

July 1, 2006–June 30, 2007

ANNUAL REPORT

**Gay, Lesbian, Bisexual, Transgender
Student Support Services**

**Indiana
University**

INTRODUCTION

It was a year which started and ended with the Indiana University Office of Media Relations releasing press statements about the work of the GLBT Office. On August 16, 2006 this article appeared online and in news outlets around the state:

IU named one of best campuses for GLBT students

BLOOMINGTON, Ind. -- Indiana University has been named one of the 20 best colleges or universities for gay, lesbian, bisexual and transgender (GLBT) students in a new book published in connection with the *Advocate*, a leading U.S.-based gay and lesbian newsmagazine.

The Advocate College Guide for LGBT Students profiles 100 colleges and universities from across the country that offer resources and create a positive living and learning environment for LGBT students. Published by Alyson Books in partnership with the *Advocate*, it is being touted as the first comprehensive guide to highlight GLBT-friendly campuses in the United States.

"We are honored by the acknowledgement of the work we have done over the years," said Doug Bauder, coordinator of GLBT Student Support Services at IU. "Much of the credit goes to the amazing group of students who continue to provide support and information to the campus community and beyond."

IU's GLBT Student Support Services opened its doors in November 1994. The office serves a critical role in the lives of GLBT students, allies and the larger community, offering counseling, programming, a library and resources. Its staff also has been consulted by dozens of campuses around the country seeking to begin similar services for their students.

The 100 best campuses were selected from 680 nominated campuses based on feedback from more than 5,500 interviews of faculty, staff and GLBT students. Author Shane L. Windmeyer, a 1997 IU alum, national GLBT authority and founder of Campus Pride Net, helped develop the criteria and questionnaire for the nominations. IU's top 20 ranking reflects its gay-friendly environment, GLBT programming and services, and GLBT student coalitions.

And on June 26, 2007 this story was released:

Bloomington and IU attract 2009 conference for GLBT students

BLOOMINGTON, Ind. -- The Bloomington/Monroe County Convention and Visitors Bureau, in conjunction with Indiana University's GLBT Student Support Services Office, announced today (June 26) that the Midwest Bisexual, Lesbian, Gay, Transgender, Ally College Conference will be held on the IU campus Feb. 13-15, 2009.

One of a series of regional conferences held around the country, the Midwest event has attracted hundreds of students over the years and has been held in Illinois, Wisconsin, Iowa, Nebraska and Minnesota. This will be the second time the conference is being held in Indiana and the first time it has been hosted by IU.

Last February, six IU students attended the conference in Minneapolis, and along with Doug Bauder, GLBT Office coordinator, and Rob DeCleene, director of tourism for the Convention and Visitors Bureau, made a convincing bid to bring the conference to Bloomington in 2009.

"This promises to be a fantastic town and gown collaboration for the GLBT community," DeCleene said.

(cont. next page)

"Additionally, the city can expect an economic impact of several hundred thousand dollars."

The theme of the conference will be "Living Out Loud: Examining our Past to Enhance our Future." Bauder noted that "support for the conference is already strong with backing from the Mayor's Office and the IU Office of the Dean of Students. We have heard from other IU administrators and city leaders who are eager to support this adventure, as well."

A 2005 article in *Out Traveler* magazine said of the community, "whether you are gay, straight or somewhere in between, Bloomington offers something rarely found in this country: a small town with a bold history of openness and acceptance." IU also was named one of the most GLBT-friendly college campuses in the country in the 2006 edition of *The Advocate College Guide*.

It was that history to which Bauder and DeCleene turned in inviting the conference oversight committee to consider IU as the 2009 conference site.

"The presence of the Kinsey Institute, the fact that Bloomington is one of the few cities in the state which includes sexual orientation and gender identity in its human rights ordinance, and the fact that Bloomington ranks fifth in the country for same-sex households per capita all helped in making the bid," Bauder said.

"Add to this the fact that the city and the campus have, in recent years, hosted national conferences on issues related to sexual minority youth; sponsored a four-day Pride Film Festival in January; and are currently working to make the city a destination for the gay traveler, and we, simply, had a winning bid," DeCleene said.

Needless to say, this was a very satisfying way to 'bookend' a year. In between those two news events were other stories; personal ones of students, faculty and staff members, alumni, parents, community members and friends; stories which didn't usually make the headlines, but were significant to those who called them their own. This annual report is, in essence, a report of some of the stories in which our staff shared during the past twelve months.

