

**ANNUAL REPORT**

**GAY, LESBIAN, BISEXUAL,  
TRANSGENDER STUDENT SUPPORT  
SERVICES OFFICE**

**July 1, 2010 – June 30, 2011**

**INDIANA  
UNIVERSITY**

## INTRODUCTION

He didn't enter the office the way some students have in the past – through the back door, looking somewhat frightened, sounding very timid. “I've walked by this office for weeks, now, and decided that today was the day I should come in and talk to somebody,” some of those students would say. Nor was he like the students on the other end of the spectrum, who we encounter more often these days – wearing an “OUT and PROUD” T-shirt, animated, energetic and ready to take on the world in the name of GLBT rights!

Gus was relatively soft-spoken, but obviously self-assured and he simply wanted to offer his time as a volunteer in the office. I assumed he was probably one of the many allies who regularly apply to volunteer or intern with us these days. A biology major, a Hutton Honors scholar, he spent a recent summer as the desk manager of a local homeless shelter. He performs in weekly improvisational comedy shows. And, as a result of shadowing a surgeon and observing heart surgery at Children's Memorial Hospital in Chicago last year he plans to attend medical school to become a surgeon himself. Oh yes. I was wrong about my assumption. Gus happens to be gay.

Because this was an unusual year in the GLBT Office as staff experienced the long-awaited renovation project of the first floor of our building, we worked in the midst of scaffolding and paint cans and dry-wall materials for over 4 months. And, so the usual volunteer tasks of shelving library books, doing work on the web, and greeting visitors to our office were somewhat limited. That didn't seem to bother Gus. He simply decided he'd help with the renovating...literally!

Noticing an antique china cupboard in the old dining room which would soon become the library in the house where our office is located, Gus observed that the brass handles on the drawers were in terrible condition and, since the cupboard was about to be painted, could he clean up the brass work for us? Why not! And, so, we purchased brass cleaner, brought in some old rags and for several weeks, during his regular shift, Gus, painstakingly polished and cleaned the antique brass handles on that old china cupboard. In the process, we got to know Gus; he assisted us with several other projects, represented us at several events, and utilized a few of the resources from our library.

It's not likely that anyone will ever volunteer in our office again in such a manner, but it seems to me that the time and energy which Gus offered to us says a lot about what we do. We utilize the gifts of the students who relate to us to make their lives and the world at large a little bit brighter. We help people who may not see the beauty within themselves discover their own unique loveliness. And we work to help those who don't seem to understand to see things in new ways. The pages that follow will tell some of the stories about how that happened in the GLBT Office this past year.

## **SERVING STUDENTS, PARENTS, FACULTY, STAFF, AND ALUMNI**

Each month provides us with a wide variety of encounters with people seeking information and/or support regarding issues of sexual orientation and gender identity. The month of **July** was no exception. A student who was on academic probation came to us looking for assistance in explaining to his Dean the stress he was under in relationship to coming out to his parents. A letter from our office to his Dean and improved summer grades led to the lifting of his probation. A faculty member in Communication and Culture contacted us about involving 8 students in a service-learning project for the fall. We agreed to work with the professor in providing learning opportunities for those students. A staff member at a Hospice in Phoenix, AZ contacted us for a reference for a former student volunteer in our office. The student was hired following our conversation. An IU alumnus who now directs the Campus Pride Project worked with our office to co-host an OUT & Greek Conference to be held on campus in November. And two women who are new to the community visited the office and presented us with a generous check to purchase documentaries for our library.

In **August** an undergraduate student visited the office hoping we could assist him in the development of his independent study on glbt people seeking asylum. Staff helped him network with experts in the field here in Bloomington and on the east coast. In response to correspondence with the author of a series of books for glbt adolescents, a member of our staff was asked to review her latest essay. The Assistant Director of the Health Center met with us to discuss a 'gaming platform' which addresses health behaviors and lifestyle choices among college students including issues related to stress, alcohol abuse, and sexual consent. We agreed to serve as consultants regarding glbt student needs. And, once again, volunteers served over 1200 incoming students scoops of 'rainbow' sherbet at the annual Culture Fest for incoming students.

