LGBTQ Taskforce Meeting Notes
February 8, 2012

In Attendance:
Maren Greathouse, LGBTQ & Diversity Resources
Joanne Hsu, Business School
Lisa Hull, Political Science
Robyn Curry, SPAA
Theresa Tantay-Wilson, Health Services
Mary Stadelmann, Athletics
Genevieve Sumski, Office of Student Life and Leadership
Sami Mezger, School of Nursing
David Edward, OIT-Newark Computing Services
Jimmy Camacho, School of Criminal Justice
Polly Mclaughlin, Counseling Center
Melissa Rivera, SPAA
Lisa English, Alumni Relations
Bonnie Kenselaar, Alumni Relations
Carrie Alesiani, Admissions
Ramonita Cardoso, RUPD
Mandie Sanchez, RUPD
Kathy Casey, RUPD

1. Old Business
   a. Updated LGBTQ Liaisons
      A big thanks to the folks that updated their liaisons! These are listed at the bottom of these notes for reference. We would like a few additional representatives, so that each department has at least 2 representatives. Maren has reached out to each entity for follow-up:
         i. Admissions
         ii. Office of University/Community Partnerships
         iii. Communications office (only one liaison is required for each meeting)
         iv. Athletics
         v. Counseling Center
         vi. Dana Library
         vii. Law School
         viii. Graduate School

      **ACTION ITEM:** We encourage any current liaisons to follow up within their departments to identify an additional liaison.

   b. Mission/Vision Statement
      During the last meeting, a mission/vision for this taskforce was proposed. No objections were voiced and, thus, this mission/vision statement is now in effect:
         i. 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.

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

c. Meeting Schedule
The group discussed the upcoming meeting dates. A concern was brought up about the March meeting date, because it will fall on spring break. So, we have rescheduled the March meeting to be held on March 7th from 2:30-4pm in the Chancellor’s Office Large Conference Room. The subsequent meetings will be held on April 11th and May 9th at the same location.

d. Student Involvement in Committee
We discussed student involvement in the committee during our last meeting and came to a consensus that student involvement could be a concern due to the sensitivity of certain discussions that might be held by the committee. Thus, each semester, a student forum will be held to provide a space for students to communicate their needs to the committee and the Chancellor’s office. Although we had originally planned it for May, committee members were concerned that the lateness of the meeting might prevent students from attending this forum. So, it was decided that the LGBTQ Taskforce Student Forum would be held on April 11th this year. Because this will be held during our Pride Month, we can highly publicize it and promote student, faculty and staff interaction through the forum. Student forums will be held in October and in April each year to encourage the most optimal student attendance.

ACTION ITEM: Maren Greathouse will arrange for catering on the day of this meeting to encourage participation and celebration of Pride Month.

e. Safe Space Programming
Shigeo Iwamiya, former coordinator of the RU Safe Space Program, met with Maren Greathouse - new director for the LGBTQ & Diversity Resource Center- to transition this program to the new center. Maren will be integrating the materials for this program with the Safe Space program she facilitated at her previous institution and will be rolling out a revised program in Fall 2012. Train-the-Trainer sessions will happen in August and be promoted throughout the summer for interested faculty/staff.

f. Bias Response Protocol
A subcommittee was formed to address Bias response protocol at the last meeting. Since then, various members of the group have been gathering information:

i. New Brunswick Bias Response Team and Bias Prevention Education Committee
Met with Cheryl Clarke to discuss their structure for responding to bias incidents directly (Bias Response Team) and organizing prevention and response programming for the general campus community (Bias Prevention Education Committee). As well, Cheryl shared their protocol for documenting/reporting and current best practices.

ii. General Counsel
RU is currently reviewing their policies governing bias, due to changes in current state and federal law. Maren Greathouse will be meeting with Monica Barrett to get updates on this review process on February 22, 2012. Report will be given during March 7th meeting.

iii. RU-N Entities that Respond to Bias
Members of the committee have been gathering information/protocol used by entities that respond to bias, including Housing & Residence Life, Non-Academic Judicial Affairs, RUPD,
Physical Plant, Academic Departments and the Chancellor’s Office. This should all be collected by the time of the March meeting.

