

July 1, 2007 - June 30, 2008

ANNUAL REPORT

Gay, Lesbian, Bisexual, Transgender Student Support Services

**Indiana
University**

MISSION

The Gay, Lesbian, Bisexual, Transgender Student Support Services Office is a resource center for the entire university community, supplying educational resources on glbt issues and offering information, counsel, and support for glbt individuals, their families and their friends. The office provides a welcoming environment for individuals seeking to grow in their understanding of issues related to sexual orientation and gender identity. We provide a lending library with hundreds of current books, magazines, videos and DVD's. We utilize a listserv and host a web page which provides information for the campus and the larger community, including a resource list of professionals who are sensitive to glbt issues in the area of health, religion, psychology, business, and law. We provide a variety of learning opportunities to promote academic and personal growth for students including internships (HESA, Social Work, and Counseling), work study positions, and volunteer opportunities.

PROGRAM

The programs which we offered this past year sought to promote intellectual growth, effective communication, enhanced self-esteem, leadership development, appreciation of diversity, collaboration, and a sense of social responsibility for the students we seek to serve. Listed below are the top ten programs which we sponsored or co-sponsored this past year:

- **Honoring Diversity Through Art** – an art and poster display featuring the work of IU students representing what diversity means to them. The art was on display in the IMU Gallery during the month of August with the intent of highlighting the university's non-discrimination policy during a summer visit from the Boy Scouts of America whose own policies are viewed by many as discriminatory.
- **Culture Fest** – a welcome festival for all incoming students featuring a major speaker, food, music, and interactive games. Our office provided information to over 1500 students while serving 'rainbow-flavored' ice cream. *August 30, 2007*
- **Open House** – our annual cook-out with our neighbors at La Casa helped to welcome dozens of new students to campus during Welcome Week. *August 31, 2007*
- **First Fridays** – affectionately called 'Gay Bagels,' this event brought scores of students together at the Bloomington Bagel Company the first Friday of every month for socializing and free bagels and cookies.
- **'Spirit' Award** – held, this year, at the BBC, this annual gathering honored an IU undergraduate and a faculty member who have worked for inclusion of and equality for glbt individuals. *December 7, 2007*
- **"Fearless" Exhibit** – another exhibit in the IMUG featuring the work of photographer Jeff Sheng from the University of California. Jeff also presented a program on his outstanding collection of photographs featuring glbt high school and college athletes. *November 12-25, 2007*
- **Black Bisexual Men and HIV** – a program in collaboration with Applied Health Science. *November 29, 2007*
- **'Remember Who Made You'** - a powerful one act play by gay actor and activist Jeffrey Barnes exploring the myths, fears, and joys of being gay and Christian. *January 29, 2008*
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PROGRAM (Continued)

- **The Sex Workers' Art Show** – a traveling cabaret examining, through art, the intersections between sex work, sexuality, ethnicity, gender, and class. *February 24, 2008*
- **Day of Silence** – Students were encouraged to take a vow of silence to represent the way glbt individuals often feel silenced in our larger culture. “Embrace Diversity” T-shirts were distributed to 1000 students. The day ended with the showing of the award-winning film “For the Bible Tells Me So” followed by a panel discussion with three glbt-friendly religious leaders from the community. *April 23, 2008*

LEADERSHIP

In 2006 the Director of Tourism of the Bloomington/Monroe Convention & Visitors Bureau invited our office to join with the CVB to host the annual Midwest BLGTA College Conference. In 2007 several students, working with GLBT Office staff developed a bid package and were awarded the opportunity to host this annual conference which brings together over 1500 students from around the Midwest to a weekend conference stressing personal and leadership development. We currently have over 25 students working on a Planning Committee to host the conference in February 2009. Paid and volunteer students are taking the lead in the areas of Programming, Publicity, Entertainment, Logistics, and Finance. This is promising to provide an amazing array of leadership opportunities for a wide variety of students. We expect 100 IU students to take advantage of full scholarships which will enable them to participate in the conference at no cost.

This past year we hosted four graduate students as interns – a Student in Higher Ed and Student Affairs, a Social Work intern, a graduate student from the School of Library and Information Science, and a counseling intern from the School of Education. In addition to our interns we provide 8 students with the opportunity to serve on our Advisory Board along with faculty and staff. The Board meets twice each semester. Several students assist us in facilitating support/social groups which we sponsor and are responsible for reporting to the Coordinator on a regular basis.