During the month of **September** we met with a number of new students including one young man who was struggling with his gay identity. Meeting with the student, we listened and suggested several ways he might gain a larger perspective on living proudly as a gay man, providing him with brochures, book suggestions and film titles from our library. We also corresponded with a former IU graduate student who sent us information about a You-Tube presentation entitled "It Gets Better" featuring the stories of glbt professionals who experienced harassment during high school. In the wake of the suicide of a gay student at Rutgers and the national press coverage surrounding that story we continued to receive and distribute information about this creative response to bullying. This was also the month when our Library interns and our Outreach intern collaborated on a very effective display in our Library for Banned Books Week.

**October** brought with it requests for funding for a conference on transgender issues from the Social Work professor who supervises our Social Work and Counseling interns. Funding was provided. The Director of a transitional housing facility in our community asked for help in working with their first transgender student. Members of our staff, including our social work intern, provided an in-service. A student leader at Purdue wrote and asked the Coordinator to visit their campus in the spring to assist in the development of a glbt support service for their campus. And the lesbian mother of a gay high school student emailed us to ask if a weekend visit to our office was a possibility when they came to tour the campus. Arrangements were made to meet the student and his two moms the last Sunday of the month.

In **November** our Office Assistant was busy making arrangements with various personnel in the Architect's Office to begin the renovation of the first floor of 705 E. Seventh Street. Our social work intern was developing a "Hot Topics" discussion series and assisting another student in the development of a PSA (Public Service Announcement) about the office. Our counseling intern had a full load of clients. Our library interns were involved with up-dating our library system. Our Outreach Coordinator was working with the Alumni Office to organize a series of events around the PRIDE Film Festival in January. The Advisory Board was planning another GLBT 'Spirit' Award ceremony. And our Coordinator traveled to Arlington VA to meet with a former student who has been in prison for seven years in preparation for serving as a witness at the student's trial in the coming months. He also met with the student's parents.

**December** provided us with the opportunity to acknowledge year-end gifts from several regular contributors as well as significant contributions from three alumni whose generosity will enable us to purchase new furniture following the renovation of our offices. Our staff also visited with the Vice Chancellor of Student Life and Learning at IUPUI to assist their campus in the development of a center for glbt students. We provided support for a graduate student who had experienced harassment in the community and, as a result of her creative response to the incident; we encouraged her to consider serving on the Bloomington Human Rights Commission. Our staff also responded to a request from a colleague in the Division of Student Affairs to provide statistics and scenarios from a typical week in the life of our office. The DSA Assessment Committee is gathering data in the hopes of assisting with future funding. (See "A Week in our World" pp. 6-7 in this report)

A student intern with the New York Times called our office in **January** to ask about our services in relationship to a positive rating the campus received in 'The Advocate College Guide,' citing IU as among the most glbt-friendly campuses in the nation. A transgender staff member contacted us about some confusing signage at the SRSC and in conversation with the Director of Recreational Sports more appropriate language will be used in future signage. At the encouragement of a faculty member in Informatics, staff met with a graduate student who had just come out to his wife of four years. Staff met with student's wife, as well, and encouraged honest dialogue, professional counseling and utilizing various resources in our office. A student leader from a conservative religious organization on campus met with us to discuss a program the organization hopes to host this semester entitled "Jesus and the End of Homophobia." We offered insights and agreed to assist with publicity.

During the month of **February** one of the student members of the Advisory Board worked with staff in the office to enable several students to attend this year's Midwest BLGTA College Conference in Ann Arbor, MI. The GLBT Alumni Association assisted with the cost of registration and housing. Faculty and staff requested assistance in petitioning state legislators to vote against a pending anti-gay marriage amendment. We communicated our concern about a constitutional amendment with the Provost and the Bloomington Faculty Council and arranged for an online petition to be made available for those interested. Our Outreach Coordinator worked with a staff member in the Career Development Office to present a program entitled "Out on the Job". Staff also met with potential members of this year's Men & Women's Rainbow Cycling Team as plans for Little Five 2011 began to materialize.

