

IN THIS ISSUE:

- International Students Resources
- LGBT Office Map
- Nat'l LGBT Report Card
- Membership Survey Results
- Info on Working Groups
- And More!

NATIONAL CONSORTIUM OF DIRECTORS

OF LGBT RESOURCES IN HIGHER EDUCATION

Brought to you by the
Publications and Communications Work Group.

VOLUME 1, NUMBER 1
Spring 2005

Consortium Meeting Highlights November 2004

Creating Change Conference

What a fantastic meeting we had in St. Louis -- many thanks to those who were able to make it and a big 'We Missed You' to those who were not. We were excited to have 48 people at our business meeting and great crowds as well at our professional development session, lunch and breakfast discussions, mentor reception, consultant network reception, campus track workshops, and career queers on campus meet-up!!! The consortium was very present, visible, and strong throughout the conference -- thank you to all who took part and gave of their time, energy, and skills!

-Todd M. Smith and Chicora Martin
Consortium Co-Chairs



Consortium Meeting November 2004, Creating Change Conference in St. Louis, MO.

New Executive Board 2004-2005!

At this time, we want to announce our new Executive Board AND encourage you to become a member of any one of our work groups:

Co-Chairs: Chicora Martin; chair@lgbtcampus.org, Todd Smith; chair@lgbtcampus.org

Co-Chairs Elect: Brett Beemyn; chair-elect@lgbtcampus.org, Chicora Martin; chair-elect@lgbtcampus.org

Recorder: Adrea Jaehnig; recorder@lgbtcampus.org

Treasurer: Jessica Pettitt; treasurer@lgbtcampus.org

Work Group Coordinators:

Structure, Process, and Membership: Nancy Jean Tubbs; membership@lgbtcampus.org

Education, Outreach, and Advocacy: Stephanie Chang; outreach@lgbtcampus.org

Publications and Communications: Dre Domingue; pubcomm@lgbtcampus.org

Support Services: Shaun Travers; support@lgbtcampus.org

CONTINUED Page 3...

New Consortium Listserv

In the Spring 2005, the Consortium moved to a members only new listserv by way of the University of Oregon. Access to the listserv is .

As of March 2005, we are happy to report that our listserv is 175 members strong with representation from across the United States and Canada.

If you would like to join our listserv, please contact Nancy Jean Tubbs, our Structure, Process, and Membership Work Group Coordinator at membership@lgbtcampus.org



Allison Subasic (Penn State), Sue Rankin (Penn State), Nancy Jean Tubbs (UC-Riverside).

INTERNATIONAL STUDENTS AND LGBT ISSUES

Are there any resources that can be recommended that address international students and LGBT issues?

Compiled by **Nancy Jean Tubbs**

Considerations:

Some things to consider about working with international students

By Wanda Viento, Kalamazoo College,
wviento@kzoo.edu

All international students are first experiencing the usual challenges that come with crossing cultures. Adapting to new environments, language, foods, people, and customs are difficult enough transitions complicated by homesickness and adaptation fatigue. For students who identify as lesbian, bisexual, gay or transgender, this cross-cultural adaptation may become much more complicated.

Continued on p. 3

Call for Summer Internship Site Hosts!

Launched in the summer of 2004, the Consortium Summer Internship Program was created to provide young and pre-professionals interested in entering the field of student affairs with a hands on experience working in a campus LGBT office/resource center. This past summer the Consortium was able provide internship opportunities to five students at the following host sites: American University, University of Oregon (two interns), the University of California, Riverside, and the University of California, Los Angeles.

Interns work closely with current LGBT directors and professionals to not only learn the daily operations of a campus office/resource center but also are able to work on specific projects of interest. For example, Cathlene McGraw, University of Oregon summer intern, researched bias response teams at various higher education institutions while Chad M. Wilson, University of California—Riverside intern, worked on gender-neutral theme housing as well as transgender-inclusive policies and procedures.

