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## FROM YOUR 2015 CO-CHAIRS

The year 2015 was productive for the Consortium, with offerings including: educational and professional development at Creating Change, the summer institute and board retreat, webinars and conference calls, publications, and regional meetings and events. The Consortium has been actively supporting and representing its members!

We started the year with another successful Creating Change conference. At the conference in Denver, we celebrated the professional contributions of Genny Beemyn (Research and Assessment Award), Leslie Morrow (Intersectionality Award), and Natasha Cox (New Professional Award) through our Consortium Award series.

We held our 2015 summer institute and board retreat at SUNY

Albany. Thank you to all the folks at SUNY Albany for being such a gracious host institution! At the retreat, we spent much of our time together discussing our values as an LGBTQ collective grounded in racial justice. We discussed our responsibilities to demonstrate these values as individual board members and as the Consortium board. Our educational and networking opportunities did not stop with our Creating Change and summer institutes.

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Throughout the year, we hosted various webinars and conference calls, including: *Welcoming International LGBTQIA Students and Their Peers*, and *Unpacking Whiteness*. Thank you to Judy Jarvis (Conference Call Coordinator), Jacquis Watters and Shaun Travers (current and former Education Chair), and all of the facilitators of our webinars/conference calls throughout the year for providing ongoing learning opportunities for our members. These events provide opportunities for members to engage in professional development outside of our institutes. Additional projects and events that we have created or sponsored throughout the year include:

- Collaboration with Lambda Legal on the publication *Transgender Rights Toolkit: A Legal Guide for Trans People and Their Advocates*
- Representing the Consortium in The Chronicle of Higher Education Special Report *Diversity in Academe: Transgender on Campus*
- Partnering with CenterLink: The Community of LGBT Centers on *LGBT Center Awareness Day*
- Sponsoring faculty at *Expanding the Circle*
- Coordinating gatherings at NASPA and ACPA conferences
- Supporting members on campuses and/or in states that are hostile to diversity initiatives and LGBTQ work.

We want to thank the many members of the Consortium who volunteered on the board, as regional reps, and on sponsored projects throughout the year. We are honored to represent amazing LGBTQ resource professionals throughout North America!

Last, but certainly not least, please plan on joining us at the summer institute on July 22, 2016 at the University of Nebraska - Lincoln!

With Pride,  
Matt Bruno and D.A. Dirks  
(Co-Chairs)



# Anti-Racism Report

The Anti-Racism Chair title and position description has officially changed to the Racial Justice Chair! This symbolic shift speaks to the need for intersectional racial justice work, in addition to continued anti-racism work, to be centered and prioritized by the Consortium of Higher Education LGBT Resource Professionals. A survey was sent out to the organization over the summer requesting feedback on the proposed change. Members shared feedback about the need for mentorship, professional development, and pipeline for QTPOC folks in our field and in our everyday work on our campuses, in addition to thinking about various intersections of identities and issues more critically in the work we do on our campuses and as an organization.

Below are some initiatives that the Board has worked on and continue to work on since our summer board retreat:

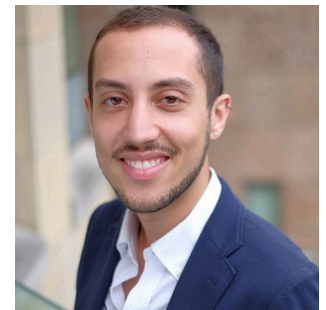
- A Daylong Institute at Creating Change 2016 that centers racial justice, in addition to strategizing about how to practice racial justice and inclusion throughout all Consortium activities at Creating Change
- Development of a "Recommendations for Supporting Queer and Trans Students of Color" document to be shared upon completion
- The #TalkAboutItTuesday Social Media Campaign on the Consortium's Facebook page to inspire discussion and resource sharing around racial justice and intersectionality



- Highlighting opportunities on our website for Individual Consortium Practitioner members to reach out to us about a [discounted membership rate](#)
- Developing strategies for reaching out to hiring managers to encourage pipeline for underrepresented folks, specifically queer and trans people of color, at all levels of our field from graduate students to deans.
- Develop strategies for more inclusive and intentional Consortium board recruitment
- Timely and relevant press releases that connect to larger movements and events with intersections around racial justice

We have begun to have these conversations more deeply as a board and look forward to offering opportunities for our membership to engage in these conversations. Please look forward to the Consortium Daylong Institute at Creating Change 2016 on Thursday, 1/21/16 as one opportunity to begin conversations that center racial justice in our work!