In **March** the office received a call from the parent of a former student seeking information about how to 'reconcile' her son's homosexuality with her own religious convictions. Following a brief conversation we sent several brochures to her that addresses the issue of relating to one's gay/lesbian sons/daughters and finding ways to integrate one's faith with issues of difference sexual orientations. An undergraduate student in Film Studies consulted with us on an interesting project seeking community response to the random showing of a brief film on the street of two men kissing. Suggestions and contacts were made with city officials. The project was staged successfully with some interesting feedback and the student won an award for his efforts. And students submitted a grant request to the GLBT Alumni Association through our office to purchase T-Shirts for this year's day of Silence. Grant request was approved.

As renovations neared completion, the work of the office continued into the month of **April**. A staff member at the IMU contacted us about an outstanding debt which the OUT organization owed for rental space. Following discussions with the OUT officers and Advisors, the Office agreed to assist the student group as a gesture of goodwill. The president of another student organization, SAGE (Sexual Orientation and Gender Identity Equality) contacted us about organizing a plan to organize a postcard campaign to support gay marriage. We agreed to meet with the student leaders over the summer to assist them in their planning. The GLBT Anti-Harassment Team received a police report about a public disturbance involving two gay students who are in a relationship with one another, noting that one of the students asked that the report be sent to the office. Coordinator emailed the student offering whatever support might be useful. And a student in need of financial support was encouraged to apply for an Emergency Scholarship through the GLBTAA. Request was granted enabling the student to graduate.

Summer Orientation leaders met at the office early in **May** to learn, first-hand, about the work of the office in preparation for speaking to incoming students. A recent graduate sent a letter to the office thanking us for the support we provided him during a difficult time in his life. In conversation with a generous member of the GLBTAA we were able to provide funding for an undergraduate to attend a summer leadership conference called Camp PRIDE, directed by a former IU HESA grad who runs a variety of national programs through his organization called Campus Pride. In the midst of some major housecleaning, various items from our library were transferred to the Archives on campus. And a former student who had to drop out of school for financial reasons sought help to be re-instated. Letters were written to the General Studies Office and the Office of Financial Assistance.

The month of **June** found us responding to a variety of staff requests, including a request for assistance in developing a 'Positive Space' training session for staff in the Kelley School of Business, participation in an Open House in the fall for International Students and involvement in the Resource Fair for new RA's in Residential programs and Services. The Coordinator also met with a researcher at the Kinsey Institute as he pursues studies on the impact of pornography on the internet on the identity development of young gay men. The month ended with an IDS article featuring quotes by office staff on the issue of safety for glbt students in Indiana Schools. The results of this national study by GLSEN (Gay, Lesbian Straight Educators Network) may lead to a special state-wide outreach effort by the office in the coming year in collaboration with the campus Health Center and a professor on campus whose research on glbt individuals in rural communities is well known.

## MINING THE MINUTES

Membership in the GLBT Office Advisory Board includes 8 students (undergraduate and graduate, including an IUSA representative), 8 IU staff members, and 8 faculty members. The group meets twice each semester for sharing information and, occasionally, to discuss larger campus concerns and/or office policies. Co-sponsored programs with the office and glbt-themed events are always highlighted. Here are a few notes from those meetings:

- Faculty member George Pinney shared his enthusiasm for the upcoming production of “Rent” by the Theatre Dept. The office assisted in planning promotional events and Coordinator will appear on a panel in discussing AIDS in the gay community
- A brief discussion was held concerning the pros and cons of allowing students to identify their sexual orientation or gender identity on their Admissions informational forms.
- BAGEl Nights (social hours at the BBC hosted by our office) were announced for the fall and spring
- Andrew Sullivan lecture, 10/13 was co-sponsored by Union Board and the office
- Sexploration Week was held in October in collaboration with the Health Center
- A two-day interdisciplinary symposium entitled “Queering the Countryside: New Directions in Rural Queer Studies” took place on campus in November. We assisted a professor in the Department of Communication and Culture with publicity
- The office collaborated with Union Board in hosting a display of a portion of the NAMES Project Quilt in the IMU in November
- The OUT and Greek national leadership conference was hosted on campus under the leadership of IU grad, Shane Windmeyer and scholarships for 3 students to attend were provided by the office
- Articles for the GLBTAA monthly newsletter were solicited
- A Candlelight Vigil in memory of the victims of glbt-related suicide and harassment was held in Dunn Meadow and was well-attended.
- The GLBT ‘Spirit’ Award was presented at a special ceremony in December, for the first time, to multiple recipients – 2 undergraduate students, a staff member in the Theatre Department, a faculty member in Communication and Culture, and the Department of Athletics
- PRIDE Film Festival and GLBT ‘Homecoming’ events took place in January, co-sponsored by the office and our staff participated in many PRIDE Weekend events
- A lecture by New Left Media’s Chase Whiteside in February entitled “Gay Rights, the Media & the Tea Party” was co-sponsored by the office and several other student organizations
- Sigma Phi Beta (gay/ally fraternity) pursued their charter status with encouragement from the office
- A fundraiser was planned and held on behalf of the men’s and women’s Rainbow Cycling Teams (Little 500)
- Our annual Rainbow Reception took place prior to graduation for glbt graduates and allies
- Several PRIDE festivals around the state had representation from the office during the month of June

