LGBTQ Taskforce Meeting
November 30, 2011

In Attendance:

Maren Greathouse, LGBTQ & Diversity Resource Center
Shigeo Iwamiya, Housing and Residence Life
Jeff Kwong, School of Nursing
Shirnel Jean-Baptiste, School of Business
Lisa Cho, School of Business
Carrie Livingston, Admissions
Rob Kurland, FASN
Mary Staleman, Athletics
Melissa Rivera, School of Public Administration
Officer Ramonita Cardoso, RUPD
Officer Mandie Sanchez, RUPD
Officer Kathleen Casey, RUPD
Helen Paxton, Communications
Bonnie Kenselaar, Alumni Affairs
CHATIYAH CANADY, Health Promotions
Anthony Florendo, Housing and Residence Life
Gretchen Van De Walle, FASN
Gerald Massenburg, Office of the Chancellor

1. Introductions
The meeting began with an introduction to the new organizational model. The committee will remain open to all faculty and staff, however, two individuals will be designated from each of the following entities to ensure that the work of this committee is relayed to each area of campus and that there is a liaison that can assist us in navigating each unit as needed:

School of Nursing
College of Arts and Sciences
Rutgers Business School
School of Criminal Justice
Rutgers School of Law- Newark
Graduate School
School of Public Affairs and Administration
RU Police Department
Health Services
Counseling Center
Housing
Admissions
2. New Business

A. Mission/Vision
We discussed a bit more about the mission/vision of this committee and future participation of students. While this was a loosely organized discussion, I have created a template for an official mission/vision statement that will be discussed at the next meeting. Please review at your leisure:

Mission
The mission of the LGBTQ Taskforce is to survey and address any institutional or community concerns that impact lesbian, gay, bisexual, transgender and queer (LGBTQ) students, faculty, staff, alumni and visitors to our campus that may enhance and improve the campus climate for LGBTQ people and address inequities or bias in regards to sexual orientation and gender identity/expression.

Vision
To create a safe, affirming and equitable climate for all lesbian, gay, bisexual, transgender, queer and ally constituents of Rutgers University-Newark.

B. Student Involvement in the Committee
Discussion was held regarding the future involvement of student representatives on the LGBTQ Taskforce. While members around the table recognize the importance of student voices in these discussions, members are also concerned with the involvement of students when discussions of a more sensitive nature occur, such as incidents of bias and/or incidents of potential negligence of the institution. The group came to a consensus that it might be better to host a town hall style forum encouraging students to voice their concerns and viewpoints on matters that are currently being reviewed by the LGBTQ Taskforce or should be investigated.

Membership
The LGBTQ Taskforce is advisory committee reporting to the Chancellor, comprised of Rutgers University-Newark faculty and staff. Students are encouraged to participate each semester in a LGBTQA Student Forum that the committee will hold at the conclusion of the term.

Meeting Schedule
This discussion led to a broader discussion about the meeting structure. It was decided that LGBTQ Taskforce meetings would be held on the 2nd Wednesday of each month from 2:30-4pm during the traditional academic year. The last meeting of the semester will be reserved for an LGBTQA Student Forum. The schedule for Spring 2012 year is listed below and will be held in the Chancellor’s Office Large Conference Room:
I did want to note that the April date will conflict with the middle of Passover this year (but the 2\textsuperscript{nd} Wednesday Schedule will not conflict in 2013 or 2014), so wasn’t sure if folks wanted to move that. This will be discussed at the February meeting.

3. Old Business

A. Campus Safety

Policies and Procedures for Bias Related Incident Reporting/Handling

The LGBTQ Taskforce has been asked to create a policy and response protocol for incidence of bias for the RU-N campus. This will involve reviewing current policies that are already in place at RU-N, including those observed by the RUPD and those used in departments that respond to students in crisis, such as the Counseling Center and Housing and Residence Life. As well, this will also involve review of the current RU-NB policy, current response protocol at institutions across the country and current NJ state law in regards to anti-bullying, hate crimes and non-discrimination. A sub-committee was organized to serve as the work group that will oversee this policy development, The Bias Response Protocol Subcommittee, comprised of:

Maren Greathouse
Bonnie Kenselaar
Mandy Sanchez
Anthony Florendo

Anyone who wishes to join this sub-committee should contact the convener, Maren Greathouse, at maren.greathouse@rutgers.edu

LGBTQ Sensitivity Training for Newark City Police and RU Police

The Mayor’s Commission on LGBTQ Concerns is working in conjunction with the LGBTQ & Diversity Resource Center and the School of Criminal Justice to assess the training needs for the City of Newark Police Department. Maren Greathouse and Bonnie Veysey, members of the respective Rutgers University Departments listed above will be creating a measurement instrument to assess attitudes, knowledge and skills within the City of Newark Police Department and will be extending this to the RU Police Department as well. Before this instrument is distributed, it will be presented to the LGBTQ Taskforce for review (potentially on 2/8/12). Once this instrument is distributed and data is collected, LGBTQ Sensitivity/Response Training tools will be developed and similarly presented to the LGBTQ Taskforce for their feedback.