SERVING STUDENTS, STAFF, FACULTY, AND ALUMNI

While a decidedly different atmosphere pervades the campus during the summer, there are numerous opportunities for the staff of the GLBT Office to relate to a variety of individuals. Hundreds of parents and students passed by our display in the Main Library during Summer Orientation and staff answered questions and encouraged students to sign up for our listserv every day for a period of five weeks. During the month of **JULY** we also heard from an Administrator in Bryan Hall, a new resident assistant manager, and a faculty member all who were contacting us with suggestions of additions to our library (books they had read or films they had seen) or with questions about how they could be more intentional in their support of glbt students. We, even, heard from a former Journalism student who is on the staff of the 'Arizona Republic'. She was looking to contact a couple in the state who would be willing to be interviewed for an article she was writing on marriage. We found a couple through the GLBT Alumni Association list and they agreed to be interviewed.

In **AUGUST** we hosted our annual Open House with our neighbors at La Casa and scooped ice cream for 1300+ students at Culture Fest that same week. We also assisted staff of the Kinsey Institute in a special showing of the movie 'Kinsey' on the 50th anniversary of Kinsey's death, participated in the IU Guides program helping new students find their way around campus during the first few days of classes, and hosted several meetings with RA staff in a particular residence hall to discuss the needs of glbt students. Two additional

faculty members joined our Advisory Board at the request of the Bloomington Faculty Council bringing the Board to 18 members (4 faculty, 8 students, 6 staff members). All of this while welcoming scores of new students into our office and introducing them to our various services.

Graduate students seemed to dominate our work during the month of **SEPTEMBER**. A graduate student in Applied Health Science visited the office with an offer to lead a class on body image among gay men. His expertise as a personal trainer was utilized in several programs during the semester. A HESA (Higher Ed & Student Affairs) student utilized our library in writing a paper on identity development, particularly as it relates to the intersection of race, gender, religion, and orientation. Several films and an Identity Development exercise were provided for the student. A new graduate student, looking for opportunities to socialize, was referred to Crossroads, a support group for glbt graduate students, and, eventually, started a new women's group which met regularly at a local restaurant. Finally, our own Program Coordinator organized a very successful gathering of students which met the first Friday of every month for socializing at a local bagel shop. The manger of the shop extended the hours once a month to welcome students for several hours of good food and conversation in an alcohol and smoke-free setting.

During the month of **OCTOBER** a student at Towson University in MD contacted us about establishing a GLBT Office on their campus. We sent out our usual packet of information. We, also, visited with a police officer from Columbus, IN who was looking for some perspective as he seeks to be a liaison with that community's glbt population. We enabled a journalism student to find information on the interaction between faith communities and glbt individuals in town. And we assisted an undergraduate student in Public Health to apply for a GLBT Alumni Association scholarship. Her request for assistance was approved.

Several HESA (Higher Ed & Student Affairs) students and a graduate student in Social Work expressed interest during the month of **NOVEMBER** in pursuing a practicum or internship in the office. Unfortunately, due to space constraints, the best we could offer was a summer internship in counseling to the Social Work student. A graduate student in the School of Education forwarded concerns related to an incident which she perceived as harassment in relationship to one of her professors. A thorough investigation was conducted with a positive outcome. An undergraduate in the School of Journalism sought our help in completing a class project on gay suicide. The student was able, though contacts with us, to interview both a gay student who had attempted suicide and a straight friend who provided support during the ordeal. The journalism student earned an A+ on his paper and the students interviewed found the whole experience to be part of a healing process for them.

As the semester came to a close in **DECEMBER** several seniors requested information regarding job possibilities on other campuses with established GLBT offices. We forwarded announcements from several other campuses regarding positions that were available. A student at the University of Houston called seeking information as her campus established a GLBT Center. We arranged for a phone interview, described our history as an office, and answered a variety of questions. A graduate student requested assistance in organizing a panel on glbt issues in the church she attends. A member of our staff participated in the

presentation. The Director of Marketing in the Department of Athletics contacted us regarding support for the women's basketball program. We forwarded the message to several women from the GLBT Alumni Association who organize social events around the games.

In **JANUARY** we responded to a variety of requests including one from a faculty member in the Language Education program, an attorney from Los Angeles, a Diversity Education specialist on campus, and an undergraduate from WIUX, the student radio station. The faculty member in Language Education contacted the office on behalf of a candidate for the position of assistant professor. The candidate is in a partnered relationship with a son and wanted to know something about the campus climate and community support for lesbian parents. The Office Coordinator met with the candidate and provided various community contacts. The LA attorney was working on an outreach project for glbt youth and noticed that our office had sponsored a conference on glbt youth issues in the past. Our staff answered questions and shared perspectives. The Diversity Education specialist requested scholarship support for several gay students attending the Men of Color Conference. We agreed to sponsor two undergraduates. And, in response to the request from radio station WIUX, staff and students from the office agreed to participate in an evening program which featured a discussion of glbt issues on campus.