## **A WEEK IN OUR WORLD**

### Assessment of Tasks Accomplished and Hours Worked in the GLBT Student Support Service Office

This report covers a 5-day period worked in our office in the fall of 2010, but the days vary a bit for students and professional staff, because of illness on the part of some staff and the fact that the furnace gave out and the office was closed for a day. The dates cover the time period beginning on Monday, December 6 and concluding on Tuesday, December 14, 2010.

#### **Coordinator -Total - 50 hours**

- Face to face meetings - 16 hours including such things as a meeting with my supervisor, an interview with a HESA student, a counseling session with an undergraduate student who had been attacked for being gay, an evaluation with our SLIS interns, a meeting to plan the ML King Day Unity Summit, a meeting with the committee giving guidance on building renovations
- Phone calls - 3 hours including a conversation with a staff member in Student Activities regarding concern for a particular student, a conversation with the Director of the Bloomington Human Rights Commission to discuss a student interested in serving on the commission, a discussion with a student about how to organize IUB students to attend a conference in the spring
- Emails - 10 hours organizing meeting times, setting up interviews with students, answering questions, making referrals (one student wanted resources on transgender issues for a project, another had experienced a hate incident and we set up a time to meet, the Director of Nursing at Bloomington Hospital wanted a panel to speak to the unique medical needs of individuals in the glbt community and I emailed various people to join me in the venture)
- Preparation - 21 hours of letter writing (thank you letters to donors, letters of recommendation for former students seeking jobs or grad school entrance, weekly letter to former student in prison) , filling out evaluations (for student interns), compiling monthly overview, preparing forms for new practicum students

#### **Office Assistant – Total - 38 hours**

- Face to face meetings - 10 hours greeting students, assisting library patrons, supporting volunteers and service learning students, communicating with physical plant employees who are involved in our renovation project
- Phone calls - 4 hours answering questions regarding glbt-friendly professionals in the community, communicating with staff at the IU Foundation, making referrals, raising questions with fiscal officers, giving information about the office
- Emails - 11 hours responding to requests for assistance and information, posting events or sending notices, correspondence regarding building maintenance, accounts
- Preparation – 13 hours related to updating various Foundation accounts, keeping the web page and calendar current

**Student Staff** (including 2 SLIS interns, 1 Social Work intern, 1 Counseling intern from the School of Education - all unpaid - and 2 paid office assistants) – Total 70 hours

Library interns - 21; Social Work intern – 17; Counseling intern – 19; Office Assistants – 13

- Face to face meetings – 22.5 hours assisting library patrons, providing counseling, working with volunteers, directing students to various services including HIV testing
- Phone calls – 3 hours answering questions regarding various glbt student groups, acting as a receptionist and referring callers to correct staff

- Emails – 12.5 informing library patrons of overdue resources, providing information on the library, community resources, campus groups, arranging counseling sessions with clients
- Preparation – 32 hours updating the web page, preparing the calendar, searching for grants for library purchases, writing case notes, developing surveys, researching various resources to improve office operations, writing minutes from staff meetings

## A story

During the course of any given week, we are privileged to have the opportunity to visit with scores of students, to chat on the phone with parents, to respond to email messages from faculty and various staff around the campus and, even to correspond with alumni and members of the larger community. It is the students, however, who provide us with the most interesting encounters and who often inspire the very work that we do. A sample of some of the scenarios from a typical month (November 2010) in our office will follow this story, but allow me to tell you about one of those students whom we served this semester and who, in turn, is serving the campus, himself.

