

GAY ▾ LESBIAN ▾ BISEXUAL ▾ TRANSGENDER ALUMNI ASSOCIATION

REACHING OUT

Indiana University Alumni Association • Vol. 6 • No. 2 • Spring 2003

Anti-harassment efforts thrive on campus

Restorative justice: a victim-centered community effort to give back to victims what has been taken from them, whether it be property, an academic credential, a safe environment in which to learn and live, a sense of dignity ... or simply a feeling that someone cares. That is the common project of three Indiana University "teams" that have won national recognition.

Selected IU staffers, graduate students, and faculty are invited to serve on the teams to respond to reports of discrimination based on race, gender, gender identity, religion, nationality, or sexual orientation. Working with complainants, team members decide how best to intervene, especially in ways that provide a positive learning experience for the offender. The teams have no official authority to enforce their decisions, only the power of persuasion.

IU criminal justice professor Harold Pepinsky calls IU's teams the best examples he knows of restorative justice because they so completely empower the person who has been

targeted. The complainant calls the shots at every step of the process, including whether to maintain anonymity and whether, how, and how long to pursue a remedy. Actions that a team might take include: mediation between a victim and an offender; referral of a victim to other resources on campus, such as the IU Police Department or the Office of Affirmative Action; and advocacy for changes in IU policy. On the latter front, the GLBT Anti-Harassment Team joined a number of groups and individuals to support the creation of the GLBT Student Support Services office back in 1994 and, more recently, the adoption of domestic-partner benefits for IU faculty and staff.

Among U.S. colleges and universities, "there's no place I know comparable to IU" in the effort to address and educate about bias-motivated offenses through a restorative-justice approach, says IU Associate Dean of Students Pam Freeman. In 1988, Freeman headed the first team to undertake this work on the IUB campus — the Racial Incidents Team. RIT continues today to respond to incidents involving race, nationality, or religion. Incidents involving sexual orientation and gender identity/expression are the province of the GLBT Anti-Harassment Team, created in 1990. The Gender Incidents Team, created in 2000, responds to both gender and gender identity/expression

incidents. RIT and the GLBT team are part of the Office of Student Ethics and Anti-Harassment Programs, directed by Freeman. Since 1991, she has shared the responsibility of chairing those two teams with Bill Shipton, director for student programs



Pam Freeman and Bill Shipton received the GLBT Spirit Award on Nov. 21, 2002, for their long-time support of GLBT issues at IUB.

and services in Residential Programs and Services. The Gender Incidents Team works out of the Office for Women's Affairs and is co-chaired by Carol McCord, assistant to the dean for women's affairs, and Kate Boyle, coordinator of the Higher Education and Student Affairs Master's Program in the School of Education.

Several features of IU's teams explain why they represent a "best practices" model for the entire country. First, rather than focusing on "hate crimes," the teams have chosen to focus, more comprehensively, on "bias-motivated incidents." As Free-

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save the date!

Annual
Summer
Picnic

Saturday, Aug. 9

Virgil T. DeVault Alumni
Center, 1000 E. 17th St.

For updates, check
[www.indiana.edu/
~glbtaa](http://www.indiana.edu/~glbtaa)

Anti-harassment

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man explains, “Many universities rely solely on affirmative action offices to gather statistics on incidents of harassment and discrimination. One of the beauties of the teams at IU is that we look at things that bother people. We look at it all.”

Second, the incidents reported to RIT and GLBT are compiled, analyzed, and published each year. These lists are valuable, says Freeman, because they help to educate the community, to deter repeat offenders, and to encourage victims to break their silences. Most colleges and universities hate to see such incidents publicized, but the IU Office of the Dean of Students supports the teams’ decision.

IU’s teams are also distinguished by the amount of time they devote to their task. “In general,” says Freeman, “anti-harassment teams elsewhere don’t meet regularly but only if and when they receive a report.” By contrast, the IU teams meet more or less weekly throughout the school year. “You never know how a case will develop from week to week,” Shipton says.