**ACTION ITEM:** Maren Greathouse will be calling a meeting of the subcommittee and campus stakeholders before the March 7th meeting to collect these pieces of information.

g. Police Department Training- Updates
   The LGBTQ Taskforce is partnering with the School for Criminal Justice to develop LGBTQ Sensitivity trainings for the RU Police Department and the City of Newark Police Department. A research study has been developed by Maren Greathouse and Dr. Bonnie Veysey and Meda Barker from the School for Criminal Justice, that will measure constituents attitudes towards the police and current attitudes and behaviors of the two police entities in an effort to create trainings that will be most effective in enhancing LGBTQ sensitivity in working with the public. Updates:
   i. The first phase of this study has been submitted for IRB approval, measuring LGBTQ constituents’ attitudes towards each police entity. Focus groups with LGBTQ folks in the city and on campus will be scheduled during the month of March.

Lisa English shared that she would be happy to identify alum that could give their perspective on these interactions over a length of time. Sami Mezger and Jimmy Camacho shared that they would be interested in assisting with this project.

**ACTION ITEM:** Maren Greathouse will be preparing information on focus groups to send out the committee when dates are finalized. Everyone on the committee is asked to encourage LGBTQ students, faculty and staff to attend a focus group to share their attitudes and perceptions of LGBTQ Sensitivity and responsiveness within the RU Police Department.

2. New Business
   a. Bias Incident in Conklin Hall
      A series of incidents have recently happened in Conklin Hall. The building elevator has an office directory, from which the label for the LGBTQ & Diversity Resource Center has been removed by an unknown person several times. This has been reported to the RUPD, who responded promptly to investigate. The most recent replacement sign has not been removed for several days, but any updates will be reported at the next LGBTQ Taskforce meeting.

   b. NE LGBTQ College Conference- 2014!
      The LGBTQ & Social Justice Education Program on the RU-NB campus and the LGBTQ & Diversity Resource Center on the RU-N campus will be jointly hosting the Northeast LGBTQ College Conference in Spring of 2014. This conference brings hundreds of college students together from across the NE region of the United students for a weekend of workshops, speakers, and social events. More will be conveyed as we approach the 2013-2014 academic year.

   c. April Pride Celebration 2012 (Updated since our meeting!)
      i. NOH8 Photoshoot, April 3, 12-3pm, Essex Room
         Marriage Equality Concert, April 7, 7pm, Essex Room
         LGBTQ Taskforce Meeting & Student Form, April 11, 2:30pm, Chancellor’s Office Large Conf.
         Project Civility Debate, April 11, Rutgers Student Center, Multipurpose Room, RU-NB
         Pride Week Kick Off, April 16, 11:30am, Samuels Plaza
         RU-N Drag Show, April 17, 8pm, Essex Room
         My Princess Boy Author, Cheryl Kilodavis, April 18, 2:30pm, Robeson Center 255-257
         Juke Joint (Open Mic), April 18, 9pm, Stonsby Commons
         RU Pride Vogue Competition, April 19, 5pm, Robeson Dance Theater
         Queer Film Festival, April 20, University Square Multipurpose Room, All-Day
Laramie Project Production, April 25-27, 7pm, NJIT Jim Wise Theater
Glassbooks Unveiling, April 30, 1pm, Dana Room
Rainbow Graduation and Pride Awards, May 2 2:30, Robeson 255-256

**Next year we should align this with the Student Toast done by the Alumni Relations office**

Newark Is Burning, May 5th (NJPAC)

LGBTQ Taskforce Student Forum, May 9th

### d. Campus Climate Assessment

i. Institutional Research conducts the HERI CIRP Freshman and Senior Surveys
Maren passed around some of the surveys that are currently being administered by the Diversity Research Institute within the Dana Library. Maren did not have previous data for our campus and would reach out to Dr. Mark Winston to inquire if previous data was available for review.

**ACTION ITEM: Maren Greathouse will reach out to Mark Winston to inquire about previous data on these surveys.**

ii. Last Campus Climate Study
The last time that an RU-wide campus climate study was conducted was in 2005. The original impetus to conduct this study was originated out of the Committee to Advance Our Common Purposes (CACP), who drafted an instrument. This was then revised by the Eagleton Institute in New Brunswick and distributed to all three campuses. Results for these studies can be found at [http://studentaffairs.rutgers.edu/documents/campusclimate.pdf](http://studentaffairs.rutgers.edu/documents/campusclimate.pdf)
The original committee was co-chaired by James Credle (Newark), Richard White (New Brunswick) and Mary Beth Daisy (Camden).

iii. Institution-Wide vs. RU-N Specific

I. The committee discussed the benefits/costs of initiating a three campus study or focusing primarily on the RU-Newark campus. Members of the committee felt that a campus climate assessment was overdue and concerned that involving the other campuses would slow the process considerably and felt that a RU-N specific study would be best.