Barton visited our office early in the semester to share his excitement about an Individualized Major which he is pursuing. He is an undergraduate student doing considerable research on a host of issues not commonly addressed by the glbt community – incarceration, immigration, spirituality, rural youth concerns. In seeking resources in some of these areas, we were able to provide Barton with some solid information and to introduce him to some individuals in the community and beyond who have already done work in some of these areas.

Over time, office staff got to know Barton and to affirm the good work he was doing on the campus beyond his research. His work with several advocacy groups was something he took quite seriously and so, when it was time to select students to receive the GLBT ‘Spirit’ Award, Barton was nominated by four separate individuals, all of whom described him as an incisive thinker and a relentless activist. Barton was one of two students to receive this year’s ‘Spirit’ award and, in addition, was awarded a \$1000 scholarship by the GLBT Alumni Association based on his scholarship and activism.

In recent weeks, as his interest in issues surrounding incarceration has increased, Barton has taken on the added responsibility of corresponding with a former IU student who is currently serving a prison sentence in Arlington, VA. Having visited with this student and his family in Arlington back in November, the Coordinator suggested that Barton might be a source of support to this student, even as he gains input into his experience in prison. Hoping that the student from VA will be able to resume his studies following his release from prison in the spring, I felt it would be useful for him to know that there were students on this campus willing to befriend him when he returns. All in all, our association with Barton has been a win/win experience throughout the semester.

## INTERVIEWING AN INTERN

Being the GLBTSSS' Volunteer Coordinator this past school year has been one of the most amazing, interesting and challenging things I have experienced during my four years at Indiana University. I was amazed by the people I have met, who have taught me so much about themselves and about the community and who devote their lives and spare time to creating a more equal and diverse society. I was so interested in what the role of an ally is in the GLBT community and what kind of impact I could have on a community that I did not necessarily identify with at first. I was challenged by the things I did not know and the work that was laid out in front of me, in front of all of us, to help create a society of equal rights and a safe place for us all to live. Working at the GLBTSSS has changed me. I left my experience here with a new sense of community and an urgency to fight for what is right. I was inspired by the volunteers I worked with every day and the amazing staff who helped me along this journey. The GLBTSSS office was a second home to me as I hope it is to everyone who visits it. I will never forget the experiences I had or the people I met. I am so grateful to have worked for such an amazing office at such an amazing school! *Arielle Wiesenfeld, Social Work Intern*

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Being accepted as the GLBT Outreach Coordinator/Alumni is in some ways gratifying yet altogether terrifying. Having the responsibility of arranging GLBT-related programming for a university and its alumni can be a daunting task. Needless to say, I came into this position with a certain amount of trepidation, but with the simultaneous sense that it would be a rewarding and deeply enlightening adventure to undertake. Last year, I oversaw a month long "Banned Books" exhibit in the GLBT library highlighting contested GLBT literature in public schools. Along with continuing GLBT traditions like Gay Bagels, I had the pleasure to invite new and exciting speakers to campus, like Chase Whiteside, engaging 21st century students with topics like gay rights, the internet, and the Tea Party. At the Alumni office, I get the fantastic opportunity to work with GLBT alumni who aim to make student and alumni lives better through scholarships, grants, and rewarding programming. Perhaps the biggest lesson I have learned this past year is the enormous diversity IU offers. Not only does this position allow me to work with people, on and off-campus, of different demographics, but, perhaps of more value, I get to work with vastly different personalities and people with different strengths. This has not only taught me to adapt but has given me a renewed love for public service. I am excited to be the first individual to continue into a second year at this post, and I am most grateful to the incredible staff both at the GLBT Office and the Alumni Office. *Eric Gonzaba, Outreach Coordinator*

## CONCLUSION

And, so, another year of service has ended and as we look to a new fall term we are anticipating a ribbon-cutting ceremony in September to celebrate the long-awaited renovation of the first floor of 705 E. Seventh Street – the building that has housed the GLBT Office since its establishment in 1994. Much could be said about this project. We are certainly grateful to the university for making these much needed repairs a reality, especially our Dean of Students, Pete Goldsmith for his strong support in advocating for us. We also appreciate the efforts of Bill McCoy from Physical Plant who directed an amazing crew of painters, electricians, carpenters, all the time keeping a close eye on a tight budget. We give thanks for the staff in our office, student interns and volunteers who worked in the midst of dust and paint fumes, climbing under scaffolding day after day and being relegated to a room on the second floor to plan projects and carry on the every-day services we provide. And all of us have been touched by the generosity of four special friends who contributed over \$20,000 to provide us with brand new furniture. Each has chosen to remain anonymous.