Given the prospect of weekly meetings, surely professors and staffers would be scared away from serving on RIT or the GLBT team. Not a bit! There’s never been a problem attracting “passionate, committed people who share common values regarding justice,” says Freeman. The GLBT team, she adds, has always included a “nice mix of straight and gay people” and a helpful contingent of residence halls officers and student activities staffers.

“I really look forward to team meetings,” says Shipton. “There’s none of the pretense you feel on other university committees, no hierarchy making people feel tentative. Everyone’s voice is equally valued.”

“On the teams, you can brainstorm and be at no risk of being rejected,” says Freeman. “Can you think of many groups you could say that about? I find myself changing my mind all the time in meetings.” Their teammates echo these sentiments and

give credit largely to the two co-chairs, who set the tone and who voice the ethical vision for the teams’ work.

Other attractions of the work simply come with the territory. “I warn new members on the GLBT team about all the laughter they’re going to hear,” says Shipton. “Offenders aren’t always bright. When you come across misspelled graffiti like ‘Faget!’ or ‘Your gay,’ you think, ‘Now this person is really smart!’ You can’t help but laugh.”

Then there is the obligation to respond to gross or obscene language. Team members find themselves having to read such language aloud in order to discuss individual cases. Not uncommonly, one team member will have to explain publicly to another

“Having a response mechanism doesn’t always have to mean coming down on a perpetrator with a hammer.”

— Pam Freeman

what certain words in a graffiti mean, such as the word “fudgepacker.” “This is the only committee where you can use four-letter words without being embarrassed or criticized,” observes team member Malcolm Brown, an emeritus professor of musicology. Shipton remarks, “In any other context, you wouldn’t laugh at this stuff.” But Freeman and Shipton draw a firm distinction: “We don’t laugh at victims.”

Each of the three teams logs about 100 cases annually. A majority of the incidents reported to the GLBT team occur in campus dormitories. Unsurprisingly, then, most identifiable offenders have been students rather than faculty or staff. Male offenders far outnumber female, as do male complainants. A majority of the incidents are of the hit-and-run variety

where the offender’s identity is unknown — defacement of property, graffiti, phone/computer harassment.

Some of the saddest incidents, in Shipton’s view, involve “gay students who are victimized but who are still closeted. They are often unwilling for us to do anything due to fear of being outed. Instead, they choose instead to leave a dorm or to leave school. The experience might push them back into the closet for another five years.” Shipton recalls having learned — two years after the fact — about a gay student having received a bad beating after leaving Bullwinkle’s, a local gay bar. The victim never reported the incident to the team. “It makes me sad to think how he carried that experience in silence for two years,” Shipton reflects.

Other especially sad incidents, for Shipton, include graduate students who feel trapped because they feel discriminated against by a professor but fear that filing a complaint will make matters worse. When a team member is authorized by the complainant to intervene, it often turns out that the professor was simply unaware of the offense committed and agrees to mediation.

Freeman has spoken about the teams’ work at national and regional conferences and as part of a national focus group coordinated by former U.S. Attorney General Janet Reno’s Justice Department staff. Dozens of schools interested in emulating or learning from the IU teams have consulted Freeman over the years, including Canisius College, Butler University, Mount Mary College, and the University of Cincinnati.

Freeman feels annoyed by dismissals of the nitty-gritty, low-profile, non-retributive, interpersonal work the team does: “Some doubters ask, ‘But what do you really accomplish?’ — as if an educational focus is nothing! I’m constantly having to explain what the ‘something’ we do means. The teams’ influence is often long-term, resulting in an impact that a victim thinks resolves the matter. Having a response mechanism doesn’t always have to mean coming down on a perpetrator with a hammer.”

IU graduate inspired worldwide GLBT music movement

"He was a farm boy from small-town Kansas," recalls Nancy Corporan about her longtime friend Jon Reed Sims (1947–84). "I'm sure he did farm chores, but what he talked about mainly was how he learned to cook, crochet, and put up vegetables and jellies. His grandmother was his principal teacher. He was about as close to being Dorothy as anybody can get!"

