LGBTQ Taskforce Meeting Notes
March 7, 2012

In Attendance:
Jim Camacho, Criminal Justice
Bonnie Veysey, Criminal Justice
Joanne Hsu, RBS
Officer Casey, RUPD
Officer Cardoso, RUPD
Davis Edward, OIT
Polly McLaughlin, Counseling Center
Shigeo Iwamiya, Housing
Merve Fejzula, Dana Library
Bonnie Fong, Dana Library
Jeff Kwong, Nursing
Samita Mezger, Nursing
Genevieve Sumski, Paul Robeson Campus Center
Lisa English, Alumni Services
Absence Notification in advance: Mary Stadelman, Theresa Tantay-Wilson

1. Old Business
   a. Liaisons for the LGBTQ Taskforce
      We have added multiple liaisons to the LGBTQ Taskforce since our last meeting. Currently
      we are looking for representation from the Law School, the Graduate School and Athletics.
   b. Meeting Schedule (April 11th-Student Forum, May 9th)
      We will be hosting a student forum on April 11th on the current campus climate for LGBTQ
      students and their allies. We will be serving appetizers and beverages, courtesy of the
      LGBTQ & Diversity Resource Center in celebration of our first Out and Proud month. The
      group discussed possible questions for the forum as well as an anonymous online survey
      that could be offered to students who cannot attend. Please send feedback on the
      following questions presented:

      1. As current RU-N students, you interface with a number of campus
departments. What kinds of experiences have you had with these
departments? Are there any notable experiences, good or bad, that you
would like to share that could assist us in creating a more affirming
environment for LGBTQ students and their allies?

      2. If additional programs, services or resources were offered to better support
you as an LGBTQ or Ally students, what would you be personally interested
in utilizing?

      3. What aspects of campus life encourage you to feel proud of your LGBTQ
identity and/or enhance your experience at RU-N?

      4. In regards to programs, services or resources that you utilize off campus in
relation to your sexual orientation and/or gender identity, is there anything
that you would like to see on campus?
5. Are you aware of the safe zone program? Do you feel that it impacts your experience on campus, and if so, how? If you aren’t aware of it, are there ways we could better promote it? Further, do you feel more comfortable talking to a member of the LGBTQ community, an educated Ally to the community or would you feel equally comfortable speaking to both? 

6. If you were experiences distress in relation to your sexual orientation and/or gender identity, who on campus would you feel most comfortable reaching out to for support?

7. Are there areas of campus that you avoid in relation to your sexual orientation or gender identity/expression? This could be a place, group, department, etc.

8. What you witnessed anything that you were not personally involved in that you would want to share on behalf of another student.

9. If RU-N were to conduct a campus climate study, what kinds of issues would you like this tool to measure among students, faculty staff?

**ACTION ITEM:** All members are asked to please review questions and provide feedback before April 6th. Maren Greathouse and David Edward will meet to discuss options for offering an anonymous survey option through RUCS.

c. **Student Involvement** (Forums during Oct/April Meeting each Year)
   During the upcoming academic year, we will be hosting a student forum during the October and April meetings to solicit student feedback on the campus climate. All other meetings will be closed to faculty/staff to ensure that confidentiality regarding sensitive matters is maintained.

d. **Bias Response Protocol Update**
   The Bias Response Protocol sub-committee has been hard at work to gather information needed to begin this process on the RU-Newark campus. We reviewed the current organization of bias response on the RU-NB campus, met with RU Legal Counsel to ensure we have the correct language for all relevant policies, and compiled the current protocol used by offices at RU-N who respond to bias incidents (Non-Academic Judicial Affairs, Housing, Physical Plant, RUPD, Chancellor’s Office). Consultation was conducted the Chancellor’s office and it was determined that bias response would most effectively operate out of the Threat Assessment Team, as the important folks needed around the table would align closely with the membership of this group. The chairs of the Threat Assessment Team will be working with the sub-committee to determine how this will fit within this group or initiate a reconceptualization of this committee’s functions.

