
Letter From Incoming Co-Chairs

Dear Consortium Friends:

We are both very excited and honored to serve as the incoming co-chairs of the Consortium for the next two years. We have both served on the executive board in various positions, and hope to bring our past knowledge and experiences to the positions. We are extremely thankful for the support of our wonderful fellow executive board members, and we hope to take the Consortium to new heights as we start the second decade of our organization. And this is where you come in!

This year, we are making efforts to enhance the Consortium community by providing opportunities at meetings for members to network beyond emails and the listservs. Our Annual Business Meeting will include a meet and greet time, along with formal and informal opportunities to get to know colleagues throughout the Creating Change conference. We are also looking to strength regional connection and provide more local support through the creation of geographical regions that will feature summer conferences and other professional development opportunities. More information on this will come shortly over the listserve and at the conference.

It is out top priority to get to know your thoughts about where you want to see the Consortium go and grow in the near future. We will be hosting a small session towards the end of the institute during Creating Change to hear your feedback about the future of our organization. For members unable to attend the institute, we will be soliciting feedback through the listserve as well.

We also want to thank Adrea Jaehnig and Brett Genny Beemyn for their excellent leadership and dedication to the Consortium as outgoing co-chairs of the board. They have been wonderful role models for both of us. We also want to thank Jessica Pettitt for her many years of leadership on the executive board of the Consortium most recently as our treasurer, as well as her early work in organizing a network for LGBT2 staff members, and for organizing the Speaker/Consultant Network as well.

We look forward to getting to know you, and how we can best meet your needs over the course of the next couple of years. Please don't hesitate to contact us with your thoughts, questions and comments.



Dre Domingue



Amit Taneja

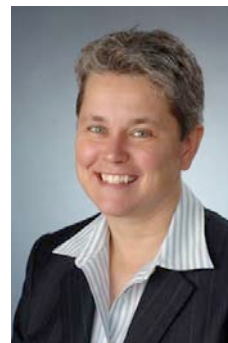
From Outgoing Co-Chairs

During the past year, the Executive Board and/or other members of the Consortium have:

- Voted to change the name of the “National Consortium of Directors of LGBT Resources in Higher Education” to the “Consortium of Higher Education LGBT Resource Professionals.” The vote followed discussions on the listserv to consider changing the name to be more succinct and more reflective of our membership.
- Provided feedback and professional guidance to the Princeton Review on their manuscript, *The Gay and Lesbian Guide to College Life: A Comprehensive Resource for Lesbian, Gay, Bisexual, and Transgender Students and Their Allies*.
- Began to implement the findings of a report issued by the Anti-Racism Working Group on how to make the Consortium more racially inclusive and more actively engaged in anti-racist work.
- Organized the third annual Creating Change Institute, based on the results of a survey of member interests.
- Revived the weekly Queer News on Campus articles digest.
- Worked with Campus Pride to launch the Campus Climate Index, a web-based tool that will help institutions and prospective students gauge the quality of campus life for LGBTQA people.
- Arranged for Consortium members to receive a 20% discount to the *Journal of LGBT Youth* (formerly the *Journal of Gay and Lesbian Issues in Education*).
- Continued to participate in the National Policy Roundtable Meetings convened by NGLTF. These meetings bring together the directors of national LGBT organizations to improve communication and address issues of common interest.
- Increased the size of the Consortium to more than 325 members, and further refined the process of updating membership information and collecting dues.
- Continued to administer a summer internship program and to fund the interns to attend and present the results of their work at Creating Change.



Brett-Genny Beemyn



Adrea Jaehnig

Treasurer's Report



Jessica Pettit

Action Items-

- ☆ Added web link to W-9
- ☆ Kept complete banking and spending records.
- ☆ Worked closely with Membership Development to get online form, PayPal, and incoming membership dues processed in a timely manner.
- ☆ Worked with accountant to check for IRS law changes concerning 2007 taxes.
- ☆ Developed policy and procedures for Treasurer and slated procedures to be added into Consortium By-Laws.
- ☆ Working to develop realistic budget for Consortium spending and growth.
- ☆ Once budget is set, will re-organize a budget committee.