Like Dorothy, Jon Sims traveled to a far-off land — 1970s San Francisco, by way of Bloomington, Ind., New York City, and Chicago. And there, the horn-player/pianist/dancer/composer became a culture hero for queer folks everywhere. In the view of Heidi Beeler, events coordinator for the San Francisco Lesbian/Gay Freedom Band, Sims "founded the entire GLBT music movement. In 1978, Jon decided that the local Gay Freedom Day Parade needed more sound and color. After posting flyers around San Francisco two months before the parade, he managed to round up several wind and percussion players to form a marching band.

Although it was only supposed to last through the end of Pride season, the band decided it was having too much fun and formed a permanent organization — the first openly gay musical organization in the world. The band "was such a hit," says Beeler, that Sims "started gathering music leaders to form the San Francisco Gay Men's Chorus [in 1978], a Lesbian/Gay Chorus, a gay orchestra, and a Lesbian Chorus, then went on to persuade his friends in cities across the country to do the same." Two of those friends

were Nancy Corporan, who in 1979 co-founded the New York Gay Community Marching Band (now the Lesbian and Gay Big Apple Corps), and Wayne Love, who founded the Great American Yankee Freedom Band in Los Angeles that same year.

Bloomington was an important stop along Sims's road. In 1972 he earned a master of music degree in french horn under IU Professor Philip Farkas, former first chair of the Chicago Symphony Orchestra. Corporan

panache. "Jon was a master showman," Corporan recalls. "His thematic concerts — 'Night at the Movies,' for example — were extravaganzas of music and movement. And when he led the band as its drum major, he was wildly flamboyant, showing off his NYC dance training for all it was worth."

Most remarkable, "Jon was a visionary, which translated itself into innovative expressions of lesbian and gay pride through music," says

Corporan. "In 1978–79, Jon often wrote about the possibility of a lesbian/gay band playing the Rose Garden at the White House. In 1993 [nine years after Sims's death from AIDS] the Lesbian/Gay Bands of America, a group made up of bands inspired by the SF freedom band, performed as part of the Clinton Inaugural Festivities. Not the Rose Garden, to be sure, but perhaps even better!"

Jon Sims's first-born — the San Francisco Lesbian/Gay Freedom Band — will perform its 25th anniversary concert on April 26, 2003. There are other memorials to Sims — a tree in the National AIDS Memorial Grove in Golden Gate Park, three panels in the AIDS Quilt, and a

plaque at the James C. Hormel Gay and Lesbian Center of the San Francisco Public Library. He is the namesake of the Jon Sims Center for the Performing Arts in San Francisco. But his most important legacy, Beeler notes, is that "all the gay and lesbian choruses and bands and swing bands and other ensembles you see around the country (and now in the Netherlands, Australia, Canada, Japan, Germany, and elsewhere) are there at least in part because of Jon."



Members of the San Francisco Gay/Lesbian Freedom Band gang up on founder Jon Sims in this file photo from 1980. The photo, courtesy of Heidi Beeler, was taken before the band's debut performance at Davies Symphony Hall.

recalls that "Jon talked as if IU put him on the map as a musician, gave him credentials and stature and credibility."

His success was due to many strengths. Beeler emphasizes his "boundless energy and enthusiasm." Corporan also points to his fine musicianship and charisma and a knack for landing major donations from "wealthy movers and shakers of SF's gay community." Not to be dismissed were his good looks and

IU fine-tunes domestic-partner benefits program

Awrinkle in Indiana University's domestic-partner benefits program has been ironed out. From the time the policy was first advertised in a Human Resources Services memo dated March 12, 2002, eligible faculty and staff were told they'd need to recertify their partnerships annually by providing a new notarized affidavit and updated documentation of financial interdependence. No other Big Ten university offering DPBs requires annual

recertification. And no such requirement had been mentioned in the resolution authorizing the benefit, passed unanimously by the IU board of trustees on Sept. 14, 2001.

In response to complaints about annual recertification, a handful of staffers and faculty members began to pool their information and advice last fall. Chief among those working for change were Cindy Stone (Physical Plant training coordinator and former IU trustee) and Julie Knost (IU Office of Affirmative Action director). In January, IU's administration was persuaded to drop the recertification requirement. Like their legally married heterosexual counterparts, participants in the DPB program will now provide only one-time, initial certification. When the participant's domestic situation changes, the burden of proof will fall on him or her to inform the university, using a recently revised "Affidavit of Termination of Domestic Partnership."