-Chris Woods  
(Racial Justice  
Chair)





## Outstanding Social Justice Practice Award

Nicholas Shigeru Sakurai  
University of Maryland



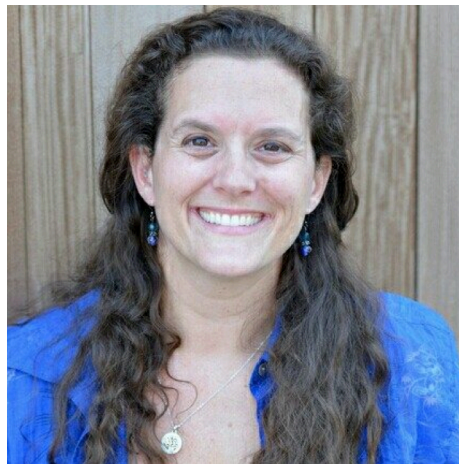
Director of Leadership Initiatives,  
LGBT Equity Center, 2010-Present

Nick Sakurai has seventeen years of involvement in LGBTQ+ and intersectional social justice movement building. Nick lives in Washington, D.C. and serves as Director of Leadership Initiatives in the LGBT Equity Center at the University of Maryland, has previously worked in LGBTQ+ centers at the University of Illinois and at American University, and worked as Director of the LGBT Student Empowerment Project for U.S. Student Association, a national advocacy group. Nick views higher education as an arena for developing long term, sustainable, critically conscious, and loving leadership for LGBTQ+ social justice that centers trans and gender variant people, racial and

economic justice, internationalism and immigrant/refugee rights, educating against Islamophobia, and human rights across the board. Nick has also served as a consultant to a variety of universities, international development organizations, and national Asian American and Pacific Islander non-profits. Nick has an M.A. in International Training and Education from American University and an International M.B.A. from IE Business School in Madrid, Spain.

## Promising New Professional Award

Cara Miller, Ph.D.  
Gallaudet University



Coordinator of the LGBTQA  
Resource Center, 2014-Present

Under Dr. Miller's leadership, in just 18 months, the LGBTQA Resource Center has grown immensely in scope and depth, serving as a hub for Gallaudet's LGBTQA-related programs, services, trainings, activities, and

student groups on campus. Dr. Miller is in constant demand across campus, which includes the Laurent Clerc National Deaf Education Center, Gallaudet's demonstration elementary, middle, and model high school program. Additionally, Dr. Miller is working closely with other campus entities regarding the implementation of policies and practices that ensure adherence to Title IX legislation.

Dr. Miller's humble, warm, and welcoming manner puts people at ease even when discussing sensitive topics, and needed to address new challenges. She creates a sense of safety and models the true meaning of inclusion in her approach to situations and community needs. As an advocate, activist, and educator, she has earned the respect and trust of all constituencies on campus and has made great strides in creating a more LGBTQ-welcoming environment at Gallaudet University. *(Taken, in part, from Dr. Miller's nomination letter)*

**2016  
Consortium  
Award  
Winners**

-Meg Evans  
(Support Services Chair)



## 2016 Consortium Awards Committee

1. Julian Haas (Georgetown)
2. Nino Testa (Tufts)
3. Debra East (NOLS)
4. Aby Parsons (Georgia Tech)
5. Nick Ota-Wang (Colorado State)
6. Kris Clarke (Cal State- Fresno)
7. Will Sherry (Michigan)

## BOARD MEMBERS

1. Warren Scherer (Past Co-Chair)
2. Zaneta Rago-Craft (Publications & Communication Chair)
3. Adriana di Bartolo (Regions Chair)
4. Meg Evans (UGA)

## Service to the Consortium Award

Debby Bazarsky, Ph.D.  
Princeton University



Director of the Lesbian, Gay, Bisexual Transgender Center, 2001-2015

Dr. Bazarsky's commitment to the field and to the Consortium can also be seen through her direct leadership in the organization. She began her work on the Board as the Secretary in 2005. As a Board member, she was very involved in the day to day challenges of a volunteer driven organization. Her leadership eventually led to her role as the Co-Chair. As the Co-Chair

Debbie was uniting force for an organization that was examining its role in systemic oppression. Dr. Bazarsky had a remarkable skill in navigating important issues among consortium members, institutions of higher education, and other national LGBT organizations. In addition, as Co-Chairs, Dr. Bazarsky and Gabe Javier began the critical process to incorporating the Consortium as a nonprofit organization. Although this work was not complete for years after their tenure, their groundwork made it possible.