Harassment, Intimidation and Bullying (HIB) Assessment Team

This group was listed in previous documents and was brought to the table for discussion of its history
and role. Shigeo Iwamiya expressed that it was a previous incarnation of what will now be the Bias Response Protocol Sub-Committee.

B. LGBTQ & Diversity Resource Center
A discussion was held regarding the role the newly established LGBTQ & Diversity Resource Center will play at RU-Newark and how it will interface with the LGBTQ Taskforce. So, a short presentation was made by Maren Greathouse about this new entity and its role. The mission of the organization is focused on providing direct support and student development to LGBTQ students, cultivating cultural competency of the heterosexual/cisgender student body around LGBTQ Identity, fostering the development of a safe and affirming campus climate, and serving as a consultant on LGBTQ issues in matters of institutional representation and response. This will take a number of forms:

OUTfront Peer Mentoring Program (Peer-to-Peer): This program pair students with educated peer mentors, who are trained in a variety of helping skills and knowledge about campus resources, who assist mentees in accessing necessary resources and connecting to LGBTQ peers across campus. This program will not only be promoted to students- who can then request a mentor- but will also engage in orientation events for new/transfer students to encourage community building among new students on campus.

OUTspoken Speakers Bureau Program: This program provides current LGBTQA students an opportunity to be involved in educational outreach efforts, sharing their experiences in panel settings with their peers and answering questions about their experiences as an LGBTQ person. This program encourages empowerment of students through composing and sharing their Coming Out stories and educating their peers and provides audience members with a diverse cross-section of people who identify within the LGBTQ community, which often contradicts many commonly held myths about the LGBTQ community.

LGBTQ & Diversity Resource Center Internship Program: This program is designed to provide students with an opportunity to work in a more in-depth capacity with the center. Students receive 3-credits in exchange for their work with the center in one of the following capacities: OUTfront Mentor Program Coordinator, OUTspoken Speakers Bureau Coordinator, Transgender Concerns Intern, Queer Newark Interns(2), Event Coordinators(2), Community Outreach Intern, Webmaster, Videographer and Video Editor, Graphic Designer. Students meet weekly with the Director of the program, for one-on-one direction and mentoring as well as complete an academic component con-currently.

Special Events: These are held throughout the year to educate the campus about LGBTQ identities and concerns and promote the personal, social, cultural, academic and professional development of LGBTQ students and their allies. Common programs include Welcome to the Gayborhood orientation programming, National Coming Out Day, Transgender Awareness Week, Pride Week, etc.

Resource Center: While there is currently not a surplus of space across campus, the LGBTQ & Diversity Resource Center (Conklin Hall 232) intends to expand to offer a student lounge and resource center. This will include books, dvds, magazines, and a study/social space where LGBTQ students can mingle and build community.
C. Educational Programs
Safe Space Program Updates
The LGBTQ & Diversity Resource Center will be collaborating with the LGBTQ Taskforce to review the existing Safe Space Program to integrate additional components. When this revision is complete, Maren Greathouse will submit new materials to the group for review. Facilitators who have been trained will be encouraged to learn any new components and will work together to administer Safe Space training campus-wide. More will be discussed after the new year.

Other Programs of Interest?
One program that folks were interested in last year was a session for faculty in regards to Responding to Homophobia in the Classroom. No one in the room was familiar with that discussion, so it was tabled until our next meeting.

The group discussed a variety of different options: holding an administrative form, hosting training opportunities through Human Resources (though folks felt that might not be the best way to promote), going from department to department and hosting individual trainings for each academic unit,

The idea of organizing a film festival around LGBTQ issues and faith was discussed. The director of the Sundance Film Festival winner, For the Bible Tells Me So, lives in Newark, so it would be fairly easy to invite him to campus. Additionally, there are a number of films that could also be added to this list: Trembling Before G-D, A Jihad for Love, etc. This will be brought to the table for further discussion at the next meeting.

ACTION ITEM: Folks are encouraged to bring ideas for educational programs to the next meeting.

D. Campus Climate Assessment
Discussion on this item was tabled until the next meeting.

Announcements

1. Upcoming Events
   a. World AIDS Week
   b. Diversity Brown Bag Series- Feb 18th Kickoff
   c. Laramie Project, Month of April TBA
   d. Pride Week, April 16-20
      i. Pride Week Kick Off and Flag Raising, April 16th
      ii. Drag Show, April 17th
      iii. Cheryl Kilodavis, author of “My Princess Boy,” April 18th