Stone says the change not only clears up a source of significant annoyance and inconvenience for faculty and staff, but it benefits IU directly. "We need every bargaining chip we can get," she argues, "because we'll never get our salaries in the upper half of the Big Ten pay range."

The DPB program's biggest drawback now is not within IU's power to remedy. Federal law does not recog-

nize domestic partnerships for tax purposes, so economic inequities persist. For example, before Stone signed her partner up for DPBs, her individual medical and dental coverage through IU cost her \$30 per month. Like everyone else in the program, she paid 20 percent of the

monthly premium, while IU covered 80 percent. By contrast, the 80 percent IU pays for Stone's partner's premium is added in full

to Stone's paycheck as "Additional Taxable Insurance Benefits," subject to 27 percent federal tax. "Every year," says Stone, "\$5,000 of 'income' my partner and I never see is added to my W-2 for tax purposes."

Nevertheless, Stone encourages all eligible IU faculty and staff members to certify their domestic partnerships with the university as a matter of record, even if they don't intend to

purchase IU health insurance. Certification will qualify the partnership under the university's definition of the Federal Family Leave Act, according to Moya Andrews, dean of the faculties, and Daniel Rives, director of human resources services. This will provide the option of family leave should a partner get sick or die, as well as access to free life insurance for the employee's partner. Stone adds, "A time of stress or trauma is not the time to be running around registering your partner when you have more important matters to attend to." Registering also makes it easier to take advantage of fringe benefits for one's partner, such as fee courtesy or campus gym membership.

Meanwhile, the Bloomington Faculty Council's Fringe Benefits Committee has sent a survey to all IU faculty and staff who use DPBs. The results will help the committee gauge the level of satisfaction with the program and to check for unforeseen problems.

For an overview of domestic-partner benefits policies in the Big Ten, see <http://my.execpc.com/~dross/pol/DPBBig10.html>.

Implementation results

As of Jan. 1, 2003:

- Approved affidavits of domestic partnership: 88
- Males: 32
- Females: 56
- Health Care Plan Enrollments: 55

Source: IUB Human Resources Services



Special guests at the third annual Indiana dinner to benefit Lambda Legal Defense and Education Fund were, from left, former IU trustee John Walda, LLDEF executive director Kevin M. Cathcart, and GLBTAA board member Steve Sanders, BA'84. Steve received an Individual Leadership Award. GLBTAA member and former IU trustee Cindy Stone presented a Corporate Leadership Award to IU for its adoption of domestic-partner benefits. Walda accepted on behalf of the university. Nearly 400 people attended the fund-raiser, held in Indianapolis on Sept. 19, 2002.

IU struts its stuff for Homecoming crowd

One of GLBTAA's forefathers — Tom Sedgwick, BS'86 — made a sentimental journey back to campus for Homecoming weekend this year. It was Tom who'd started the ball rolling back in 1992 by writing a letter to the *IU Alumni Review*, asking people interested in a GLBT constituency group to contact him. He

Michael Levine, took advantage of all the Homecoming opportunities provided by GLBTAA. They dropped by the GLBT Office open house on Friday afternoon, Oct. 18, to speak to Bauder and his student volunteers. They took a special guided tour of the Kinsey Institute for Research in Sex, Gender, and Reproduction. They

attended Kinsey associate director Professor Stephanie Sanders's energetic, high-protein presentation on theories of sexual orientation. They showed up for the cash bar in the Frangipani Room on Friday evening, made new acquaintances at the Homecoming dinner, received greetings along with their fellow diners

following the dinner. The next day, they took in the exuberant Bill Blass retrospective exhibition at the IU Art Museum and joined a special tour for GLBTAA members of the new state-of-the-art Theatre and Drama Building.

Despite this varied bill of fare, attendance was down this year, not only for GLBTAA's events, but also for Homecoming in general. Thirty-seven folks signed up for GLBTAA's dinner, compared to 70 people at the previous year's dinner.