Income & Expenses Report

Yearly Balance	Total Income (includes interest)	Total Expenses
2004 \$10,602.23	\$9,305.81	\$5,813.39
2005 \$13,374.79	\$8,426.05	\$1,860.64
2006 \$25,307.51	\$13,079.91	\$9,037.02
2007 \$31,345.57	\$10,733.27	\$13,177.85

Expenses 2004		Expenses 2005	
\$59.40	web hosting	\$75	Web hosting
\$300.00	UC Regents Trans Ad	\$200	LGBTIQA Conference Ad
\$140.00	2 yrs Chronicle Subscription	\$30	stamps
\$400.00	CAS Dues	\$400	CAS Dues
\$59.85	Survey Monkey	\$275	NYU printing
\$700.00	E Designerz	\$786.64	Syracuse printing
\$500.00	USSAF SOC Summit	\$50.00	LLC Filing Fees
\$552.90	Conference Calls total		
\$3,101.24	Creating Change Conference		

Expenses 2006		Expenses 2007	
\$400.00	CAS Dues	\$400	CAS Dues
\$203.00	2 yrs Chronicle Subscription	\$20	Web hosting
\$200.00	Survey Monkey renewal	\$1,100	Ads
\$150.00	Pride at Work Ad	\$895.79	Administration costs
\$100.00	Tax Work Bonus	\$400	Printing costs
\$145.35	Dues reimbursement	\$555	Co-sponsorships
\$213.43	Newsletter Printing	\$811	Roundtable Trip
\$677.72	Chair's trip to DC meeting	\$200	Survey Monkey
\$192.41	Recognition supplies	\$1,250	Digest Payments
\$300.00	Intern CC Registration	\$8,470.46*	Creating Change Conference
\$1,000.00	Sponsorship		*not inclusive of all expnses
\$2,576.41	Creating Change Conference	\$200/month	Jeremy Hayes for Web Digest

Queer People of Color Report

Gabriel C Javier Co-Chair



Bonnie Sugiyama, Co-Chair

The Queer People of Color group left Creating Change 2006 Kansas City with a newfound sense of commitment to the Queer People of Color constituency of the Consortium. Since then, the group has made efforts to define the mission and purpose of the group and to provide a forum for QPOC professionals to connect and reconnect.

QPOC Conversations

- Two open conversations with QPOC professionals were held in March 2007. One chat was via phone conference call and the other via webchat.

Intersecting Rainbow Blog

- Based on feedback from the information gathering sessions, a blog was established to provide a space for people to post interesting and timely articles about their experiences as queer people of color in the field and also about their experiences in mentoring and engaging queer youth of color on their own campuses.
- intersectingrainbow.blogspot.com

Mission statement defining

- Via the Intersecting Rainbow Blog, efforts have commenced to provide a shared space to construct a mission, vision and goals for the QPOC constituency group of the Consortium

Partnership with Anti-Racism Chair

- Several calls and check-ins were made with the Anti-Racism group towards having a holistic approach to the work, presence and unique contributions of people of color within the Consortium
- Conversations also addressed the role of allies in anti-racism work

Looking forward

Outside of our expressed goal areas, we hope to encourage participation in the group by:

- increasing activity on the Intersecting Rainbow blog
- continuing to build a strong base of resources centered on the experiences of queer people of color
- involving and utilizing the talents of other queer people of color in the Consortium

Anti-Racism Working Report

Nick Sakurai, Chair

This year, we began to collect data and formulate a plan for longer-term institutional changes within the Consortium that will help us to create a profession and professional organization that fully embraces values and skills that promote anti-racism, racial justice, and broader issues of social justice and inclusion. Since my election as chair of this initiative, I have:

- * Analyzed data from a Consortium web survey taken summer 2006, looking for trends and themes.

- * In summer 2007, conducted one-on-one phone calls with every board member and volunteer to discuss racial justice.

- * Formulated a plan for racial justice and inclusion based on these inputs. This plan is focused on creating inclusion across all functions of the Consortium, by developing more sustainable and institutional ways to support anti-racist work, and by distributing responsibility for inclusion to all Consortium board members and volunteers while also maintaining centralized support for these initiatives in the anti-racism working group chair. Some of the plan's tasks will require direct support from Consortium membership, but the initial focus is getting all board members and volunteers engaged with thinking with an anti-racism lens before focusing energies on the general membership.