Following this decision, the sub-committee met to discuss next steps, particularly around how policies would be best aligned to unify response efforts. At this meeting, it was determined that these decisions would need to be made by the respective directors that oversee each affected unit. All members of the subcommittee were asked to reach out to their respective Directors/Chief to have a departmental meeting before the conclusion of March. Maren Greathouse will send out a meeting to these departmental heads to design the alignment of protocol and will regroup with the sub-committee once this is completed.
The sub-committee will then begin addressing the various needs of this project: development of a bias response website that includes pertinent information and reporting form, faculty/staff handbooks that offer guidance on bias response, brochures/bookmarks that would promote our new protocol to students, all promotional posters and official documents, bystander intervention events, collaboration on campus climate survey, etc.

e. Police Department RUPD/City of Newark Research Project. Police Department Training

The LGBTQ Taskforce is currently working with the LGBTQ & Diversity Resource Center and the School for Criminal Justice to provide relevant training for the RU police department on LGBTQ issues, per results of the LGBTQ campus climate inventory conducted during the 2011-2012 academic year. Maren Greathouse (LGBTQ & Diversity Resource Center) and Bonnie Veysey and Meda Barker (Criminal Justice) have conceptualized a study that would measure LGBTQ community experiences with the police and attitudes, behaviors and comfort level of officers with LGBTQ issues. Data collected will be used to propose LGBTQ sensitivity trainings designed to improve response to and interaction with the LGBTQ community, which will be assessed to measure effectiveness with a pre/post test on the date of trainings and a 3-month follow-up. The Rutgers University Institutional Review Board has tentatively approved this study and the study will begin in a few weeks.

Focus Group Dates:
* RU-Newark LGBTQ Focus Group will be held on April 2, from 11:30-1pm. The research team will be sending out invitations to students consistent with IRB guidelines.

ACTION ITEM: Please inform Maren Greathouse at maren.greathouse@rutgers.edu if you would like to recommend an LGBTQ student to participate in this focus group.

* LGBTQ Community Focus Group will be by invitation on March 28, 2012. Invitations are being issued by the Mayor’s Commission on LGBTQ Issues for the City of Newark.

f. Campus Climate Assessment

a. Findings from CIRP Data, Courtesy of the Diversity Research Institute-Dana Library

Please see the attached summary of the annual survey that is disseminated to all graduating seniors at RU-Newark. There is rich data regarding diversity and campus climate that is measured with this tool, that might be useful to on-going discussions.

b. Update on Instruments (Lisa English, Melissa Rivera, Lisa Hull and Maren Greathouse)

Lisa English shared that she has been connected with professionals across the country on various tools used to survey campus climate. Neither Lisa Hull or Melissa Rivera were in attendance. Maren Greathouse had no report at this time. Further conversation on this project was tabled until the May 9, 2012 meeting.

ACTION ITEM: Please review the attached CIRP data before the May 9th meeting. We will be reviewing the findings of our committee members and identifying next steps in this process. Maren Greathouse will reach out to the Dana Library liaisons for further assistance on this project. Lisa Hull, Lisa English, Melissa Rivera, Merve Fejzula and Maren Greathouse should prepare findings for the May 9th meeting.
g. **CACP- Diversity Conference, Spring 2013**

Genevieve Sumski reported that several members of the RU-N CACP committee had met over the last month to begin developing a proposal to host the CACP Diversity Conference during Spring 2013. Genevieve Sumski reported that group had proposed moving the event from its traditional April date to a date closure to the beginning of the spring semester, in February 2013. This would be optimal for student attendance, as the campus traditionally does not have a great deal of programming during this time of year (as opposed to April, when the campus is saturated with program options). Further, the group would like to offer separate tracks for students and faculty/staff that address learning needs. This group will be meeting over the next month to nail down more details about this project and members will report during our April or May meeting.

**ACTION ITEM:** Anyone interested in submitting ideas for this proposal or participating in a larger planning committee are encouraged to contact Maren Greathouse via email at maren.greathouse@rutgers.edu

h. **Educational Programming**
   a. **Responding to Homophobia in the Classroom**
      
      David Edward reported that he has not received interest from folks in regards to creation of an intervention training program. Maren Greathouse and David Edward will meet separately to begin discussing this project and reaching out to faculty that may be invested in this topic.
   
   b. **Faculty/Staff Toolkit**
      
      There is no report on this at the moment. When the LGBTQ website is developed, this agenda item will be reintroduced for further exploration.
   
   c. **LGBTQ/Faith Film Festival-Fall, 2012**
      
      There is no report at the moment. This film festival is scheduled for October 2012.
   
   d. **RU Police Department Liaison Program**
      
      Our RU Police Department Liaisons reported on a visit they made to the LGBTQ Student Organization meeting for RU Pride. They played games with the students and initiated contact that will enhance the RUPD’s relationship with LGBTQ students on campus. The LGBTQ & Diversity Resource Center will be working with the liaisons to promote their partnership with LGBTQ students across campus during the upcoming year.