ORGANIZATION & MANAGEMENT

Weekly staff meetings and mid-semester and end of the semester evaluations, coupled with weekly supervisory sessions assist in evaluating performance and examining goals and objectives of our student employees. The Coordinator and Office Assistant meet weekly to discuss assignments. We strive to provide occasional training experiences for our interns as part of their continuing education. Because the office is relatively small, many informal conversations take place daily assisting in the flow of communication.

HUMAN RESOURCES

The GLBT Office is fortunate to have two competent full-time staff whose skills complement each other exceedingly well. In addition, we have a variety of highly-motivated students who serve as interns, part-time paid staff, and volunteers. Selection, training, supervision, and evaluation of staff are taken seriously, the level of services is reviewed regularly, and issues of confidentiality are essential.

FINANCIAL RESOURCES

The campus provides adequate funding for the services which our staff seeks to provide. Fortunately, those funds are augmented by individual donations which are inspired by the GLBT Alumni Association, a group which is the result of a student initiative in the office over ten years ago. Donations from private individuals for this past year totaled \$7,699.88. In addition our Endowment Fund was increased by \$12,050.00.

FACILITIES, TECHNOLOGY & EQUIPMENT

Excitement is building as the GLBT Office anticipates the opportunity to expand its services during the next calendar year upon the relocation of the Office of Student Ethics and Anti-Harassment Program. Their staff will be moving to 801 N. Jordan some time in 2009 at which time we hope the campus will approve renovations and repairs, allowing us to design a more spacious reception area, to provide a private office for the Coordinator, to expand our library, to create a lounge for students who visit the office and to create more space for the growing number of students requesting internships in our office. We have been in conversation with the Board of Directors of the GLBT Alumni Association who has expressed an interest in assisting us with a capital funds drive to provide new furnishings and computer equipment for our expanding services.

LEGAL RESPONSIBILITIES

While we have no law students working on our behalf, the office is fortunate to be located next to the Student Legal Services on campus and we have formed a collaborative relationship with our neighbors to the west over the years. The Director of SLS contributes to our library on a regular basis and we refer students to the SLS staff on a regular basis. Over the years we have also received good advice from University Counsel about a variety of matters from copyright laws to issues of liability and assistance with questions about changing legal obligations.

EQUITY & ACCESS

In planning programs, in offering services, and in hiring staff we seek to ensure that services and programs are provided on a fair and equitable basis and that facilities are accessible. We regularly consider the needs of students who experience discrimination and/or harassment and seek to assist such students by referring them to the Office of Student Ethics or one of the Incidents Teams which provide support and intervention to students. We are also in ongoing contact with the Bloomington Human Rights Commission when the discrimination or harassment students experience happens in the larger community.

CAMPUS & EXTERNAL RELATIONS

During the past year, the Coordinator reported to the Directors of the various offices in the Division of Student Affairs, each of which collaborated, at some point, with the GLBT Office assisting students, sponsoring programs, answering questions, providing information and support. Those offices include the Alcohol & Drug Information Center, the Career Development Center, Disability Services for Students, The Health Center, including Counseling & Psychological Services, Student Activities, Student Advocates, Student Ethics, Student Legal Services, and Veteran's Affairs. In addition, we work closely with Residential Programs & Services, providing training for staff and programming in various residence halls. We assist the Orientation Programs Office every summer. We consult with Union Board periodically and meet regularly with the Directors of all the cultural centers on campus, collaborating on programs and providing support for glbt students of color. We have established positive relationships with a variety of campus ministers as well as leaders of a number of faith communities around Bloomington. We have also served as consultants, on occasion, with the Mayor's Office and the Bloomington Human Rights Commission. And we have created several innovative programs (First Fridays, Rainbow Dinner) with area businesses like the Bloomington Bagel Company and the Village Deli.

DIVERSITY

The previous paragraph speaks of our office's commitment to diversity. From working with the planning committee to organize our annual Culture Fest on campus to collaborating with organizations like Hillel to host speakers to seeking support for an international students struggling with issues related to sexual orientation, our staff is committed to making diversity as much a hallmark of the work that we do as possible. The office coordinator serves on the Commission on Multicultural Understanding, the Martin Luther King Jr. Day Planning Committee and meets with a community organization called Bloomington United which responds creatively to hate incidents in the community.