II. The group moved on to discussion of a self-authored instrument or an existing instrument that could be compared to a national sample. Genevieve Sumski raised the point that many national tools allow institutions a certain number of questions that can be tailored specifically to a particular campus. It was decided that more inquiry was necessary into existing instruments before next steps could be determined. This inquiry will be done interdisciplinary.

**ACTION ITEM: Lisa English will look into AERA measurement tools. Melissa Rivera will look into NASPA measurement tools. Lisa Hull will speak with Jyl Josephson about tools used by the American Political Science Association. Maren Greathouse will look into ACPA measurement tool and send out guidance to the other volunteers regarding pertinent questions to ask in this inquiry.**

### e. Queer Newark Updates
Queer Newark has begun the process of creating an advisory committee that will oversee the project and organize conference events in the upcoming years. This advisory committee will be chaired by Dr. Beryl Satter and Darnell Moore. Further, student internships will be run out of the LGBTQ & Diversity Resource Center to foster on-going collection of oral history interviews. This internship program will launch in the Fall of 2012.

### f. CACP Diversity Conference, Spring 2013
The CACP committee has reached out to the RU-Newark campus to potentially host a Diversity Conference in the spring of 2013. Maren Greathouse will be calling a meeting of potential partners for this conference in the coming month, including CACP representatives from Newark (Maren Greathouse, Genevieve Sumski, Jen Decker and Theresa Tantay-Wilson), Sherri-Ann Butterfield, etc. Melisa Rivera shared that she would be interested in being involved in the planning for this event. More information will be reported at the next LGBTQ Taskforce Meeting.

**ACTION ITEM:** Maren Greathouse will reach out to potential campus partners between now and the next LGBTQ Taskforce meeting to set up a time to discuss this project and develop a planning proposal.

g. Educational Programming
   i. Responding to Homophobia in the Classroom
      Previous members of the LGBTQ Taskforce have expressed interest in organizing an educational training for faculty and staff on how to respond to incidents of homophobia in the classroom. David Edward from Newark Computing Services expressed interest in participating in this committee and giving feedback on cyber issues.
      **ACTION ITEM:** Anyone interested in participating in a subcommittee to create training materials should contact Maren Greathouse or David Edward directly.
   
   ii. Faculty/Staff Toolkit
      Further, the committee talked about the possibility of a Faculty/Staff resource guide that could be available online that gave useful information for providing mentorship to LGBTQ students. This will be tabled until the LGBTQ & Diversity Resource Website is created.
   
   iii. LGBTQ/Faith Film Festival
      During our last meeting, we discussed the possibility of hosting an LGBT film festival that could address issues of faith. Films suggested included For the Bible Tells Me So (Dan Karsdale, the filmmaker, lives in Newark), A Jihad for Love, Trembling Before G-D, an others. Robyn Curry shared that she would be interested in participating in this project.
      **ACTION ITEM:** Anyone interested in participating in a subcommittee to plan this film festival should contact Maren Greathouse or Robyn Curry directly.
   
   iv. RU Police Department Liaison Program
      Discussion was had regarding promotion of the LGBT Liaisons for the RUPD, including interaction with LGBTQ students, visual campaign and possibly a Self Defense Training.
      **ACTION ITEM:** Maren Greathouse will be working with the RUPD to raise visibility of the LGBT Liaisons over the next few months.

3. Announcements
   a. Black History Month Programs
   b. Human Dignity Awards - Nominations Due on February 16th
   c. OUTspoken Speakers Bureau Training, February 24th
   d. Women and Gender Studies Conference, March 8th
   e. LGBTQ Taskforce Meeting, March 7th at 2:30pm in the Chancellor’s Large Conference Room
   f. LGBTQ Forum with the FBI, March 16th, 10am-1pm, Room 090 (Lori Scott-Pickens)
   g. Alumni Reunion & Open House will be held on April 21st
      **ACTION ITEM:** Everyone is encouraged to promote this event and connect with Alumni Affairs.
      Maren Greathouse will reach out to RU Pride about tabling at the open house.
   
   h. Chancellor’s Address, Feb 9th, 2:30pm, Essex Room
   i. Others?
-LGBTQ Taskforce-

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.

-Liaisons to the LGBTQ Taskforce-

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