especially the self-identified People of Color.

People of Color Group Chairs:

Warren Scherer & Natalie Nguyen

peopleofcolor@lgbtcampus.org



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

Recorder

As Recorder, I am the Executive Board member who handles documentation of the official organizational happenings by capturing minutes during all Executive Board monthly video conference meetings and summer retreats. My primary role has entailed coordination of logistical details such as arranging the Executive Board monthly video conference calls. In addition, I volunteered to serve on the 501c3 process planning group. My home campus was fortunate and honored to host the Consortium Summer 2012 Drive-In and Executive Board Retreat. Finally, I have worked to aid in planning the Consortium Annual Business Meeting. I am grateful to continue in service of this critical professional organization.



Recorder:

Jennifer Murray
recorder@lgbtcampus.org



Support Services

Along with many other aspects of the Consortium, the role and programs under support services has shifted and is evolving. Each Board member of the Consortium has a responsibility to the big picture of the organization. The role of Support Services Chair is certainly complementary to this overall 'big picture.' I am confident that the role of Support Services Chair will become more clear as the transition to MemberClicks is completed and MemberClicks becomes integrated into the culture and infrastructure of our growing organization. For now, it has become important for us as a Board to invest in the essential aspects of our organization that will ensure future health: the

establishment of a new LLC that will become a non-profit organization, the integration of a new membership management system, and continuing a pattern of relevant, engaging professional development opportunities for the membership. As such, programs like the Consortium Mentorship Program and the Internship Program are

being reevaluated. Your assistance will be central in the reevaluation of the Mentorship and Internship programs. Please contribute to these conversations as they are presented. Among the main accomplishments of the support services area for this year include communication with participating interns and their host organizations, execution of the process and awarding of the Consortium Award for Achievement in the Field, and significant contributions to the success of the Consortium Daylong Institute at Creating Change.

Support Services Chair:
 Gabe Javier
support@lgbtcampus.org

Education

I stepped into this role with a bang in July in time for the Consortium's Summer Drive-In Institute at University of Wisconsin – Milwaukee. Since September I have been chairing planning meetings for the annual Consortium Campus Administrators Institute at Creating Change. Thanks to Cornell Woodson we have offered ongoing education and professional development opportunities through the Consortium's monthly conference calls.

My overarching goal until I transition out of this role is to continue to explore ways to enhance the educational offerings of the Consortium to meet the needs of a growing and diverse membership. Please contact me if you have any ideas or would like to help out with planning educational offerings such as conference calls.

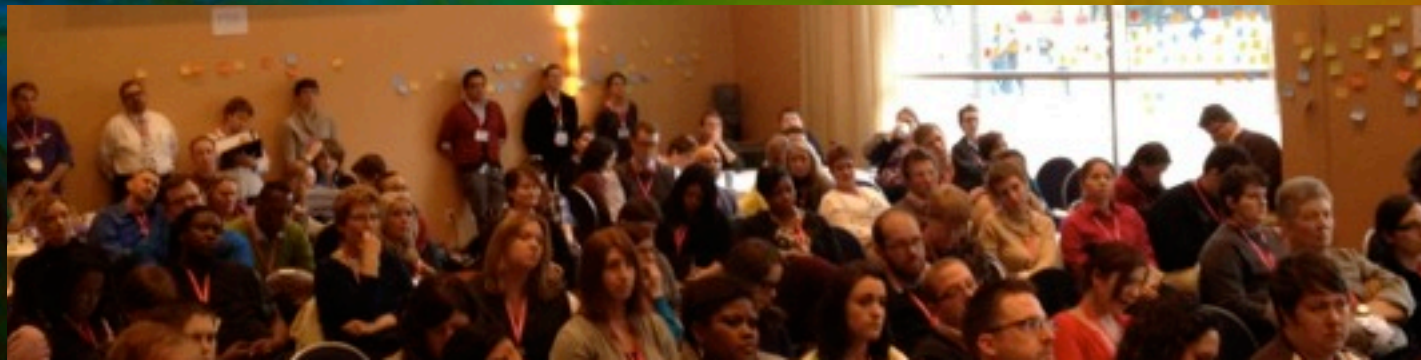
Education Chair:

D.A. Dirks
education@lgbtcampus.org



Membership, Structure & Process

“Substantial growth of the organization demanded a new system to make sure that the continual growth of our organization is manageable while maintaining a high level of services and support to our members.”



