



## Recommended Format for Annual Committee Report to University Senate

### 1) Academic Year:

2018-2019

### 2) Committee Name:

University Committee on Sexual Orientation, Attraction, Gender Identity and Expression

### 3) Names/Affiliations of Committee Chair and Members:

<b>Name</b>	<b>Title</b>	<b>Department</b>
Alethea Steingisser	Senior Research Assistant	Geography
Angie Hopkinds	Office Specialist	CSWS
Anne Laskaya	Associate Professor	English
DJ Kelly-Quattrocchi	Coordinator of Multicultural Education and Student Success	Office of the Dean of Students
Haley Wilson	Coordinator of LGBTESS	Office of the Dean of Students
Jen Mirabile	Senior HR Programs Coordinator	Human Resources
Kris Katkus	Academic Advisor	Office of Academic Advising
Kyra Solis	Gender and Sexuality Advocate/Queer Trans Intersex Students of Color	ASUO student representative
Lara Nesselroad	Manager of Science and Math Libraries	UO Libraries
Maureen Warman	Data System Manager	Center on Teaching and Learning
Sophia Mantheakis	Program Assistant	Conflict and Dispute Resolution Program



Tzula Propp

GTF - GE Queer Caucus Chair; Physics  
LGBT in STEM

Tyrras Warren

Associate Professor Art Department

**Community Director Housing**

**SOAGIE CHAIR: SJ Wilhelm**

#### **4) List Committee Meeting Dates and Purposes:**

##### **11/02/2018**

- Recruiting members to address vacancies during transition between committee/convener changes
- Reviewing past projects and action items for SOAGIE
- Determining new meeting time for SOAGIE
- Reaching out to SOAGIE members to determine who is active/inactive
- LGBTQIA+ campus and community updates

##### **11/16/2018**

- Recruiting members to address vacancies during transition between committee/convener changes
- Reviewing SOAGIE bylaws and updating new members
- Determine future initiatives and direction for SOAGIE
- Determining new meeting time for SOAGIE
- LGBTQIA+ campus and community updates

##### **11/29/2018**

- Recruiting members to address vacancies during transition between committee/convener changes
- Reviewing SOAGIE bylaws and updating new members
- Determine future initiatives and direction for SOAGIE
- Finalizing new meeting time and expectations for SOAGIE
- LGBTQIA+ campus and community updates

##### **2/6/2019**

- Discuss SOAGIE expectations for committee members and direction for new SOAGIE project
- Determine SOAGIE projects to focus on; Based on urgency continuum and feasibility continuum
- LGBTQIA+ campus and community updates
- Meeting time/date and members finalized for term



**2/19/2019**

- Discuss SOAGIE expectations for committee members and direction for new SOAGIE projects
- Review Campus Pride Index for UO; Indicator to determine LGBTQIA+ inclusion and support in higher education
- Present and discuss comparative schools for LGBTQIA+ services (staffing/salary/resources)
- Discuss Faculty Senate Employee Relationship policy and the impact on LGBTQIA+ employees
- LGBTQIA+ campus and community updates

**3/19/2019**

- Review Campus Pride Index for UO LGBTQIA resources/inclusion
- Discuss electing committee chair
- Duck OUT – LGBTQIA Faculty/Staff socials
- Determine and assign subcommittees
- LGBTQIA+ campus and community updates

**4/8/2019**

- Review Campus Pride Indicators as a group: Housing, Policy, Inclusion, Institutional Commitment, Academic Life, Student Life, Campus Safety, Counseling/health, and Recruitment/Retention
- Determine subcommittees and convener for subcommittee projects: Inclusive forms, LGBTQ online education for faculty and staff; All gender restroom updates
- Discuss committee chair
- LGBTQIA+ campus and community updates

**5/06/2019**

- Meeting cancelled due to changes in availability

**5/20/2019**

- LGBTQIA+ campus and community updates
- Subcommittee updates
- Inclusive training materials for faculty/staff
- Discuss DEI representative for involvement
- GTF union update
- Discuss Summer Term Meetings

**6/3/2019**

- LGBTQIA+ campus and community updates
- Committee chair elections



- LGBTQIA+ training opportunities; Managing campus and faculty training needs
- Subcommittee updates
- Requesting SOAGIE email as a central email for the committee
- Discuss DuckOUT opportunities to increase network of LGBTQIA faculty and staff
- Set up summer term meetings

**6/26/2019**

- LGBTQIA+ campus and community updates
- Discuss SOAGIE mission and vision
- Ensure member list for 2019-2020 year is updated
- Subcommittee updates