With a full weekend's events under their belts, Tom and Michael had some suggestions to make. One was for GLBTAA to underwrite 10 spots for undergraduates to attend the Homecoming Dinner in upcoming years so that out-of-towners might have an opportunity to learn firsthand about the students' lives and concerns. They also stressed the importance of involving alumni more actively through specific projects, such as fund raising for a scholarship or loan fund to assist GLBT students. Your GLBTAA board is always eager to receive feedback to help us know which kind of events, projects, and entertainers are of greatest interest to our members.

For a profile of Tom Sedgwick, see the spring 1998 issue of *Reaching Out* (www.indiana.edu/~glbtaa/spring98.html).



Tom Sedgwick, BA'86, left, and his partner, Michael Levine, visit the IU Art Museum during Homecoming.

shared that initial list of names with GLBT Student Support Services coordinator Doug Bauder and sought advice from John Hobson, then director of constituent society services for IU Alumni Association.

Tom Sedgwick and his partner,

from GLBTAA Vice President Erica De Santis, IUAA President Ken Beckley, and IUAA Chair Robert Forste, watched the 15-minute show presented by Straight No Chaser, IU's award-winning men's a cappella group, and hobnobbed at an open bar

Sharlene Toney explores New Zealand

This Hoosier is a long way from home. In December 2002, Sharlene Toney, BS'99, left the snow and ice of Indianapolis and headed for the green hills and valleys of New Zealand. "I am completing the final semester of my master's in Christchurch, New Zealand. I am doing a practicum with the Department of Social Work at the University of Canterbury and will be helping them with a new degree they hope to offer," Sharlene explained.

Traveling and studying overseas has always been a dream for Sharlene, who received a BS in education in '99 before being accepted into the social work master's program at IUPUI. "There is a point in time when you realize just how little you really know and how much is left for you to learn and seek out. I left Bloomington

with a curiosity and desire to explore new places and diverse cultures. I think that this is the greatest gift my experiences at IU gave me."

She was particularly attracted to New Zealand because of its progressive legislature and cultural history. In 1993, New Zealand passed the Human Rights Amendment Act, which made it illegal to discriminate in New Zealand because of sexual orientation or HIV status. "I wanted the opportunity to trace the history behind the legisla-



Sharlene Toney

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Alumni get together in the Windy City

On Sept. 17, 2002, more than 20 GLBT alumni, with friends and family, gathered in Chicago for some tasty food, good conversation, and an introduction to the IU GLBT Alumni Association. Attendees arrived around 6:30 p.m. at T's Bar and Restaurant, located in the gay-friendly neighborhood of Andersonville on the north side of Chicago, where they were warmly greeted by GLBT Student Support Services coordinator **Doug Bauder** and IU GLBTAA president **Kim Davis**, MS'78.

The evening began with lots of socializing over delicious appetizers, generously donated by **Collum Tracey**, the owner of T's. Some attendees were shocked to learn that some of their good friends from IU now live in the Chicago area. The back bar of T's was full of laughter, hugs, and smiles.

Organizers **Kevin Fortwendel**, BS'97, MA'04, and **David Johnson**, BA'00, took a moment to welcome everyone and to thank the other organizers — **Christine Badowski** BA'89; **Michael Jogerst**, MA'84,

PhD'89; **Jerrod Liveoak**, BA'00; and **William Schendel** — for the numerous Tuesday evenings they'd given up to plan the event. Kevin and David also thanked the IU Alumni Association for mailing personal invitations to all GLBTAA members living in Chicago and printing fliers to be circulated around the Chicago area.

After a brief introduction from Kevin, Kim Davis told attendees how proud she was to be in Chicago for the event and praised the organizers for taking the initiative to put together an event with the support of the GLBTAA board. Kim said she was excited by the energy and enthusiasm of all present. She also explained what the GLBTAA has been up to over the last few months and its plans for the future and urged everyone present to join.

Next, Doug Bauder took the stage to inform attendees about this past summer's SMYHL conference and other projects involving GLBTSSS over the past year. A few attendees had graduated before the creation of GLBTSSS on the Bloomington campus and were glad to hear about the many projects the office is involved in.