After discovering in 2011 how intricate, antiquated, and problematic our membership process had become as a result of the substantial growth of the organization, the Executive Board spent time exploring the next steps for making the continual growth of our organization manageable while maintaining a high level of services and support to our members. The outcome of that research was our new operating system, MemberClicks. Although it was a lengthy and laborious process, the work has been well worth it!

During the end of 2011 and the beginning of 2012 the task of sorting and updating our membership roster for accuracy based on who was actually still paying to be a member was a pretty intense one as we navigated the renewal period using the former, antiquated website. In the spring of 2012, when the decision was made to move to a new, centralized, more user-friendly system, we employed somewhat of a “patch” listserv, allowing us to remove people who had not renewed for the 2011-2012 academic year and essentially cleaning up our member list. We also decided that in order to make a clean transition to MemberClicks, we would not do any enrollment or renewals until we launched the new program. However, in the interim, everyone who had enrolled or renewed for 2011-2012 remained on the listserv. Also in the interim, anyone who contacted us inquiring about joining the Consortium, who

was not already a member, was added to the listserv so that they would receive the invitation to join once we had made the transition and were ready to begin accepting payment.

In early October, we were ready to push the button and, in anticipation of a flood of renewals, decided it was a good idea to roll renewals out by region with a deadline for everyone to have renewed by mid-November to avoid losing access to the listserv. However, it turned out that people weren’t nearly as anxious to renew as we had thought! By mid-November, after several email reminders (sorry!) we finally had what seemed to be the bulk of members renewed. At that point, we sent one final message to let anyone who was still lingering know that we were pulling the plug, and at 5pm on December 3rd, 2012 we officially flipped the switch! At that point, everyone who had renewed for the 2012-2013 year made a seamless transition to the new e-lists operated through MemberClicks. Those who had not renewed stopped receiving messages and were unable to post to the listserv, which prompted many of them to finally renew.

Membership, Structure & Process Chair:
Jennifer Miracle
membership@lgbtcampus.org

THE NUMBERS

As of January 4th, 2013

TOTAL 513 members

116 Institutional Practitioner members

153* Individual Practitioner members

163* Individual Affiliate members

11* Emeritus Practitioner members

2 Organizational Affiliate members

68 members who have not yet been categorized

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

Publications and Communications

Press releases, websites, statements and more! Spreading the mission of the Consortium.

What a busy and exciting year to be Publications and Communications Chair. This year the Consortium joined a variety of national organizations and schools across the US in standing up for the rights of LGBTQIAA people other underrepresented populations. Additionally, there was tons of work on our most public face, lgbtcampus.org.

We are proud to join the National Policy Roundtable (NPR) in a variety of statements for LGBTQ rights.

Chick-Fil-A loomed large in the public eye this year and we called on all institutions to uphold their nondiscrimination policies. Colleges and universities must ensure that all contracts and relationships with external entities, including subcontractors, meet the minimum standards set forth in the institution's nondiscrimination policies.

We joined LGBTQ organizations in a letter of thanks to the Obama administration for the President's statement of support for undocumented students. This effort was graciously organized by the Immigration Equality/Action Fund. Of course, this impacts a huge number of LGBTQ youth and young people, including Jose Vargas, Felipe Vargas, Prerna Lal, and many other leaders of the DREAM movement, so it was a wonderful victory for our community.

We joined Lambda Legal and the Center for American Progress by signing on to a statement related to the U.S. Supreme Court ruling on immigration and immigrants' rights. The statements explained why S.B. 1070 is bad for all immigrants, with an emphasis on how S.B. 1070 and the nation's overall broken immigration system negatively impact people who are LGBTQ or living with HIV/AIDS.

We stood with Rutgers when a jury in New Brunswick, N.J., found former Rutgers University student Dharun Ravi guilty of invasion of privacy and bias intimidation, among other charges, against roommate Tyler Clementi in the widely watched case. Not only was the life of Tyler Clementi ended due, in part, to the bullying and intimidation he encountered but the lives of the bullies and others on campus have been changed forever. Our job is to support all of our students and we support Rutgers in the work they continue to do, and the healing that remains.