As the summer is fast approaching, it is time to get gear up for our Internship Program again. We are looking for interns and host institutions for the summer of 2005. For more information about the program or to apply to be an intern or institutional host, please visit our website at: www.lgbtcampus.org/members/internships.html

National LGBT Campus Report Card

For the last several years, a section of the Princeton Review has included a ranking of the top colleges and universities for the category of the most "Gay Community Accepted." This ranking is based on one question: "Is there very little discrimination against homosexuals?" Hardly an adequate assessment tool of LGBT climate in higher education, Consortium members not only expressed their frustration with the results; suggesting the need and benefit of a reputable assessment.

In response **Shane Windmeyer** (Campus Pride.net), **Sue Rankin** (Pennsylvania State University; Rankin & Associates Consulting) and **Brett Beemyn** (Ohio State University) have developed the National Campus Report Card, the first ever national LGBT survey that will "grade" higher education institutions on not only the campus climate but also on how colleges and universities address LGBT concerns. The report card will look at such issues as the presence of LGBT student organizations, non-discrimination policies, domestic partner benefits, housing, academic programs, etc.

The Report card is endorsed by the Consortium and is expected to be launched sometime in the 2005-2006 academic year.

For more information about this initiative, please contact one of the Report Card developers:

Brett Beemyn
Sue Rankin
Shane Windmeyer

beemyn.1@osu.edu
sue@rankin-consulting.com
shane@CAMPUSPRIDE.NET

More About Work Groups!

PLEASE NOTE: Any consortium member can join a work group -- and we encourage you to do so! If you are interested in the work involved with any of the work groups above, please contact the work group coordinator!! Each work group is recruiting members at this time!!

Also, don't forget to become a member of the consortium if you have not done so already! If you have any questions or need membership materials, please contact Nancy Jean Tubbs at: membership@lgbtcampus.org

Structure, Process, and Membership Work Group Coordinator: **Nancy Jean Tubbs, membership@lgbtcampus.org**

The responsibilities of the Structure, Process and Membership work team include the proposal of revisions to the Strategic Plan as appropriate, oversight of implementation of Strategic Plan in collaboration with the co-chairs and executive council, maintaining membership lists, the recruitment of new members, seeking renewal of membership yearly, and finalizing and promulgating the Statement of Ethics for the Consortium.

Education, Outreach, and Advocacy Work Group Coordinator: **Stephanie Chang, outreach@lgbtcampus.org**

The responsibilities of the Education, Advocacy & Outreach team are to assist in the development and facilitation of programs regarding professional development at annual conference, outreach to people of color organizations to encourage collaborative efforts, outreach to transgender organizations to encourage collaborative efforts and advocate for policy change inclusive of LGBT in higher education organizations. This position is also responsible for maintaining the email news announcements and exploring other educational and outreach opportunities for the Consortium.

Publications and Communications Work Group Coordinator: **Dre Domingue, pubcomm@lgbtcampus.org**

The responsibilities of the Publications and Communications team are to maintain & expand the web site with assistance from the website work team, develop and maintain a biannual electronic newsletter, maintain Consortium listservs, and collaborate in with other higher education organizations (e.g. ACPA, NASPA, NCORE). Organizational liaisons will report to this work team coordinator.

Support Services Work Group Coordinator: **Shaun Travers, support@lgbtcampus.org**

The responsibilities of the Support Services working group includes maintaining the Mentoring Program, developing new FAQs & solicit experts as authors which should include updating current FAQs and coordinating the internship program. The work team will maintain the process to respond to listserv questions, maintain Consortium speakers/consultants network, and coordinate the Campus Track at NGLTF.



Jenn Williams (Northwestern) Deb Bazarsky (Princeton),
Stephanie Chang (University of North Carolina—Chapel Hill)

Int'l Students Continued from p. 2

Whether or not students are aware of same sex attraction prior to coming to the U.S., how they handled such identity, and how their home culture/family reacts to it are all significant issues that influence their mental health while on study abroad. Some things to consider are:

Sexual orientation is a socially constructed identity. Students' home culture may not have identity as part of its awareness. Sexual issues in general may not be openly discussed in a particular culture, and sexual orientation in specific may be a foreign concept for some students.

Same sex attraction may or may not have been in a student's consciousness before their study abroad experience. Some students may have acknowledged that before coming to the U.S. and specifically chose the U.S. hoping for a more open culture. Student's expectations before coming to the U.S. may play a significant part in their identity. Assessing what the student knew of thought before coming is important. Unrealistic expectations may precipitate bouts of depression.