The month of **FEBRUARY** provided another array of diverse contacts. A colleague in the Division of Student Affairs asked for a letter of support in applying for a grant for a project to assist students recovering from alcoholism. A letter was written, noting the high percentage of glbt students who battle alcoholism, and the grant was awarded. A faculty member in Communication and Culture asked for assistance in distributing a petition to include gender-neutral bathrooms in all new buildings on campus. A petition was posted on our web site. Our Office Services Assistant continues work with the Gender Housing Committee in Residential Programs & Services. A hearing-impaired, high school student who is gay contacted our office about resources related to his orientation and his disability. One of our volunteers who has a disability contacted him to speak to his concerns. A student also requested support in dealing with a date rape situation. Support was given and a referral was made. Students and staff attended the Midwest BLGTA College Conference in Minneapolis and offered a successful bid to bring the conference to IU in 2009.

During the month of **MARCH** members of the Bloomington Faculty Council collaborated with our office in rallying support to oppose anti-gay legislation in the state house. Administrators contacted key legislators regarding how such legislation would have a negative impact on hiring outstanding faculty. Fortunately, the legislation died in committee. An undergraduate contacted us with questions about the discriminatory policy of the Red Cross in excluding gay men from donating blood. We outlined our experiences in working with the Red Cross office here in Bloomington to alert students to federal policies. A teacher in a local middle school asked for our assistance in working with his students who wanted to interview some people for a class project on gay marriage. Arrangements were made to interview our staff and IU students and the project won third place in an ESPN-sponsored contest for young journalists.

In **APRIL** we facilitated a meeting between a transgender undergraduate student and a faculty member who identifies as transgender; we assisted a faculty member in finding contacts within the women's community for a friend who was producing a pilot program on ABC; we wrote several letters of recommendation for students seeking scholarship support from the GLBT Alumni Association; and we worked with a local religious leader in finding a host of films in our library as she works with a national organization charged with establishing a list of resources for various faith communities seeking to be supportive of glbt youth. We also hosted a variety of programs surrounding the National Day of Silence, examining glbt issues as they relate to politics, religion, and the military. And we sponsored four workshops on 'Gays in the Greek System' featuring author and IU grad, Shane Windmeyer.

Prior to graduation the first weekend in **MAY** we said goodbye and thank you to several dozen students at our annual Rainbow Dinner. We contacted the faculty and staff members who attended our NDoS Luncheon in April, inviting them to identify themselves as a "Friend" of the Office and encouraging them to invite colleagues to join them. That growing list of names now appears: <http://www.indiana.edu/~glbt/friends2.htm>. We also heard from a teacher in Columbus who was looking for help in starting a GSA (Gay/Straight Alliance) in her high school. We received a request from a faculty member at IU Southeast who is doing a research project on mentoring gay students and agreed to pass on information regarding his research. And we had a call from an IUB Administrator who was looking for help in providing a niece with information about the campus climate for lesbian students on several campuses around the country. In each case, we were pleased to be able to provide information and support to those individuals.

In **JUNE** we sought support from University Council in providing information to a potential student referred to us by a faculty member in the Jacobs School of Music. The student was seeking help in applying for residency status. We also met with a woman who was returning to IU, after many years, as a participant in Mini University. She told us her coming out story, including her 25-year relationship with another woman. We encouraged her to share her story with those in a class she was attending on gay marriage. She did, to the interest and support of others in the class, and returned the following day with a generous check in support of our work. We had the opportunity to meet with a number of parents and students during our participation in several aspects of Summer Orientation, including one mother who promised to visit our office when she returned with her daughter in the fall. We also responded to a request from the Dean of Students at IUPUI regarding the formation of a glbt faculty/staff support group.

MINING THE MINUTES

Other issues surfaced as faculty, staff, and student members of our Advisory Board met twice each semester during the past year. Below are just a few highlights of those meetings.

- faculty representation on our Advisory Board doubled from two to four members and a discussion ensued as to how to collaborate more effectively with faculty throughout the campus
- a COMU (Commission on Multicultural Understanding) project led to the production of a DVD highlighting random student reactions to glbt issues around the campus and a response from a panel of gay and lesbian students. DVD is available in GLBT Office
- a Facebook presence was established for the office with student staff utilizing it to advertise various office programs and projects
- the Gender Housing Committee reported that 14 restrooms in residence halls (all except Eigenmann) have been labeled 'gender neutral'
- a discussion on better facilitation of student groups led to the idea of an annual leadership retreat for glbt group officers
- the GLBT Alumni Association will be celebrating their Tenth Anniversary in 2007 and will feature a dinner and comedy show with humorist Kate Clinton in September
- the return of thousands of Boy Scouts (Order of the Arrow) to the campus this summer led to a discussion of a pro-active display of support for diversity when the scouts arrive in July. Posters and artwork will be featured at IMU and in the residence halls

