



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

Committee membership:

Table with 3 columns: Name, Title, and Department. Includes members like Alethea Steingisser\*, Jen Mirabile\*, Kris Katkus\*, and roles like CONVENER and CHAIR.

\* Denotes voting members

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.

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.



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