- * Begun seeking volunteers to carry out tasks and monitoring tasks in this plan. Most of the immediate recommendations of the plan have been committed to.

- * Begun to formulate a mission and philosophy for the anti-racism group that is complementary to rather than redundant or interfering with the goals of the people of color constituency group.

Several immediate projects are underway:

- Board members have committed to anti-racism as a long-term venture.
- Past Consortium Co-Chairs, Brett-Genny and Adrea, are helping to formulate a racial justice values statement for the Consortium.
- I am collecting programming and other ideas for ethnic heritage months to share across the Consortium list.
- Racial justice will be a regular component of the annual campus administrators pre-conference institutes at Creating Change.
- Over the next year, the Mentor Program will work with the People of Color constituency group chairs to determine ways to enhance racial inclusion.

Accomplishments and Developments:

Internship Program:

Khristian Kemp-Delisser worked throughout the year to get feedback from interns about their satisfaction with marketing and promotion; communication with the consortium; and their experience as an intern. The goals for the program are as follows:

* Develop a set of guidelines or strategic goals for the intern program that will allow us to select host institutions and target additional ones.

* More work to make the basic compensation for Interns consistent and competitive.

* Promote the intern program better.

*Work with the NASPA Knowledge Community and the ACPA Standing Committee (as well as other professional organizations) to see if we can't build some inroads not only to help promote the interns but offer opportunities to share their research with their members through space in their newsletter or even at their conferences.

The interns for summer of 2007 were (See attachment for more detailed description of projects): **Leigh Fine** who served at the LGBT Resource Center at UC San Diego. While at UC San Diego, Leigh coordinated a number of projects including:

- an online and paper version of a Resident Advisor resource packet that gives information and educational materials on how to implement programs regarding gender identity and sexual orientation issues
- a module to train Housing and Dining staff, Residence Life staff, Resident Advisors and Orientation Leaders on gender identity and sexual orientation issues

Patrick Hale served at the Office of LGBT Resources at University of Illinois, Urbana-Champaign. Patrick's work focused on LGBT/Queer leadership development. He

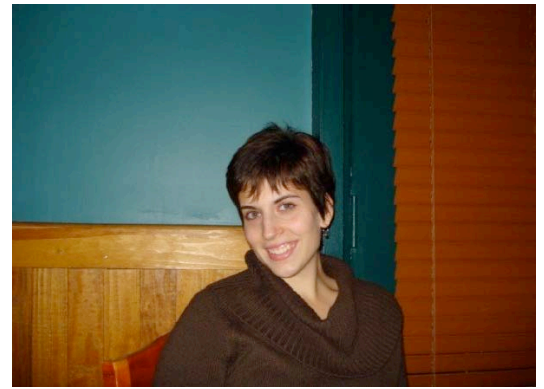
- explored LGBT student leader practices through research of literature and student interviews
- designed and conduct a needs assessment tool
- developed a Fall LGBT leadership retreat

Monica Patterson served at the LGBTA Student Resource Center at Pennsylvania State University, where she is also completing her first year as the center's Graduate Assistant. Monica's work focused on producing an interactive resource CD to assist institutions in starting their own resource center, including information about budgeting, how to identify and create a mission statement, job descriptions, and educational programs.

Faina Bukher served at the LGBTA Student Resource Center at Pennsylvania State University. Faina's work complimented Monica's. She created a resource packet that would serve to inform other institutions on recommendations for opening their own resource center, including a list of library book titles and other reference materials.

Zachary Ford and Pepper Anan interned at the University of California, Riverside. Their work focused on expanding the center's reach to students and incoming first year students. They both had the opportunity to help conduct outreach to incoming students during the university's Orientation as well as help prepare for Q-Camp, the center's orientation program for people interested in being involved in the LGBT community. They also toured other university LGBT centers in the area.

Peper developed a module to assist in LGBT Resource Center staff-staff/staff-student dynamics, with the goal of creating a model to help full-time staff better interact with each other and with the students they are serving



In addition, Zack investigated student allies. He wanted to develop a model for bridging the gap between students who make use of a center and the other students who want to support them. He was seeking a common experience that demonstrated the influence of an LGBT center on the development of LGBT as well as ally students.