2. **New Business**
   a. **LGBTQ & Diversity Resource Center**
      
      i. **OUTspoken Speakers Bureau Launched**
         
         This is a peer education program available for classroom presentations, presentations to residence hall students, student organizations and departments across campus. This program engages audience members in introductory conversations about LGBTQ identity, the coming out process, and the experiences that LGBTQ students have on campus. The program is coordinated by a student intern of the center. Student speakers are trained on public speaking skills, common myths and misperceptions about the LGBTQ community and strategies to clarify and educate an audience, how to develop and share the powerful narrative of their own experience as a member of the LGBTQ community, address oppositional learning
behaviors in the classroom (such as hostility and apprehension), and empower audience members to be stronger allies to the LGBTQ community. We encourage allies to participate as well, but will only assign one ally to each presentation.

**ACTION ITEM**: Please encourage any students who may be interested to contact the LGBTQ & Diversity Resource Center for more information.

ii. **OUTfront Mentor Program**
This is a peer mentorship program open to any current LGBTQ students at RU-N. Peer mentors are trained on a variety of helping skills, crisis management and resource referral, healthy boundaries, and social support issues that are common to the LGBTQ community: the coming out process, body image, eating disorders, drug/alcohol abuse, the impact of bullying and familial rejection, etc. Peer mentors are then asked to plan orientation events designed to create a welcoming and supportive environment for LGBTQ students. There is an upcoming training scheduled for Friday, March 10th from 10am-6pm.

**ACTION ITEM**: Please encourage any students who may be interested to contact the LGBTQ & Diversity Resource Center for more information.

iii. **Transgender Resource Guide**
This guide is being developed to assist transgender identified students in navigating resources across the RU-Newark campus. It will include a map of all gender neutral restrooms across campus, trans-competent doctors and mental health professionals, RU-Newark policies on mental and clinical care, records/registration, housing, etc.

iv. **Development Project**
The center is currently working with the Development officer at RU-Newark to create opportunities for giving to the program. A formal presentation will be made at the May 9th meeting.

v. **Alumni Outreach**
The center is currently working with the BiGLAT Alumni Meeting to determine ways that we can reach out to alumni and collaborate on projects such as professional mentoring, social networking events for alumni and involvement in programs throughout the academic year.

vi. **HMI Partnership**
The center is working in partnership with the Hedrick-Martin Institute to plan a youth summit for October 2012 for Newark city LGBTQ youth currently enrolled in high school or seeking to participate in GED tutoring. The event will consist of a keynote speaker, breakout sessions (on coming out, responding to bullying, managing familial conflict, reconciling faith, etc), and dance party for students. RU-N hope to help demystify the college environment, guide students who may be interested in applying for enrollment and connect them to resources across the city and region. Once this project is solidified, the LGBTQ & Diversity Resource Center will be supporting HMI in creation of a GED preparation program and development of an Upward Bound program for LGBTQ youth. More details will be reported at the May 9th meeting.

b. **Queer Newark Updates**
The Queer Newark advisory committee has begun meeting. The project will resume in the Fall 2012 semester.

c. Newark Pride - July 11-15
   The Newark Pride Alliance has begun meeting to organize the Summer 2012 Newark Pride Celebration. RU-Newark will be collaborating with this organizing committee to host at least one major event during the celebration. More will be reported at the May 9th meeting.

3. Announcements
   a. April Pride Celebration 2012 (See Below)
   b. LGBTQ Taskforce Meeting, April 11th at 2:30pm in the Chancellor’s Large Conference Room
   c. LGBTQ Taskforce Meeting, April 11th, 2:30pm, in the Chancellor’s Large Conference Room
   d. LGBTQ Forum with the FBI, March 16th, 10am-1pm, Room 090 (Lori Scott-Pickens)
   e. Screening: For Colored Girls When the Rainbow Is Enuf, March 16th, 7pm, Bradley Theater
   f. Alumni Reunion & Open House will be held on April 21st
   g. Others?