The Consortium commends The U.S. Equal Employment Opportunity Commission (EEOC) in what has been hailed as a "landmark" move. In April the EEOC ruled that employers who discriminate against an employee, or potential employee, based on their gender identity is in violation of Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex.

In December we joined other organizations in recommending that "Parent 1" and "Parent 2" replace "Mother" and "Father" in the parent fields on the FAFSA form. This change will make the application inclusive of applicants who come from families headed by two parents of the same gender, and get to the intent of the form. This change will also address at least one area of complexity that our students face when filling out the form, thus increasing access to financial aid.

In the coming year, we hope to add a public newsletter to our regular updates. A public newsletter will allow us to not only keep our membership up to date on the work we are doing but will allow us to continue to engage with LGBTQ non-profit advocacy organizations and other social justice and education groups. 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

Outreach and Advocacy

As a relatively new position on the executive board, the outreach and advocacy chair is still evolving. We have worked to have an increased presence at ACPA and NASPA's annual conventions, as well as, defining the goals for this position. With the recent changes to our membership process and guidelines it has also become important to better market ourselves as an organization. For the first time, we have clear goals related to what sponsorship means for conference and events AND we have marketing materials that highlight our brand.

It is clear that a many organizations are looking forward to partnering with us in the months and years to come. The largest challenge we face is our own capacity for growth as an organization while simultaneously engaging organizations within the LGBTQ movement and the higher education community. I welcome your suggestions on how best we can be a bridge between these two fields. I hope to continue the work in defining goals for partnerships as I finish out my term as Outreach and Advocacy chair.

Outreach & Advocacy Chair:

Matthew Carcella
outreach@lgbtcampus.org

Become a Member

Practitioner Membership

Practitioner Members are individuals who work in institutions of higher education and work in a unit with a mission that includes direct support for communities across the spectrum of sexual orientation, gender identity and gender expression on college and university campuses. Practitioner Members can sign up as either an institutional member or an individual member. All Practitioner Members receive full voting privileges within 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) and whose position's job description includes primary responsibility for providing LGBT services work in units/offices/centers on college/university campuses that provide direct support services for LGBT people.

Institutional Practitioner Member

Institutional Practitioner Members are units/offices/centers on college/university campuses that provide direct support services for LGBT people. These include LGBT Centers/Offices, Women's Centers, Multicultural Centers, and Diversity and Inclusion Offices whose institutional role is to support serve communities across the spectrum of sexual orientation, gender identity and gender expression on college and university campuses.

Institutional Practitioner Members must have a primary contact whose role on campus is to serve communities across the spectrum of sexual orientation, gender identity and gender expression on college and university campuses. This person will receive a Practitioner Membership. In addition, the primary contact can appropriate up to five (5) individual memberships to be designated as Practitioner or Affiliate members. The decision of each membership will be made by the Primary Contact for the institution, but must be made based on the definition of Practitioner and Affiliate Members.

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 who serve communities across the spectrum of sexual orientation, gender identity and gender expression on college and university campuses as part of their professional role, but who do not meet the qualifications of a full member. Individual Affiliate Members may also be individuals whose professional work supports or complements that of the Consortium.

Organization Affiliate Member

Organization Affiliate Members are organizations whose mission complements that of the Consortium's.

Become a Member TODAY!

lgbtcampus.org/become-a-member



In Appreciation

...to Sue Hyde and Russell Roybal 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.

...The Anti-Racism Statement Working Group: Lea Robinson, Ashley Olson, Matthew Armstead, Michael Shutt

... UW Milwaukee for hosting our summer Board Retreat, especially Warren Scherer, Jen Murray, Gabe Javier and Vice Chancellor Dr. Michael Laliberte.

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

... Award Committee: Judy Jarvis, Cathlene McGraw, Natalie Nguyen, Celiany Rivera, Warren Scherer, and Gabe Javier.

...Cornell Woodson for organizing our Conference Calls!



Regional Representatives

Northwest:

Alaska, Alberta, British Columbia, Idaho, Montana, Oregon, Washington, Wyoming
Brian Reece, 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
Shannon Joliff, Central Michigan 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
Kai Medina-Martinez, University of Utah

South Central:

Arkansas, Louisiana, Oklahoma, Texas
vacant

South/Southeast:

Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
Danielle Steele, Emory University

Mid-Atlantic:

Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania
Joel Bolling, Towson University