ACPA

Also, we did successfully network with the ACPA's standing committee for LGBT Awareness. They have agreed to allow the interns to present on their Consortium Intern experience and project during their Open Meeting at the Atlanta Convention on Tuesday, April 1.

Consortium Intern Program Timeline

The following is an outline of the chronological process and expectations of the Consortium Intern.

January/February

- Prior year's Summer Interns present their projects to the consortium members at pre-conference instituted during the Creating Change Conference.
- Internal promotion of Intern program to the Consortium.
 - Solicit new locations and confirm old locations of intern opportunities.
- Begin preliminary promotions of intern program. Send e-mails announcing the summer intern program to grad preparatory programs, career services listservs, and professional associations.

February/March

- Intern and supervisor applications and FAQs made available through the Consortium website. Most inquiries can be answered through the FAQ. As new intern sites are introduced, they are listed on the Internship page of the Consortium website.
- Assessment surveys distributed to prior year's Interns to gather feedback about their experience and how to improve the process.
- Wide distribution of promotional e-mails and flyers to consortium, grad preparatory programs, career services listservs, and professional associations.

April

- Final decisions are made about interns, based on the size of the applicant pool and the projects. (Decisions are typically made by the intern site host and the internship program coordinator. Number of applicants have typically has not exceeded the amount of open intern slots.)

May – July/August

- E-mail sent to consortium membership and interns welcoming the interns and introducing their projects.
- Initial communications sent to NASPA/ACPA and other professional organizations in order to explore possibility of convention or conference presentation opportunities.
- Interns work on their projects.

September/October

- E-mail sent to interns to thank them for their service and solicit reports of their project progress and to inquire about their intent to attend Creating Change.

November/Decemebr

- Information gathered in order to register interns for Creating Change.

Mentor Program:

Support Services continued . .

Throughout the year Kerry Hooks and Kevin Stensberg worked to send mentees cards as a way to let mentees know they are still connected to the consortium even after placement with their mentors. A strategic way to recognize and appreciate member's time and dedication. It has also been a challenging year with trying to connect mentees with mentors. There have been a few mentees that have gone several months without mentors because people are not applying. The chairs have tried individually reaching out to people but are still falling short.

An evaluation was also created to determine mentor/mentee satisfaction with the program. We decided to put this on hold until goals are created. We have worked with Nick from the anti-racism committee to get suggestions about how to improve the evaluation to get at specific experiences of people of color in the mentor program. We are working to figure out how to broaden our mentor pool to be more inclusive.

Also at creating change a social was implemented to help with the development of mentoring relationships.

Working with the Membership chair we discovered we will get a lot of applications from non members. So once membership chair receives a new application, the chair forwards to mentor chair so they can send a congratulations and invite to the mentoring program. Mentoring chairs communicate with membership chair on all new applications.

Final Objectives that are unfinished: Creation of a mission, purpose, and goals still need executive board approval. We rewrote applications for mentee and mentors and are still waiting on executive Board approval. And finally a FAQ for the website to help mentees as they wait for mentors.

Recommendations:

Continue to work with the POC committee to develop inclusive program development.

Advertising – a possible mailing for new members.

Sending educational materials to mentor list serve

There has been discussion about creating a list serve for just mentors/mentees that will have specific resources that will be helpful.

Suggested Timeline:

Mentoring Matching happens throughout the year, but send out advertisements pre-ACPA and NAPSA, so you mentors ready for mentees.

January – Plan Mentor Social for Creating Change

February – Creating Change, take advertisements and Applications for Mentoring Program

Send out mentoring resources after creating change to help the mentoring relationship develop.

March and April – Mentoring Matching & Send out thank yous for those mentors for being part of the program

Create a list serve for just the mentors and mentees, from our database

May – Do assessment so you can make any changes throughout the summer

Schedule a meeting to talk to the People of Color Chairs to see if we could make any changes to applications or program.

Monthly – Send some educational resources out.