**7/14/2019**

- LGBTQIA+ campus and community updates
- Discuss recent racist and anti-LGBTQIA+ activity (graffiti, groups) in Eugene
- Review SOAGIE charge and responsibilities for changes
- Subcommittee updates

**6/26/2019**

- LGBTQIA+ campus and community updates
- Subcommittee updates
- Review online faculty and staff resources
- Review LGBTQIA+ counseling data

**5) Describe Main Activities/Projects Committee Engaged In:**

Redirecting SOAGIE Within Transitions

Review Campus Pride Index

Determine New Subcommittees

Inclusive Forms Subcommittee

LGBTQIA+ Online Education for Faculty and Staff Subcommittee

All Gender Restroom Update Subcommittee

Monthly LGBTQIA+ Campus and Community Updates

DuckOUT Network for LGBTQIA+ Faculty, Staff, and Graduate Students

**6) Describe Outcomes of These Activities/Projects (Include copies of any reports produced):**



## **Redirecting SOAGIE Within Transitions**

Due to the transitional period between the previous Director and new Coordinator (convener) of the LGBT Education and Support Services (LGBTSS), and the funding cuts resulting in the loss of professional staff in the LGBTSS, SOAGIE had a lack of consistent support to ensure continuation of membership/projects. The SOAGIE Chair was also in transition and members were in search of new leadership. This year the SOAGIE convener, Coordinator of the LGBTSS, was able to be onboarded to SOAGIE and redirect the committee to new direction. This resulted in new members and removal of members who were no longer able to be committed to the committee. The SOAGIE committee onboarded new members to the bylaws, created expectations for attendance for members, determined a new chair, and established a new meeting time for the year. SOAGIE concluded the 2018-2019 academic year with a robust team and determined new directions for the committee.

## **Determine New Subcommittees**

SOAGIE members determined new projects and needs of the campus community. This resulted in establishing three subcommittees. Members of these subcommittees will work on projects outside of SOAGIE and deliver updates to their progress.

### **Subcommittees:**

#### **Inclusive Forms**

SOAGIE members discussed lack of LGBTQIA+ inclusion with intake forms and variation across departments. This subcommittee researched best practices for gender and sexuality measures on questionnaires and brainstormed ways to advocate for changes to department forms. This subcommittee will be continuing for the 2019-2020 academic year.

#### **LGBTQIA+ Online Education for Faculty and Staff**

This subcommittee addressed the lack of faculty education to better support LGBTQIA students. Currently the Queer Ally Coalition (Safe Zone) program exists in the LGBTSS, which is a four-hour training available to all campus constituents. However, this does not meet the requests for department specific presentations and other modalities to faculty education. This committee researched online LGBTQIA+ education resources, and began identifying committee of staff/faculty to respond to LGBTQIA+ education requests. This subcommittee will be continuing for the 2019-2020 academic year.

#### **All Gender Restroom Updates**

This subcommittee addressed the gaps in all-gender restroom mapping and support for LGBTQIA+ inclusive facility changes. Members worked with campus Geographic Information System (GIS) and Mapping Program to identify gaps in recording updated and new all-gender restrooms. It was discovered a lack of all-



gender restroom design standards resulted in a lack of cataloguing changes to facilities for all-gender restrooms. Campus Planning is creating new design standards to include all-gender restrooms, which will create a process with GIS to update campus maps. This subcommittee is working with GIS to make all-gender restrooms more accessible on the map to students and visitors. This subcommittee identifies the lack of funding for departments to update restrooms to be gender inclusive, and the lack of accountability to ensure campus entities comply with the Faculty Senate Resolution on All-Gender Restrooms for new and updated buildings. This subcommittee will explore funding opportunities to resolve these issues. This subcommittee will be continuing for the 2019-2020 academic year.

### Review Comparable Institutions LGBTQIA+ Center Staffing Structure

The committee researched staffing structure at comparable institutions for LGBTQIA offices to determine needs and gaps in the LGBT Education and Support Services office. All institutions had two or more staff compared to the UO LBTESS. The report is below:

### DuckOUT Network for LGBTQIA+ Faculty, Staff, and Graduate Students

School	Student Size	Staff #	Title
University of Louisville	22,000	4	Director of the LGBT Center on our Health Sciences Center
			Director for the LGBT Center on our Belknap campus
			Assistant Director for the LGBT Center Health Sciences Campus
			Assistant Director for the LGBT Center Belknap campus
Portland State University	21,000	2	Director of the Queer Resource Center
			Assistant Director of the Queer Resource Center
University of Mass Amherst	23,000	2	Director of the Stonewall Center
			Assistant Director of the Stonewall Center
University of Washington	31,000	3	Director of the Q Center
			Associate Director
			Student Advisor
Washington State University	25,000	5	Director
			Coordinator
			Residence Life Coordinator
			Video and Website Coordinator
			Social Media Coordinator
University of Minnesota	30,000	3	Director
			Program Coordinator
			Website Developer