PAGES FROM THE PROGRAMMING REPORT

A first-ever report by our Program Coordinator revealed that the office sponsored 23 programs including an interactive resource table and ice cream stand at Culture Fest which attracted over 900 new students, many of whom then attended panel programs and film presentations and lectures during the academic year. Attendance ranged from 12 to 75 individuals. Highlights of the year included a series of lectures on bisexuality by author and speaker Robyn Ochs; a panel on gay athletes; free chair massages during finals week; and films on lesbians in the orthodox Jewish community, body image among gay men, and glbt history before and after Stonewall. An additional 17 programs were co-sponsored by the GLBT office and student organizations (OUT, WSA, Hoosier Rights Campaign), cultural centers (La Casa), religious groups (Hillel), and community organizations (PRIDE Film Festival).

"First Fridays", held the first Friday of every month, provided a safe (smoke, alcohol, and drug-free) atmosphere for glbt students and their straight friends to gather for good food and conversation eight times during the academic year. Regulars and first-timers met from month to month to discuss current events and to socialize together. On any given month from 12 to 50 people gathered at the Bloomington Bagel Company for good food and free coffee and drinks. Many participants expressed genuine appreciation for this opportunity to unwind at the end of a week with friends.

For a complete read of the 2006-2007 Programming Report...

<http://www.indiana.edu/~glbt/Programming%20Report%20for%202006-2007.pdf>

CONSULTING WITH OUR COUNSELING INTERN

Once again, the GLBT Office was fortunate to have a graduate student from the School of Education's Counseling Program serving us as a part-time intern. Supervised by a licensed social worker, this year's intern provided direct care for 20 individual clients, as well as an additional 9 individuals who attended the transgender support group. In addition, countless referrals and consultations on the therapeutic experience, plus general advocacy and problem-solving were part of the intern experience. This year's intern also served the office staff by, regularly, attending weekly staff meetings and providing opportunities for individual staff members to reflect on their experience interacting with each other.

According to our student intern, the impetus for half of the clients seeking therapy was for support or guidance on identity issues or coming out (sexual orientation and gender identity) as well as relationship issues, general college adjustment, self esteem, loss and grief, substance abuse, depression, and anxiety. Very few clients needed some kind of crisis intervention. One client desired safety training regarding safe sexual interactions in the community. All clients were high-functioning (academically, cognitively, socially, effectively). In addition to individual counseling session with students, our intern also provided support to transgender students and members of the larger community through the Transgender Support Group.

Ending his report on a personal note, this year's intern writes: "This has been a stellar clinical training experience. I appreciate the trust and freedom to create the most positive and well-rounded experience possible. The GLBT office is an incredible resource for glbt students and allies alike."

CONCLUSION

Working with a number of gifted students continues to be one of the unique rewards of serving as Coordinator of the GLBT Student Support Services Office. But there are other rewards. Even when some of our goals are not realized, there always seem to be plenty of reasons to celebrate our successes. This past year one of our students spent considerable time and energy writing a proposal to the Parents' Fund for a graduate assistantship here in the office. As often happens, many other worthy causes filed for funding and we were not granted our request. That said, we were overwhelmed by letters from parents all over the country who wrote in support of the request we made.

One former student had his father and mother, both IU graduates, send us the note below:

“When our son chose Indiana University for his undergraduate and graduate studies in the late 1990s and early 2000’s, we were delighted because of the richness of life the institution offered him. Even so, it was a time period in which he was “at sea” about his lifestyle and sexual orientation. He was confused and struggling and, during those struggles, he found the GLBT Office with its wonderful personnel and marvelous resources for young people who need assistance and encouragement. Our son’s strength and self confidence were enhanced beyond measure through the efforts of the office. We will be forever grateful for the role they played, and continue to play, in our son’s life. Knowing he had a place to go meant everything.”

The fact that we are able to enhance a person’s education, at the same time, strengthening their sense of self and, even, enriching their relationship with their own family speaks volumes about the work we are privileged to do. As we reflect on another year of service together, we are grateful to all of those who appreciate and support us in our work.

Doug Bauder
Coordinator

The following individuals provided support and information to hundred of individuals during the past academic year:

Advisory Board:

Students

Preston Cutter
Meghan Dwyer
Rebecca Jimenez
Ryan Merckle
Bryan Popa
Kim Ruggles
Alex Simmons
Jeffrey Evitts

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
Stacy Konkiel (Fall/Spring), Eleanor Johnson (Summer), Library Coordinator
Daniel Coleman, Program Coordinator
James Cummings, Office Assistant (Work-study)
Brad Baranowski, Fall/Spring Counseling Intern 2006-07
John Loveland, Summer Counseling Practicum Student 2007

Volunteers:

Moxie
Solomon Hursey
Ryne Shadday
Sarah Strahl
Sarah Stumpf
Matt Brunner