Speaker/Consultant Network

In early August a call for an evaluation team was sent out. We had a great response with ten responses of individuals that are interested in being evaluators. The timeline for the network was as follows:

- December 6th: Exec board meeting get feedback
- December 6th: Send out e-mail to evaluation team to give them a timeline
- December 7th: Send out e-mail to Consortium about application process
- January 8th: Applications Due to Emily Blake eblake@mail.colgate.edu
- January 9th: Send applications with feedback form to evaluation team
- January 14th: Submit feedback forms to Emily
- January 21st: Compile Feedback forms and submit to evaluation team (without names of evaluator)
- January 22nd: Have phone meeting if necessary
- January 23rd: Inform e-board of decision and get any feedback
- January 24th: Send decisions to speakers
- January 25th: Send out congratulations to consortium list serve with new speakers and also recognize our current speakers
- March 1st: Update website with new speaker information

Day Long Institute

I worked with Joy Pugh from Education, Outreach and Advocacy to survey Consortium members about what they would like to see for the day long institute at Creating Change. We took our original suggestions from frequently asked questions that were coming over the list serve. The sessions we decided on based on feedback included:

Social Justice Inclusion in the work of LGBTQAI centers (with a strong emphasis on race)
Presenters: John Faughn – University of Missouri, Gabe Javier – University of Michigan, Jessica Pettit, Bonnie Sugiyama – Sonoma State University

Queer Studies Academic Programs (Syracuse team) Presenters: Rachel Pepper – Yale University, Maria Trumpler – Yale University

Using CAS standards in our work Presenters: Luke Jensen – University of Maryland, Chicora Martin – University of Oregon

Networking Lunch

Offer a series of topics for individuals to network around including:

- Confidential and ethical ways to identify incoming LGBTQ undergraduate and graduate students
- Working with LGBTQ Alumni
- Balancing professional and social activism responsibilities
- Mentor Programs, Leadership Development and Service Learning Career-related programming
- How sexuality education and sexual health policies impact the LGBTQIA Community

Intern Presentations (Penn State)

Self-Care: How we care for ourselves, find and maintain balance, develop our lives outside of work (Jami Grosser – UCR)

Best Practices (Dre Domingue – NYU)

Trans Health care coverage and other trans-inclusive policies (Brett-Genny Beemyn – U.Mass, Michael Brown – Washington University)

Future of the Consortium. (Dre Domingue and Amit Taneja, Consortium Co-Chairs)

Breakfast topics for other conference days:

- Doing LGBT work within a Multicultural Center or office
- Addressing conservative voices on campus
- Helping students navigate their spiritual needs

F.A.Q's

In July I compiled a list of correspondence between people from different institutions about the following topics and submitted them to John, Nick and Joy:

Anti-lgbtq e-mails
Campus climate and assessments
Day of Silence
Domestic Partner Benefits-tax consequences
Electronic Newsletters
Financial Aid
Gender and Sexuality Centers
Gender Identity in Residence Halls
Inclusive Date Auctions
Intersecting Identities
Lavender Graduation
LGBTQ Studies
LGBTQIA Scholarships
Mission Statements
Non-discrimination policies
Preferred Names for trans students
Safe Zone 201
Sexual Assault training
Student Office Assistants
Support Groups
Technology
Transmen Healthcare
Why is Lavender an LGBT color?



John Faughn, University of Missouri,
and Emily Blake, Colgate University,
celebrate Saint Louis Pride in the rain

Education, Advocacy and Outreach



- Created and completed a member's interest survey regarding what they wanted to get out of this year's institute
- Developed this year's Creating Change day long institute itinerary and programs based on feedback from members' survey
- Attended first-ever Southeast regional gathering of Consortium professionals
- Hosted first-ever Virginia state-wide gathering of Consortium professionals

Joy Pugh, Chair

Recorder

As Recorder, my primary responsibilities are setting up conference calls, sending out the agenda, and taking minutes for the organization. In addition, this year I have taken on several other projects, which include:

- Serving as the Consortium liaison to the Campus Climate Index (CCI)
 - Solicit advice and opinions from Consortium members
 - Represent LGBT Professionals' concerns
 - Attend CCI Board Meetings
- Serving as the Consortium liaison to the Princeton Review
 - Worked as the liaison between the Princeton Review and Consortium members in gathering about 25 Sidebars by 18 different Consortium members for their book, *The Gay and Lesbian Guide the College Life: A Comprehensive Resource for Lesbian, Gay, Bisexual, Transgender Students and Their Allies*.
 - Offered extensive consultation, along with several other Consortium members, about ways to improve the book to make it more inclusive and representative of students' needs and concerns.
- Organizing a Committee to Work on Changing the Common Application
 - This semester, I am working with Gwendolyn Dean, Brett-Genny Janiczek Beemyn, and Sarah Nickels.
 - We are in the early stages of examining ways to make the Common Application trans-inclusive. If we are able to transform the application, it will impact 315 colleges and universities of which 38 are Consortium members.