### Review Campus Pride Index

SOAGIE members decided to review the Campus Pride Index, a ranking system for higher education institutions to determine LGBTQIA+ inclusion and support for students, faculty, and staff. The University of Oregon has ranked high on the Campus Pride Index



in the past, which has been contentious among students. The committee focused on reviewing UO's programs, services, and inclusion according to the Campus Pride Index to collect data for future projects. Committee members reviewed LGBTQIA+ inclusion in the following areas: Housing, Policy, Inclusion, Institutional Commitment, Academic Life, Student Life, Campus Safety, Counseling/health, and Recruitment/Retention. The data collected includes whether UO fulfilled a Campus Pride Indicator, determining the location of this information (ie. Website, department, professional staff), and recommendations for improving inclusion for UO per indicator. The data collection is still ongoing and will inform future SOAGIE projects. Reviewing this indicator is still in process and will be attached to 2019-2020 SOAGIE report.

### **7) Noteworthy Problems/Issues/Questions the Committee Encountered:**

- The committee discussed and reviewed the Campus Pride Index (<https://www.campusprideindex.org/>) an indicator to assess LGBTQIA+ services and inclusion on college campuses. UO has ranked within the top 20 institutions for LGBTQIA+ inclusion, and services have changed in recent years. The committee reviewed this index and searched for evidence of UO matching or not matching indicators. This resulted in prioritizing projects and redirecting the committee into subcommittees.
- UO Faculty Senate has previously resolved for the community to provide all-inclusive gender restrooms in new or updated buildings on campus. There is a lack of accountability to ensure all-gender bathrooms are catalogued on GIS campus maps to reflect changes in facilities. SOAGIE has worked with Campus Planning and GIS to resolve this challenge. All-gender restroom design standards are being developed by Campus Planning which will allow a cataloging method to record new or updated all-gender restrooms online. The design standard will also ensure campus entities update restrooms to all-gender during renovations, or to include all-gender restrooms in new buildings. SOAGIE has advocated for accessibility in finding all-gender restroom maps online through encouraging GIS partners to provide all-gender restrooms on the main UO map. Currently visitors must click through various options or search key words to find a map with all-gender restrooms. SOAGIE resolves to advocate for this shift to increase accessibility to all-gender restrooms. SOAGIE has also resolved to search for funding to allow departments desiring to update restrooms to all-gender to have financial assistance to do so.
- With the restructuring of the Coordinator role for the LGBTESS, there is no current professional staff member tasked with taking on LGBTQ+ training for faculty and staff, specifically. The Coordinator has expressed being overwhelmed with requests for campus education and is limited in their role as a student-centered position. SOAGIE has explored options to meeting these education needs including a committee to respond to department requests for LGBTQIA+ education, providing online resources, and creating a one sheet handout for Faculty Orientation.



- SOAGIE has received feedback from many entities on the variation of gender inclusivity on university forms. This subcommittee has begun addressing this challenge by researching best practices at other institutions and creating guidelines for gender and sexuality questions on intake forms or questionnaires. SOAGIE will explore advocating for campus departments to make informed changes to their intake processes to increase LGBTQIA+ inclusion.
- LGBTQ+ university sponsored programs have had a low attendance by university leadership i.e, DuckOut, Lavender Graduation, LGBTQIA History Month. SOAGIE will explore ways to encourage attendance and support of these events by university leadership.
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#### **8) Recommendations for University Senate or Committee on Committees:**

- Active support and commitment for SOAGE amidst administrative transition
- Involvement by DEI to provide a SOAGIE committee member each academic year

#### **9) Possible Future Activities/Projects:**

- Continued work by subcommittees: Faculty education, LGBTQIA inclusion on forms, and all-gender restrooms
- Continue to inform committee members on campus climate and activities for LGBTQ+ at the university, as well as, in the state of Oregon
- Promote open committee meetings and raise awareness of SOAGIE committee by university community. Recruit more faculty to be part of committee
- Create a SOAGIE email for questions and concerns from university and community members
- Continue to address LGBTQIA+ campus concerns and/or assist with problem solving
- Work with DEI to identify a committee member from this unit
- Continue utilizing Campus Pride Index to determine future projects
- Review SOAGIE charge, responsibilities, and vision for changes as needs change