Dr. Bazarsky served as the liaison to Campus Pride for the Campus Pride Index for many years. She represented the many voices of the Consortium and our students. Dr. Bazarsky also served a key role in a long-standing conversation between the Consortium and the Common Application. Many years ago, the Consortium identified several issues with the Common Applications related to how demographic information was collected from students. This was critically important because once a student shared this demographic information with the Common Application, all colleges and universities used it to make decisions related to the student (e.g. sex informed where colleges and universities housed students). The Consortium therefore made a strategic decision to engage with the Common Application staff to not only change their practices but to set a standard for all institutions, whether or not they used the Common Application. Dr. Bazarsky once again used her amazing leadership skills and persistence to move the Common Application. This work continues today. *(Taken, in part, from Dr. Bazarsky's nomination letter)*

## Major Outreach Initiatives

### ACPA Grant Project

The Consortium began a new collaboration with the ACPA Coalition for Lesbian, Gay, Bisexual, Transgender Awareness (CLGBTA). ACPA CLGBTA grants are available to provide funding and support to LGBTQA student organizations, or offices on college campuses, in their efforts to provide LGBTQA awareness and educational opportunities through membership with ACPA College Student Educators International. In an effort to support campuses that do not have LGBT resource professionals, the Consortium solicits members who can serve as professional guides for the CLGBTA grant recipients in their advocacy efforts on their respective campus. The merging of financial support from the ACPA CLGBTA with the experience and mentorship of Consortium members will help those who are doing LGBTQ work in places where the financial and/or administrative support is needed.

### Title IX & the LGBTQ Community Working Group

Stemming from a strong Creating Change 2015 session that focused on the impact of heightened Title IX legislation on LGBTQ communities in higher education, we have created a working group aimed at producing policy and practice recommendations. Much like the great work done by the Trans\* Policy Working Group and the group working on the suggested best practices for asking sexual orientation and gender on college applications, this group will produce a publication our members are able to use to help advocate for better policies and practices on their campuses in regards to serving LGBTQ people in Title IX work.

-LB Hannah (Outreach Chair)  
& Craig Leets (Membership Chair)

## Past Co-Chair Report

Over the past six months, as past chairs, we worked on several key initiatives. We aided the co-chairs in planning and leading the Summer Retreat in Albany, New York. We contributed to the work of the name change for the Racial Justice Chair, formerly the Anti-Racism Chair. We assisted in crafting the Consortium's messages to the Department of Education regarding protections for Transgender students and the Common App's inclusivity. We have also taken over the Standards of Practice project, forming small committees to write guidelines for our profession. Our final official board responsibility will be conducting the 2016 elections. Seven of the Consortium's fifteen board positions are up for election in 2016: POC Constituency Co-Chair, Publications and Communications Chair, Racial Justice Chair, Recorder, Support Services Chair, TGQ Constituency Chair, and Treasurer. Ask us about running, we would like to tell you more about being on the board!

We are grateful to so many people we have worked with during our time with the Consortium Board: fabulous board members, past board members, and the Consortium membership. Thank you for inspiring and challenging us and the opportunity to be part of this wonderful organization. We appreciate the opportunity to have served at this moment in time and are happy to leave it in the hands of such a capable board.

-Warren Scherer & Demere Woolway  
(Past Co-Chairs)



## Education Report

The Consortium's LGBTQ Campus Resource Professionals Institute at this year's 2016 Creating Change Conference was planned by a phenomenal group of colleagues working in higher education. This year's Institute will look very different than in year's past with the planning committee intentionally centering the day-long on racial justice work and intersectionality; while providing more space for networking, community building and multiple spaces for deepening dialogue. We also have two academy sessions and numerous general workshop sessions by Consortium members taking place at Creating Change this year!

Judy Jarvis, our Conference Call Coordinator, and I aim to provide an opportunity for professional development through the Consortium's monthly conference calls. Since June, we have implemented five calls in topics such as Using Federal Law to Protect Trans Students' Rights, Welcoming International LGBTQIA Students & Their Peers, and Facing Trans: Inclusion, Advocacy & Empowerment in Greek Life. In Fall 2015, we also started recording these monthly conference calls for Consortium members and non-members. Judy and I are currently creating the Spring 2016 conference call agenda and would love any and all input!

