

University Committee on Sexual Orientation, Attraction, Gender Identity, and Expression Annual Report 2019-2020

Committee membership:

Alethea Steingisser*	Senior Research Assistant	Geography
----------------------	---------------------------	-----------

Jen Mirabile* Senior HR Programs Human Resources

Coordinator

Kris Katkus* Academic Advisor Academic Advising
Kennedy Sparrow* Receptionist College of Design

Maureen Warman* Data System Manager Center on Teaching and

Learning

Sophia Mantheakis* Program Assistant Conflict and Dispute

Resolution Program

CONVENER: Haley Wilson* Coordinator of LGBTESS Dean of Students

CHAIR: SJ Wilhelm Community Director Housing

Summary/Work Chronology:

The University Committee on SOAGIE met on a bi-monthly basis throughout the academic year. SOAGIE transitioned to virtual meetings via Zoom effective March 2020 and incorporated a bi-monthly support call for SOAGIE members to be in community with one another. SOAGIE continues to meet into the summer of 2020 and does so with the intentions to: review and revise the charge and responsibilities of SOAGIE as well as devise a strategic plan to prioritize racial justice within SOAGIE.

Over the course of the 20-21 academic year, SOAGIE finalized its information-gathering and updating of the eight categories comprising the Campus Pride Index (CPI): LGBTQ Policy Inclusion, LGBTQ Support & Institutional Commitment, LGBTQ Academic Life, LGBTQ Student Life, LGBTQ Housing & Residence Life, LGBTQ Campus Safety, LGBTQ Counseling & Health, and LGBTQ Recruitment and Retention Efforts. Members of SOAGIE will be submitting the updated findings, as requested, to Campus Pride this year. SOAGIE also concentrated on and continued efforts in: outlining best practices for gender-inclusive forms, auditing and mapping all-gender

^{*} Denotes voting members



restrooms, creating faculty and staff training and resources, and supporting LGBTESS-coordinated Lavender Graduation.

SOAGIE will continue to determine and prioritize initiatives based on the findings of the CPI and draft recommendations to address and enhance each of the 50+ self-assessment questions/responses.

Problems/Issues:

- 1. White-centric focus as a committee, university, and community
- 2. Absence of funding (initiatives, staffing, etc.)
- 3. Lack of visibility/knowledge of SOAGIE
- 4. Limited support (recognition of LGBTQIA+ student, faculty, and staff experiences, attendance at LGBTQIA+ campus-wide events, etc.) from upper-level administration

Recommendations:

- 1. Develop strategic plan to enact and prioritize racial justice within SOAGIE
- 2. Create and publish content about SOAGIE on LGBTESS page