Attendees filled out surveys to share their ideas and suggestions for future events in Chicago. The evening's success shows what can happen when hard-working alumni members put their heads together. The

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Relaxing in the back bar of T's Bar and Restaurant are, from left, David Johnson, BA'00, Kevin Fortwendel, BS'97, Joe Grissom, BS'92, and friend.

Toney

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tion. Second, I wanted to explore the Maori culture," Sharlene said. "Of course, I also wanted to experience the amazing landscape here."

For all that IU gave her, Sharlene gave as good as she got. She supervised peer educators for the university's Alcohol and Drug Information Center. She worked on the Retreats and Recognition Committee for the Commission on Multicultural Understanding and assisted in planning three retreats and awards ceremonies. She served on the GLBT

Student Support Services advisory board for two years and worked as the office's program coordinator for a year and a half. In that capacity, she arranged monthly potlucks for students and participated regularly on panel presentations, in addition to taking on special projects such as mounting *T-Cells and Sympathy*, an AIDS play, and organizing a National Day of Silence faculty/staff luncheon. Coordinator Doug Bauder marvels at the list of Sharlene's contributions: "I believe she holds the distinction of having the most jobs — 705! — of any student who ever worked here."

Even though Sharlene is on the

other side of the world, IU is in her thoughts. "I am reminded every day of Bloomington. The University of Canterbury campus, while smaller, has the same beauty as IU's. There are lots of trees and also a small stream that they also call a 'river.'"

When not studying, Sharlene is pursuing the complete New Zealand experience. Already she has navigated through the local market, traveled to the Franz Josef Glacier, and visited the Kiwi and Birdlife Park in Queenstown. She is proving that when a Hoosier puts her mind to it, there is no limit to where it can take her.

— David Johnson, BA, '00

Alumni notes

Gloria Hasler, BS'69, and her daughter **Lara** have started Case by Case Management, a company that targets case managers for residents of southern Indiana with developmental disabilities or autism. Alumni interested in this issue are welcome to call Gloria at (812) 360-9131.

Cindy Stone, BS'78, was co-winner with Laura Plummer of the 2003 OWA Distinguished Staff Award, presented on March 28 by the IU Office for Women's Affairs. Cindy is training and communications coordinator for IUB Physical Plant.

Beth Ellis, BA'88, earned her broker's license last November. She and her partner bought a new house in December.

Steve Sanders, BA'84, won the Damon S. Keith Scholarship for 2003-04, given by the Wolverine Bar Association (Michigan's African American lawyers' association). This semester, Steve worked part time in the university general counsel's office on matters related to the affirmative action case that the U.S. Supreme Court heard on April 1. This summer, Steve has an associate position with the Chicago firm of Mayer Brown Rowe and Maw. You can keep in touch with Steve through his IU e-mail account, sanderss@indiana.edu.

Kari L. Niblack, Esq., BS'95, joined the Kelley School of Business on Sept. 30, 2002, as director of alumni programs. Previously, she was a staff

attorney at American United Life Insurance Co. in Indianapolis. A member of the Indiana Bar Association, Kari received her law degree from Nova Southeastern University School of Law in 1999 and serves as vice president of the board of directors of the NSU Law School Alumni Association.

Brian Dodge, MS'99, PhD'02, is currently appointed to a three-year postdoctoral fellowship in human sexuality research at the HIV Center for Clinical and Behavioral Studies in the Department of Psychiatry, College of Physicians and Surgeons, Columbia University. You can follow Brian's future research projects, including his new studies on comprehensive health issues of bisexual men with Dr. Theo Sandfort, by visiting the HIV Center Web site (www.hivcenternyc.org).

Rob Everetts, BS'00, BA'00, and his partner, who have been together four years, purchased their first home,

located in the revitalization area of Mapleton-Fall Creek in Indianapolis. Rob says, "We're excited to undertake a moderate-effort (we're hoping) renovation of our 1916 Arts and Crafts home. If there are any others in the area who have renovation advice or stories, let us know!" Send e-mail to Rob at robeveretts@yahoo.com.

Doug Bauder, coordinator of IU's GLBT Student Support Services, was featured as a gay dad in an online article in *Counseling Today*, October 2002 (www.counseling.org/ctonline/news/ComingOut1002.htm). On April 16, Doug was presented the Shaffer Division Professional Staff Award from the Office of the Dean of Students at IUB. A program Doug co-founded at IUB — Conversations on Race — was one of two winners of the 2003 Voice of Inclusion Award by the American College Personnel Association. For more about the program, visit www.iub.edu/~cor.