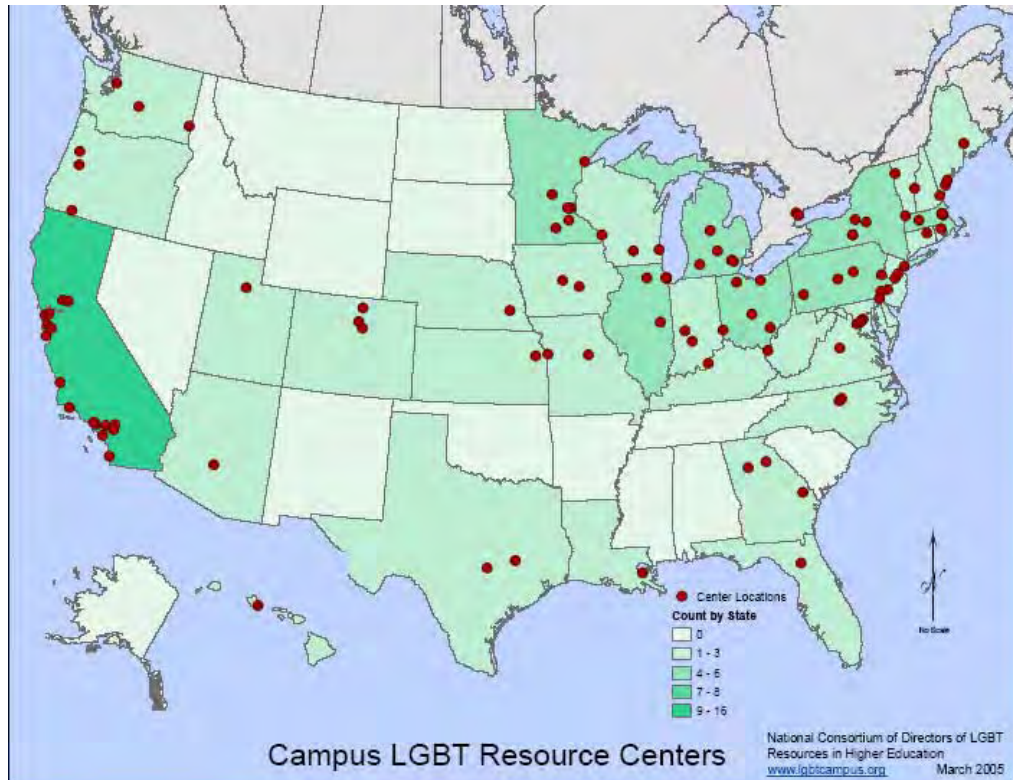
Sometimes students fall in love while on study abroad and want to stay with their partners. U.S. immigration laws become significant here. Immigration Equality

Int'l Students Continued on p. 5

Check our new website!
Same Address, new look:
www.lgbtcampus.org

New and improved Consortium **brochure**
IN COLOR! Also, available in pdf format.
To request brochures for your office or
organization contact
Dre Domingue:
pubcomm@lgbtcampus.org

LGBT CAMPUS OFFICE MAP (as of March 2005)



Looking for a past email or topic from the listserv?
Go to:
<http://darkwing.uoregon.edu/~program/consortium>



2004 MEMBERSHIP SURVEY RESULTS

In the fall 2004, the Consortium conducted a self-assessment on the membership of the organization. The web-based survey was both quantitative and qualitative where members self-identified themselves in regards to sexual identity, gender identity, age, race/ethnicity. While the assessment served as tool toward identifying demographics data of the membership, results primarily provided feedback on the utilization of Consortium services and resources (i.e., listserv, FAQs, mentor program, website, etc.). Highlights of the survey are the following:

- As of November 2004 there were 63 paying members of the Consortium.
- 48% of members are between the ages of 20-30 years old.
- Under 20% of members identified as a person of color.
- 28% of the respondents identified as being a graduate student.
- 78% of members stated that they direct LGBT resources on their campus.
- Top benefits of being a Consortium member: networking, support from colleagues, news & updates, and website.

Comments from the survey:

"This Consortium and its membership are comprised of some of the most gifted, compassionate people I've ever had the pleasure to work with or meet . . ."