The transformation of our working space is nothing short of striking, but more than that, I think it is symbolic of the work we try to do day after day, month after month, year after year. In supporting students at a vulnerable time in their lives we attempt to help them see themselves as the good and gifted individuals that they are. That's especially important for the gay, lesbian, bisexual, and transgender students who walk through our doors and who don't always see themselves as worthwhile human beings because of what society has told them for far too long.

As I think about the changes that have happened in our culture since the GLBT Office opened 18 years ago, I am mindful that the US military is on the verge of welcoming openly gay and lesbian recruits into their ranks for the first time in history. I am encouraged by the debate going on in various states and at the national level about the rights of glbt individuals to marry the people they love. And I continue to marvel at the courage of business leaders, entertainers, politicians, and religious leaders who identify themselves as lesbian, gay, bisexual or transgender or as strong supporters of their glbt friends and family members.

The world is, indeed, beginning to see the members of our community as they deserve to be seen and the work which campuses like ours have done to open minds and hearts is, to some extent, a part of that transformation. It took a long time and the efforts of many people to see value in renovating an old home on the IU campus whose paint was peeling, whose walls were crumbling and whose carpets were torn. It took some vision to see how we might be able to reflect the character and strength and beauty of the original designers of this old house. It has, also, taken a long time for many people to recognize the strength and beauty of people whose sexual orientation and gender identity may be different from the norm. There is still more renovating to do, but we have some things to celebrate this year, even as the work goes on.

Doug Bauder, Coordinator  
GLBT Student Support Services  
Indiana University

The following individuals assist us in our work:

***Advisory Board:***

**Students**

Robert Clayton  
Eric Gonzaba  
Shaily Hakimian  
Gopinaath Kannabiran  
Bethany Lister  
Ashley Martin, IUSA Rep.  
Julia Napolitano  
Nic Perfetti  
Rick Stark  
Jain Waldrip

**Faculty**

Professor Angela Courtney, Library & Information Science  
Professor George Pinney, IU Theater Department  
Professor Laura Scheiber, IU Anthropology Department  
Professor Susan Seizer, IU Comm. & Culture Department  
Professor Rex Sprouse, Germanic Studies & Second  
Language Studies  
Professor Carolyn Wiethoff, Kelly School of Business  
Kim Davis, Indiana Resource Center for Autism  
Professor Thomas Nelson-Laird, School of Education

**Staff**

Beth Ellis, Tim Ellis Realtors  
Helen Harrell, Budget Manager, African Studies Program & OUT Advisor  
Amy Ira, User & Systems Support Specialist, SES Data Access & Security Office.  
Bethany Lister, International Affairs  
Dan Murphy, Orientation  
Liam Newlin-Blackwell, Reporting Analyst – University Reporting and Research  
Melanie Payne, IU Orientation Programs & Services  
Brad Stepp, Staff Psychologist, IU Counseling & Psychological Services  
Bill Shipton, IU Residential Programs & Services

***GLBT Office Staff:***

Carol Fischer, Office Assistant (full-time)  
Anthony Duncan, Web/publicity/office Assistant (hourly Fall 10 & Spring 11)  
René Henry, Library Coordinator (hourly, Summer 10)  
Sarah Fisher, Library Coordinator (intern Fall 10, hourly Spring 11)  
Allison Fredrickson, Library (intern Fall 10)  
Eric Gonzaba, Outreach Coordinator & GLBT Alumni Association (hourly, Fall & Spring 10/11/current)  
Arielle Wiesenfeld, Social Work Intern (Fall/Spring 10-11)  
Paul Hagan, Counseling Intern (Fall/Spring 10-11)  
Anthony Ooley, Intern (Summer 10)

Doug Bauder, Office Coordinator