ETHICS

Whether our office is advising students on human subjects research, seeking to maintain the highest principles in the use of technology, asking questions about policies related to copyright laws for the screening of DVD's from our library, or simply wanting to ensure the fair and objective treatment of all persons with whom we deal, we have colleagues with whom we can quickly consult to get accurate and sensitive guidance on a host of ethical issues. Mindful that few GLBT Offices operates within such an organizational structure, the work of our staff has been greatly enhanced by the fact that we share space with the Office of Student Ethics & Anti-Harassment Programs and our Coordinator is supervised by their Director.

ASSESSMENT & EVALUATION

The opportunity to compose an Annual Report based, in part, on monthly overviews from our office contacts and reports from full-time and student staff assists us in evaluating our mission and goals. This process has been augmented by periodic reviews or assessments by students in the HESA (Higher Ed & Student Affairs) Program. An annual retreat held by the Division of Student Affairs assists us in this process, as does attendance at periodic professional conferences.

As we reflect on another year of service to the campus and the larger community, I am mindful that, stated simply, the mission of the GLBT Office is to help students (and all whom we serve) to 'make connections'...with themselves, with others, with agencies which advocate for issues of justice, and with potential employers. And so, I think about the young man who, one year ago, was very much 'in the closet,' unsure of himself and what he wanted out of college. This year he has a chosen major, works regularly in our office and is utilizing his considerable gifts to plan a major conference which the office will be hosting. All this while seeking independent financial status because, since 'coming out' he is no longer receiving financial support from his family. Or I think of the young woman who was an outstanding student in the HESA Program who is now working on the staff of the NCAA in Indianapolis. Before graduating she spoke to us about how much the office meant in encouraging her, as a lesbian, to 'be herself'.

I recall that during the past year the Director of the Bloomington Human Rights Commission, the President of the Bloomington Faculty Council, the pastor of a local congregation and our own congressman contacted our office asking for our assistance in assisting with a variety of issues which were about helping others to make connections. We heard from the father of a former student who is a professor at a college in the east. During his sabbatical, he wants to develop a program to help parents assist their children in the 'coming out' process. He credits our association with his son as the inspiration for this idea. A professor in the School of Business on this campus asked us for a letter of recommendation as she sought a new administrative position and a professor in Social Work called us, concerned for a student in crisis, regarding his sexual orientation. He, then, accompanied that student to our office to make sure he received the support he so, desperately, needed. Each of these situations and hundreds more are about 'making connections.' It is a responsibility which we take seriously and one which we feel is a distinct privilege.

The following individuals assist us in our work:

Advisory Board:

Students

Jakob Cutter
Meghan Dwyer
Rebecca Jimenez
Chelsea Rood
Bryan Popa
Alex Simmons
Dustin Weddle

Faculty

Professor George Pinney, IU Theater Department
Professor Rex Sprouse, Germanic Studies
Professor Laura Scheiber, IU Anthropology Department
Professor Carolyn Wiethoff, Kelly School of Business

Staff

Kim Davis, Indiana Institute on Disability Community
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.
Liam Newlin-Blackwell, Reporting Analyst – University Reporting and Research
Melanie Payne, IU Orientation Programs & Services
Andrew Shea, Staff Psychologist, IU Counseling & Psychological Services
Bill Shipton, IU Residential Programs & Services

GLBT Office Staff:

Carol Fischer, Office Services Assistant Senior (full-time)
Eleanor Moss, Library Coordinator (hourly)
Kyle DeWitt (Fall semester), Program Coordinator (hourly)
Solomon Hursey, Office Assistant (work-study/hourly)
Chelsea Rood, Outreach Coordinator Spring 2008 (Practicum Student)
Alison Marks, Fall/Spring Counseling Intern 2007-08
John Loveland, Summer Counseling Practicum Student 2007

Volunteers:

Ryne Shadday
Sarah Stumpf, Assistant Library Coordinator (2007-08)
Michael Morris, Assistant Library Coordinator (Summer 2008)

Doug Bauder, Office Coordinator