-Out & Proud April Celebration-
   • Love is Louder Social Media Project Launch Party- April 3, 12-3pm, Essex Room
   • Marriage Equality Concert- April 7, 8pm, Essex Room, Ticket Cost TBA
   • LGBTQ Taskforce Meeting: “Student Forum and Pride Celebration”- April 11, 2:30pm, Chancellor’s Office
   • Project Civility Debate, RESOLVED: Covering One’s Identity is Detrimental to Society and Our Civil Rights- April 11, 8pm, College Ave Campus Student Activities Center Raritan River Lounge
   • Pride Week
     o Pride Week Kick Off, April 16th
       ▪ Carnivale, April 16, 11am-2pm, Samuels Plaza
       ▪ Pride Parade, 11:45am, Rutgers-Newark Archway
       ▪ Carnival Dance Party, 7:30pm, Robeson Center 255-257 (Free for students/faculty/staff and $10 for all other guests)
     o RU-N Drag Show, April 17, 8pm, Essex Room, Doors Open at 7:45pm (Free for students/faculty/staff and $10 for all other guests)
     o My Princess Boy Author, Cheryl Kilodavis, April 18, 2:30pm, Robeson Center 255-257
     o Juke Joint (Open Mic), April 18, 9pm, Stonsby Commons
     o Raider Pride Vogue Ball, April 19, 5:30pm, Robeson Dance Theater (3rd floor)
       *Reception Provided
     o Queer Film Festival, April 20, Robeson 237, 12-4pm *Snacks Provided
   • Lecture: “What We Witnessed: The first U.S. LGBTQ Delegation to Palestine”, April 25, 2:30pm, Robeson Room TBA
   • Laramie Project, April 26-28, Jim Wise Theater, NJIT, 7:30pm, Tickets $10 (all proceeds will benefit LGBTQ Youth)
   • Glassbooks Project Unveiling, April 30 1pm, Dana Room
   • Rainbow Graduation and Pride Awards, May 2, 2:30pm, Robeson 255-256
   • Newark is Burning, May 5, NJPAC, 7:30pm, Tickets $25+ **The LGBTQ & Diversity Resource Center will be raffling tickets throughout April for the event
-LGBTQ Taskforce Mission/Vision-

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.

LGBTQ Taskforce

CAMPUS LIFE LIAISONS

RU Police Department
P/O Casey  
kathykc@andromeda.rutgers.edu
P/O Sanchez  
sanchez5@andromeda.rutgers.edu
P/O Cardoso  
racardos@andromeda.rutgers.edu

Health Services
Marie Danielle Attis  
Caribe@andromeda.rutgers.edu
Theresa Tantay-Wilson  
tessat@newark.rutgers.edu
Sandy Samuels  
szsamuels@rutgers.edu (Clinical Liaison)

Housing
Shigeo Iwamiya  
shigeo@andromeda.rutgers.edu
Anthony Florendo  
antad97@andromeda.rutgers.edu

Admissions
Caroline L. Alesiani  
calesiani@ugadm.rutgers.edu

Alumni
Bonnie Kenselaar  
bkenselaar@winants.rutgers.edu
Lisa English  
lenenglish@andromeda.rutgers.edu

Communications Office
Helen Paxton  
hs.paxton@rutgers.edu

Office of University/Community Partnerships
Rolando Herts  
rherts@andromeda.rutgers.edu
Athletics
Mary Stadelman  mary.stad@rutgers.edu
*Additional Representative Not Designated

Paul Robeson Student Center
Clayton Walton  cwalton@andromeda.rutgers.edu
Genevieve Sumski  famoso@andromeda.rutgers.edu

Counseling Center
Polly McClaughlin  pollymc@newark.rutgers.edu
Najah Berry  najah.berry@rutgers.edu

Newark Computing Services
Karen Swift  kgrate@andromeda.rutgers.edu
David Edward  dedward@andromeda.rutgers.edu

Dana Library
Merve Fezjula  jzula@andromeda.rutgers.edu
Bonnie Fong  bonnie.fong@rutgers.edu

ACADEMIC LIAISONS

School of Public Affairs and Administration
Melissa Rivera  melar@rutgers.edu
Robyn Curry  rdcurry@andromeda.rutgers.edu

Faculty of Arts and Sciences
Maggie Shiffrar  mag@psychology.rutgers.edu
Rob Kurland  rkurland@rutgers.edu
Jan Lewis  janlewis@andromeda.rutgers.edu
Jason Bird  jason.bird@rutgers.edu
Fran Bartkowski  franb@andromeda.rutgers.edu
Beryl Satter  satter@andromeda.rutgers.edu

School of Nursing
Dr. Jeffrey Kwong  kwongj@rutgers.edu
Dr. Rick Passagno  richard.pessagno@rutgers.edu
Samita Mezger  samnita.mezger@rutgers.edu
School of Criminal Justice
Bonnie Veysey veysey@rutgers.edu
Jimmy Camacho jimmyca@andromeda.rutgers.edu

Business School
Lisa Cho yoonsun@business.rutgers.edu
Shirnel Jean-Baptiste shirnelj@business.rutgers.edu
Joanne Hsu joanne.hsu@business.rutgers.edu

Law School
Andy Rothman arothman@rutgers.edu
*Additional Representative Not Designated

Academic Foundations Center
Deborah Walker-McCall dwalker@andromeda.rutgers.edu
Engelbert Santana santanam@andromeda.rutgers.edu

Graduate School
Barry Komisaruk brk@psychology.rutgers.edu
*Additional Representative Not Designated