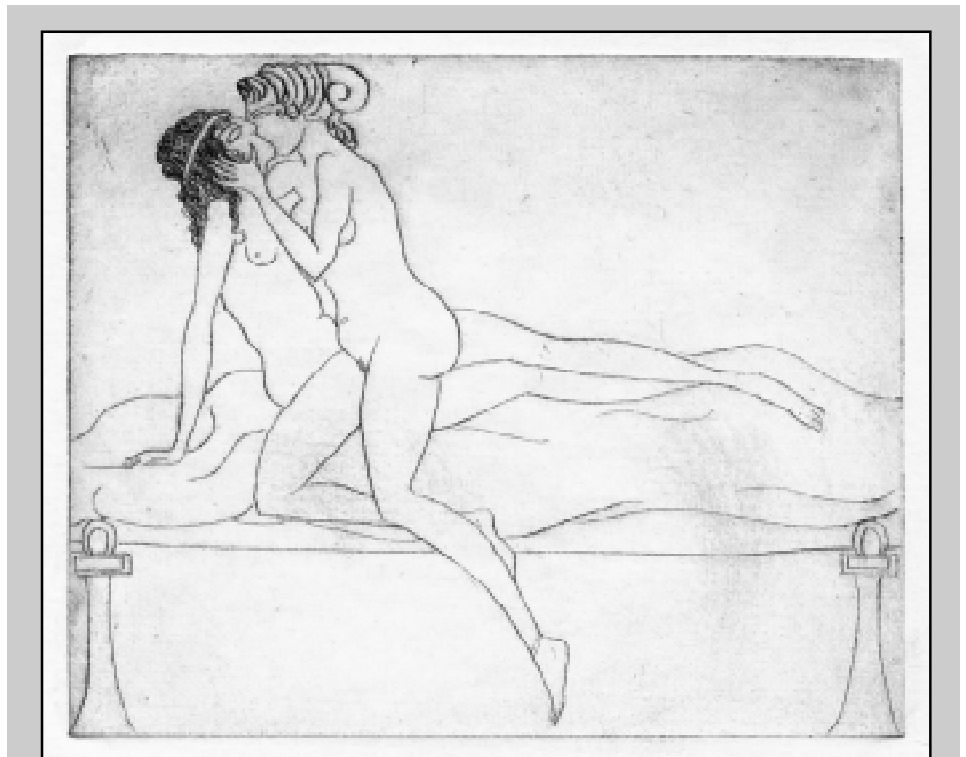
Windy City

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turnout for the event and the energy it generated bode well for the next Chicago event.

If you are interested in helping plan another Chicago event, please contact David Johnson at djohnson@aadnet.org. To help plan a GLBAA event in an area other than Chicago, please contact Nicki Bland at the IUAA at (800) 824-3044 or nhbland@indiana.edu.

— David Johnson, BA'00



"Two women kissing," an undated etching by American artist Clara Tice (1888-1973), was shown in an exhibit at the IU School of Fine Arts Gallery, Feb. 13-March 13, 2003, as part of the yearlong "Women's Sexualities" series, sponsored by the Kinsey Institute to celebrate the 50th anniversary of the publication of *Sexual Behavior in the Human Female*. Reproduced by permission of the Kinsey Institute for Research in Sex, Gender, and Reproduction.

Where We Are

Membership in the IU GLBT Alumni Association has continued to grow by leaps and bounds! The growth rate two years ago was 74 percent.