"I think that the Consortium has stated the need to bring more people of color into the profession. . . but we need to create programs and practices, and not just talk about it."

"I couldn't do my job without the support of the consortium"

Suggestions:

- Easier to navigate web resources
- Discussion blogs
- Professional journal or publication
- Downloadable program resources
- Have a national advocacy liaison
- Address specific communities/identities (i.e. Trans, people of color, disability, graduate students, new professionals)
- Publish Best Practices
- Assessments-- Campus Surveys, Salaries, Resources, Structural Policies

(formerly The Lesbian and Gay Immigration Rights Task Force) <www.immigrationequality.org> can be helpful in keeping student affairs professionals informed about the laws and ways to appeal.

Fears about returning to their home culture are of utmost importance. Often, whether out before or after their stay in the U.S., students may fear being ostracized, imprisoned, beaten, or killed. There are countries where same sex sexual activity is illegal, punishable by imprisonment or death, or the culture is so oppressive, there is legitimate fear of personal violence. Again, Immigration Equality is a helpful resource if a student wishes to seek asylum. Two other websites that are helpful are the International Gay & Lesbian Human Rights Commission (<http://www.iglhrc.org>) which gives info about current events and laws for LGBT people in specific countries and the International Lesbian and Gay Association (<http://www.ilga.org>) which gives a country-by-country listing of laws pertaining to LGBT people and same-sex behavior.

Students from more open cultures or environments may find the U.S. more repressive. Hence, fears, anxiety, and depression may reactions with which they struggle.

Students from more repressive cultures who came out in the U.S. may struggle with the idea of returning to the closet. Frequently, international students who seek ways to stay in the U.S. are faced with dilemmas of either giving up their identity or their culture and/or families.

Students who are in the coming out process sometimes experience a dip in their academic performance due to the psychological energy being expended on personal issues; international students may experience the same thing. The difference is that their presence in the U.S. may be dependent on a consistent performance or pre-set expectation for a particular GPA. Financial aid may also be dependent on performance. Adequate academic support is as important as the psychological support for international students.

Resources

Rainbow Special Interest Group of NAFSA: Association of International Educators

<http://www.indiana.edu/~overseas/lesbigay/index.html>

Immigration Equality

(formerly the Lesbian & Gay Immigration Rights Task Force)

<http://www.immigrationequality.org>

International Gay & Lesbian Human Rights Commission

<http://www.iglhrc.org>

International Lesbian and Gay Association

<http://www.ilga.org>

Article "Working with Gay, Lesbian, and Bisexual International Students in the U.S." Kato, Nadine, International Educator, 1999.

<http://www.indiana.edu/~overseas/lesbigay/int.htm>

Coming Soon!

The Consortium in collaboration with the NASPA Knowledge Communities will be sponsoring an online discussion thread once a month.

The topics are as follows:

- African American Community
(with African-American Concerns Knowledge Community)
- Asian Pacific Islander Community
(with Asian Pacific Islanders Concerns Knowledge Community)
- Latino/a Community & Native American Community
(with Latino/a Knowledge Community Knowledge Community)
- Spirituality
(with Spirituality in Higher Education Knowledge Community)
- Sexual & Domestic Violence
(with Women in Student Affairs)
- Alcohol & Other Drugs
(with Alcohol and Other Drug Knowledge Community)
- Academic Advising
(with Student Affairs Professionals Working In and With Academic Affairs Knowledge Community)
- New Professionals, Graduate Students & Career Issues
(with New Professionals & Graduate Students Knowledge Community)

**Questions?
Comments?
Suggestions?**

Let us know by contacting
the Publications and
Communications Work
Group
Coordinator:

Dre Domingue
pubcomm@lgbtcampus.org

The Consortium is pleased to introduce:

Consultant/Speaker's Network

A resource to the community through a searchable database of trainers, speakers and consultants in LGBT issues.

Whether you're looking for an engaging program for RA's, athletes, Greeks, faculty and staff or your entire campus community, **Consultant/Speaker's Network** will assist you in identifying a speaker/consultant that is appropriate for your needs.

Check out Consultant/Speaker's Network at
<http://www.lgbtcampus.org/network/consultants.html>