In partnership with the University at Albany - SUNY, the Consortium had a successful summer drive-in this past June 2015. Shout out to board members Meg Evans and Demere Woolway for being a terrific trio with me and making sure the Inclusive Excellence: Ensuring Inclusive Campuses for LGBTQ Students, Staff & Faculty Summer Institute was nothing short or excellent! I am looking forward to working alongside a new institution this coming summer in coordinating the Consortium's 2016 summer drive-in with the continued goal of increasing year-long access to professional development and education for Consortium members.

With 6 months into my Education Chair role, I am extremely grateful to work with and for the members of the Consortium! I am looking forward to continue to dedicate my time and energy to such a fantastic group of folks. If anyone is interested in learning more about what the Education Chair role entails, please do not hesitate to contact me. Also - for anyone interested in sharing their thoughts/ideas for future monthly conference calls, please contact [conferencecalls@lgbtcampus.org](mailto:conferencecalls@lgbtcampus.org).

- Jacquis Watters (Education Chair)



## TGQ

Greetings from the Transgender and Genderqueer Constituency Chair! My name is Dolan, and I started in this role in September 2015. Learning as I go, it has been great to get some feedback from the constituency through a feedback survey and begin planning for bi-annual TGQ calls to discuss our needs as TGQ professionals. Our Facebook group is growing, as our numbers on the email list have reached past 100, and our conversations will only grow deeper.

I am always open to input, ideas, and feedback on how we can continue building power together and uphold each other. Please don't hesitate to reach out to me at any time!

-Dolan (TGQ Chair)

# Constituency Community Chairs

## POC

Hello from the People of Color Constituency Co-chairs! We have had a busy year working to build on the groundwork of our previous co-chairs. We have worked with the education chair and conference call coordinator to increase POC focused webinars. We have grown our social media presence. And we have worked closely with the best practices for supporting Queer Students of Color working group. This document will be released this year as a resource guide for practitioners and students looking to place students of color at the center of their work.

Thank everyone who has joined us for the conference calls and our other initiatives. Given current national events, we also we hope to see you at our Creating Change meet-up for some intentional connecting and healing.

-Brianna Serrano & Van Bailey (POC Co-Chairs)

## LGBT2

Hi everyone! The LGBT2 constituency includes anyone who works within an LGBT Center, but reports to another full-time administrator within that center. This includes, but is not limited to, assistant directors, program coordinators, and graduate assistants.

I worked closely with two committees this past year. The first, the LGBT2 Constituency Committee (LGBT2 CC), has been working to create engagement opportunities for LGBT2s to connect and share resources and articles, ask questions, find support, and more! We created an LGBT2 Constituency Group Facebook group, which is a great space to engage with each other on a regular basis. In addition, the past couple of years, the LGBT2 CC has worked hard to create a Supervision Tips document, which will highlight best practices for supervisory relationships. That document will be released this year, so look for this and more coming soon! The second committee, the Graduate Student Working Group, is meant to bring together graduate students for networking and idea sharing. If you are interested in joining either committee, please contact me.

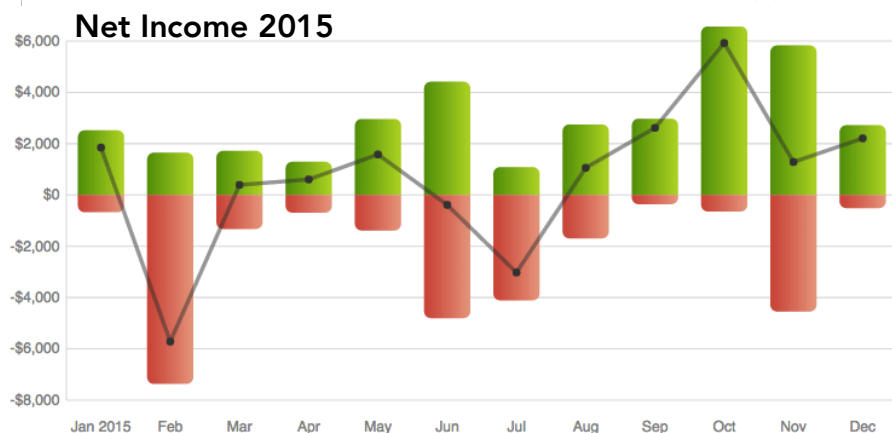
I hope to see you throughout Creating Change. Please check out the meet-up schedule for the LGBT2 and graduate student spaces in the Consortium suite. And, I'm always open to feedback and ideas, so feel free to reach out!