Debra Bazarsky, Chair

Publications and Communications

Newsletter

- Produced Newsletter for Fall 2006 Creating Change Conference
- Produced Newsletter for ACPA/NASPA Joint Meeting

Website

- Work with Chicora Martin on website improvements (a work in progress, a HUGE shout out to Chicora!)

Meetings/etc.

- Co-Facilitated Consortium Meeting at ACPA/NASPA joint meeting with Emily Blake
- Co-Hosting Career Queers luncheon with Emily Blake and Shane Windmeyer

Annual Report

- I hope you are enjoying reading it!



John Elizabeth Faughn aka Miss P, Chair

The LGBT2/Non-Director Staff working group provides support and resources for individuals who directly report to another professional staff person doing and ultimately responsible for LGBT work on college and university campuses. We include Assistant Directors, Program Coordinators, Program Assistants, and Assistants to the Directors of LGBT Resource Centers.



Jami Grosser, Chair

Past Accomplishments:

The LGBT2 Group was created as an official working group of the Consortium in December 2005 following the NGLTF Creating Change Conference, and voted into the bylaws in November 2006. The chair of the working group has an official position on the Consortium executive board. To date, there are 37 members on the LGBT2/Non-Directors email listserv. The group gathers each year at Creating Change to socialize, share information, and provide support. In the past, LGBT2s have hosted conference calls and listserv discussions to lend support and resources for one another.

The LGBT2 group also strives to create visibility and awareness around the unique experiences of non-directors within the Consortium. We congratulate Dre Domingue and Amit Taneja, the new co-chairs of the Consortium, who are both LGBT2s!

Future Directions:

The LGBT2 group has seen declined activity this past year. For reasons including lack of time, finding support in other places, and a wide range of needs; LGBT2s have struggled to find a common focus for the group. LGBT2 new professionals require different support and activities than seasoned LGBT2s looking to transition to director positions. In the upcoming year the working group will look at ways to accommodate these needs while continuing to simply create the space for LGBT2 discussion and support.

The Consortium is a supporter of the Journal of LGBT Youth (formerly the Journal of Gay and Lesbian Issues in Education), a scholarly publication dedicated to improving the quality of life for LGBTQ youth.

<http://www.haworthpress.com/store/product.asp?sid=ETQGWE3VDMD38PPJ3999M2B3GCP91EWC&sku=J524&AuthType=4>

Nancy Jean Tubbs, Chair

Consortium membership: 306 people from 170 campuses.

Directory includes:

- 137 campuses in 39 states/DC/Canada.
- 14 led by GA's, 123 led by at least one professional staff person.
- 22 centers include Asst. Directors or Program Coordinators reporting to a Director.

How lavender is your state?:

- 19 centers = CA (1 state)
- 8 centers = IL, NY, PA (3 states)
- 7 centers = MA, MN, OH (3 states)
- 6 centers = MI (1 state)
- 5 centers = CO (1 state)
- 4 centers = FL, MO, OR, WI (4 states)
- 3 centers = ME, NC, VA, WA (4 states)
- 2 centers = AZ, Canada, CT, DC, GA, IA, IN, MD, NH, NJ, TX, UT (12 states/DC/Canada)
- 1 center = DE, HI, KS, KY, LA, NE, RI, SC, VT, WV (10 states)
- 0 centers = AL, AK, AR, ID, MS, MT, NV, NM, ND, OK, SD, TN, WY (13 states)

Congratulations to the newest campus centers established in 2007:

Baldwin-Wallace College
California State University, San Marcos
Connecticut College
Florida International University
Southern Illinois University
Towson University
University of Illinois, Springfield
University of Michigan, Flint
University of Northern Colorado
University of Wisconsin, Parkside
Utah State University
Washington University in St. Louis

Thank you to the Membership work team:

Chicora Martin, Listserv wrangler
Bonnie Sugiyama, Online Membership Form developer
Jessica Pettitt, Treasurer
Gin and Steve Schaeffer, Map makers