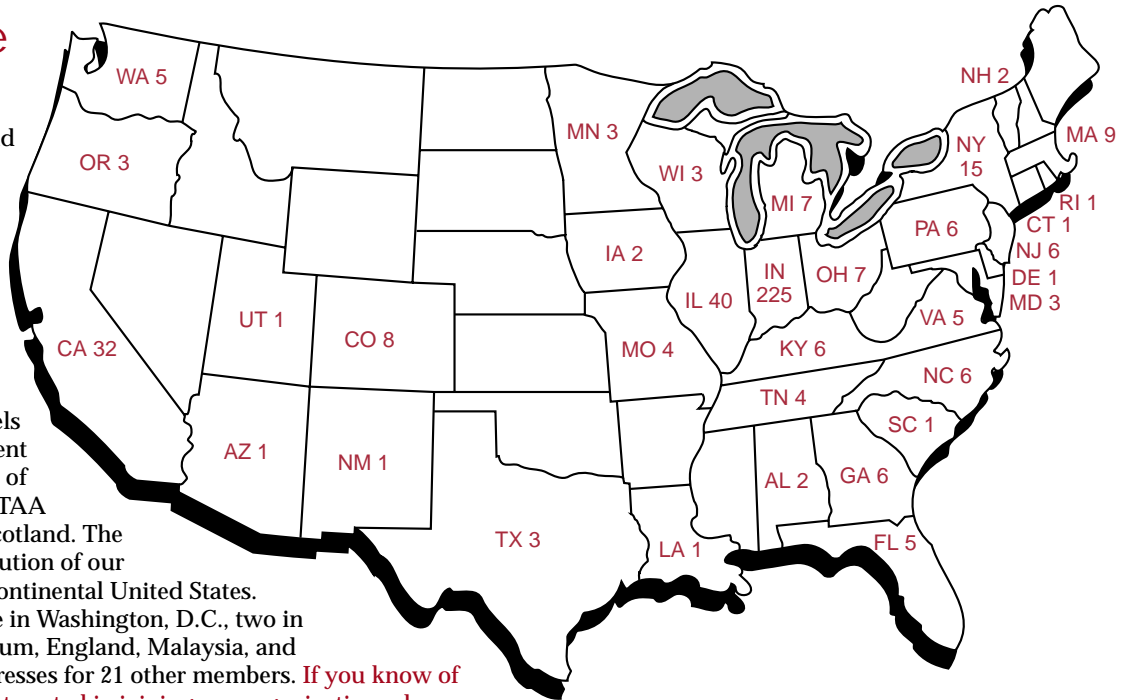
From January 2002 through January 2003, we grew another 78 percent, from 360 to 461 members.

Once again, Indiana and Illinois led the way, with increases of 76 percent and 80 percent, respectively.

Hard on their heels was California, with a 65 percent growth rate. New to the roster of states and countries with GLBTAA members are Louisiana and Scotland.

The map at right shows the distribution of our membership throughout the continental United States. In addition, four members live in Washington, D.C., two in Canada, and one each in Belgium, England, Malaysia, and Scotland.

We lack current addresses for 21 other members. **If you know of GLBT alumni who might be interested in joining our organization, please share this newsletter with them. Below is a form for membership. Use that form as well to send us a class note about yourself.**



Please join us!

Your membership in the GLBTAA is **free**, although we do encourage you to become a dues-paying member of the IU Alumni Association. Your IUAA membership supports activities of the GLBTAA and includes membership in your local alumni club and your school alumni association.

- I want to become a member of the IU GLBT Alumni Association, which is free. *Membership, ID numbers, and mailings are kept confidential.*
- I want to join the IU Alumni Association, which is a dues-paying organization.

Name _____

Address _____

City _____ State/Zip _____

Home phone _____ Soc. Sec. # (or IU student i.d. #) _____

IU degree(s)/yr(s) _____

E-mail address _____

Second member's name _____

Relationship _____ Soc. Sec. # (or IU student i.d. #) _____

IU degree(s)/yr(s) _____

E-mail address _____

How did you hear about us? _____

Comments/News _____

Mail to: IU Alumni Association, GLBTAA, 1000 E. 17th St., Bloomington, IN 47408-1521

Phone: (800) 824-3044 or (812) 855-6120 • **Fax:** (812) 855-8266

E-mail: glbtaa@indiana.edu • **Web:** www.indiana.edu/~glbtaa

REACHING OUT

is published by the IU Alumni Association for the IU GLBT Alumni Association to encourage alumni interest in and support for IU. For membership information, please call (800) 824-3044 or send e-mail to iualumni@indiana.edu.

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