-Al Forbes (LGBT2 Chair)

## Treasurer's Report

Due to the hard work of past treasurer Matthew Bruno and others, 2015 has been our first full year as a federally recognized 501c3 organization! We are continuing to use Memberclicks to manage the website and membership database, and we remain registered with agent/virtual office services in the State of New York. Our major expenses for 2015 included web/tech expenses (including website, database, and online transaction payments) Creating Change costs, the summer drive-in institute/board retreat, and supporting regional conferences and meetings. We are looking forward to upcoming grant applications and expanded fundraising efforts. Get ready for Give OUT Day in May 2016! In addition to keeping records of income and expenses, I am also the board member who receives sliding scale membership requests and co-sponsorship requests. Please email me for more information.

Katherine Charek Briggs (Treasurer)



## Regional Representatives

**Northwest:** Alaska, British Columbia, Idaho, Montana, Oregon, Washington, Wyoming  
Kirsten Keith, Portland State University  
Julia 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  
Stephen Loveless, Northeastern Illinois University  
Angie Wellman, Ohio State University

**Mid-Atlantic:** Delaware, District of Columbia, Maryland, New Jersey, Pennsylvania  
Cara Miller, Ph.D., Gallaudet University

**Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, New York, Ontario, Rhode Island, Vermont  
Jesse Beal, Suffolk University  
Courtney Dallaird, University at Albany, SUNY

**Southwest:** Arizona, California, Colorado, Hawaii, Nevada, New Mexico, Utah  
Steven Willich, Metropolitan State University of Denver  
Anthony Garrison-Engbrecht, Loyola Marymount University

**South Central:** Arkansas, Louisiana, Oklahoma, Texas (Vacant)

**South/Southeast:** Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia (Vacant)

## Regional Report

Greetings from your Regions Chair! It has been a joy to work with the Consortium Regional Reps since June of 2015. Continuing the great work of the previous Regions Chair, Danielle Steele, I work to coordinate professional development, regional meet-ups, and other opportunities for folks to engage in LGBTQ work in their regions. This year each of the regional reps have worked to connect folks in their regions via Facebook region groups. These are closed groups where consortium members can share regional happenings, professional development, and LGBTQ related news. As a priority of the Consortium, I have tasked the Region Rep to focus on opportunities for QTPOC and TGQ professionals and be intentional about sharing important professional opportunities.

If you have any questions, please don't hesitate to contact your regional rep or me. I look forward to working with the outstanding group of regional reps and focus on creating lasting and sustaining connections in the Consortium Regions!

-Adriana di Bartolo, Ph.D.  
(Regions Chair)

## 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;
5. Remits appropriate dues.

For more Information, please visit  
[lgbtcampus.org/become-a-member](http://lgbtcampus.org/become-a-member)

### Current Membership

Over 250 Centers

730 Members Total

248 Institutional Practitioners

230 Individual Practitioners

235 Individual Affiliate

14 Emeritus Practitioners

3 Organizational Affiliates

## Join the board!

### Open Exec Positions:

Treasurer (1)  
Recorder (1)  
POC Co-Chair (1)  
TGQ Chair (1)  
Support Services (1)  
Racial Justice (1)  
Pub Comm Chair (1)

### Election Timeline

January 11: Nominations open  
February 8: Nominations close  
February 12: Ballot opens  
February 22: Ballot closes  
February 24: Election results

You can speak to any current  
board member for more  
information!

### Open Regional Positions:

Northeast (2)  
Midwest (1)  
Southwest (2)  
Northwest (1)  
South/Southeast (1)

The combined vision and mission of the Consortium of Higher Education LGBT Resource Professionals is to achieve higher education environments in which lesbian, gay, bisexual, and transgender students, faculty, staff, administrators, and alumni have equity in every respect. Our goals are to support colleagues and develop curriculum to professionally enhance this work; to seek climate improvement on campuses; and to advocate for policy change, program development, and establishment of LGBT Offices/Centers. Learn more about the Consortium at [lgbtcampus.org](http://lgbtcampus.org).

This report was edited and designed by Zaneta Rago-Craft (Pub Comm Chair)