

ANNUAL  
REPORT  
2015-16



LGBT CENTER

UNIVERSITY OF  
**LOUISVILLE**<sup>®</sup>



**BRIAN BUFORD**

**ASSISTANT PROVOST  
FOR DIVERSITY  
AND LGBT CENTER DIRECTOR**

## DEAR FRIENDS OF THE LGBT CENTER,

What a productive and meaningful year we've had in the LGBT Center! Over the last twelve months, we launched our initiative to be the first university in the country to implement LGBT competencies from the American Association of Medical Schools, extended transgender-inclusive health insurance benefits to employees and students, served homeless LGBT youth in Louisville and Atlanta, and were named the most LGBT-welcoming campus in the South by Campus Pride. And that's just the beginning!

Since opening in 2007, the Center has led the way in creating a more inclusive, welcoming campus environment for LGBT people and has supported the overall vision for diversity at U of L, articulated by the

Vice Provost for Diversity and International Affairs. We contribute in the following ways:

- Maintain a "safe zone" gathering space where students, faculty and staff—regardless of their identity or orientation--can make positive connections with staff and peers
- Provide a hub for LGBT student organizations
- Promote student/employee retention and success through personal support, advising, and by connecting them with services and resources
- Develop and facilitate education and training for the campus community
- Reach out to prospective and new students, faculty, and staff to make them feel welcome and connected to campus
- Foster collaboration with campus and community organizations that support LGBT people and issues, and those that address intersectional aspects of social justice

The secret to success? We believe it's the investment of our community and the generosity of supporters and friends helping us realize our vision. From the excitement of *Feast on Equality* to the quiet efforts of dedicated alumni to establish new scholarship opportunities, the Center continues to break new ground because people believe in the importance and value of our work. If you have made a gift to the Center, large or small, you share in the celebration of our progress. And we thank you for sharing our passion for supporting our students.

A handwritten signature in black ink, appearing to read "Brian".

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## 2015-16 HIGHLIGHTS

From funding new scholarships to being named one of the most LGBT friendly schools in the nation.

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## THE NUMBERS

Budget details and statistics of our success throughout the year.

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## OUR 5 YEAR PLAN

The LGBT Center developed a vision for the next five years and specific, compelling deliverables that will elevate our work to a higher level and make us the nation's model for LGBT work at other schools.

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## PROGRAMS AND EVENTS

Continuing our service to the community through living learning communities, the annual Pride celebration, and trainings.

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## HIGHLIGHTS



### *Campus Pride Names U of L the Most LGBT-Inclusive Campus in the South and One of the Top 25 Nationwide*

This year, a national nonprofit that rates colleges and universities according to their support of lesbian, gay, bisexual and transgender issues gave the University of Louisville its highest ranking among participating public Southern institutions and included it in its annual listing of the top 25 nationwide

Campus Pride awarded UofL 4.5 out of five stars in the Campus Pride Index 2.0, released last August.

UofL has participated in the Campus Pride Index since 2007, obtaining a five-star rating in 2013 and 2014 and ranking among the top 50 U.S. schools for LGBT inclusiveness. For 2015, the index upgraded and expanded its requirements, causing UofL to fall slightly but to continue a strong showing as one of the top 31 schools in the rankings.

"Our ranking dropped a half-point when the index was revamped to include more factors," said Brian

Buford, assistant provost for diversity and director of the LGBT Center. "But even though the bar was set higher, UofL rose to many of those new challenges and will continue to work to achieve lasting change. In reality, we are now part of an even more elite group of schools than when we were a five-star campus."

That was made evident later in the year when Campus Pride included U of L in its annual listing of the top 25 universities nationwide, an honor that included national media coverage and recognition during President Ramsey's State of the University address. According to Campus Pride Executive Director Shane Windmeyer, "there is a lot to be learned from the Top 25 campuses on this listing. Many of these campuses are specifically addressing recruitment and academic retention efforts for LGBTQ students as well as concerns for transgender student safety, as reflected by their willingness to be the first campuses to take the updated assessment."



PINK!, a student-produced drag show, is the university's longest running student fundraising event, proceeds benefitting programs and scholarships at the LGBT Center.

## HIGHLIGHTS

### SCHOLARSHIPS

#### *Alumni and Community Donors Create Three New Scholarships to Support LGBT Students*

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One of the hallmarks of a great program for LGBT students is the availability of scholarships and financial support to help students pay for their education, and this year alumni and donors created three new scholarships to meet this need.



*U of L is the only school I applied to. I came because of the LGBT Center and it has been a pretty great experience so far. They have given me opportunities I never thought I would have.*

*-James Alcantara*

### BRIAN BUFORD ENDOWED LGBT ALUMNI SCHOLARSHIP

Created in 2014 by the University of Louisville LGBT Alumni Network, this scholarship was endowed in 2015 to ensure that it will support students for many years to come. According to network president Will Baumgardner, "Our goal is to empower undergraduate LGBT students at UofL by connecting them with financial, organizational and personal development opportunities to improve themselves and, in turn, our community." The award is named for the inaugural director of the LGBT Center, who is also an active university alumnus. Three students received the award in 2015, with awards ranging from \$500 to \$1,500.

### THE DAWN WILSON SCHOLARSHIP FOR LGBT STUDENTS OF COLOR

Established by alumnus Joey Feldman (Kent School of Social Work, 2010), the Dawn Wilson Scholarship is a first of its kind in the South, awarded to subsidize the cost of higher education at the University of Louisville for undergraduate LGBTQ+ students of color.

The namesake Dawn Wilson has been a social justice activist for 20 years in transgender civil rights and the intersection between transgender identity and other human rights issues. She has held leadership roles with the Louisville Fairness Campaign, the Council for Fairness and Individual Rights (C-FAIR), and the Louisville Metro Human Relations Commission where she is currently serving as Education Chair.

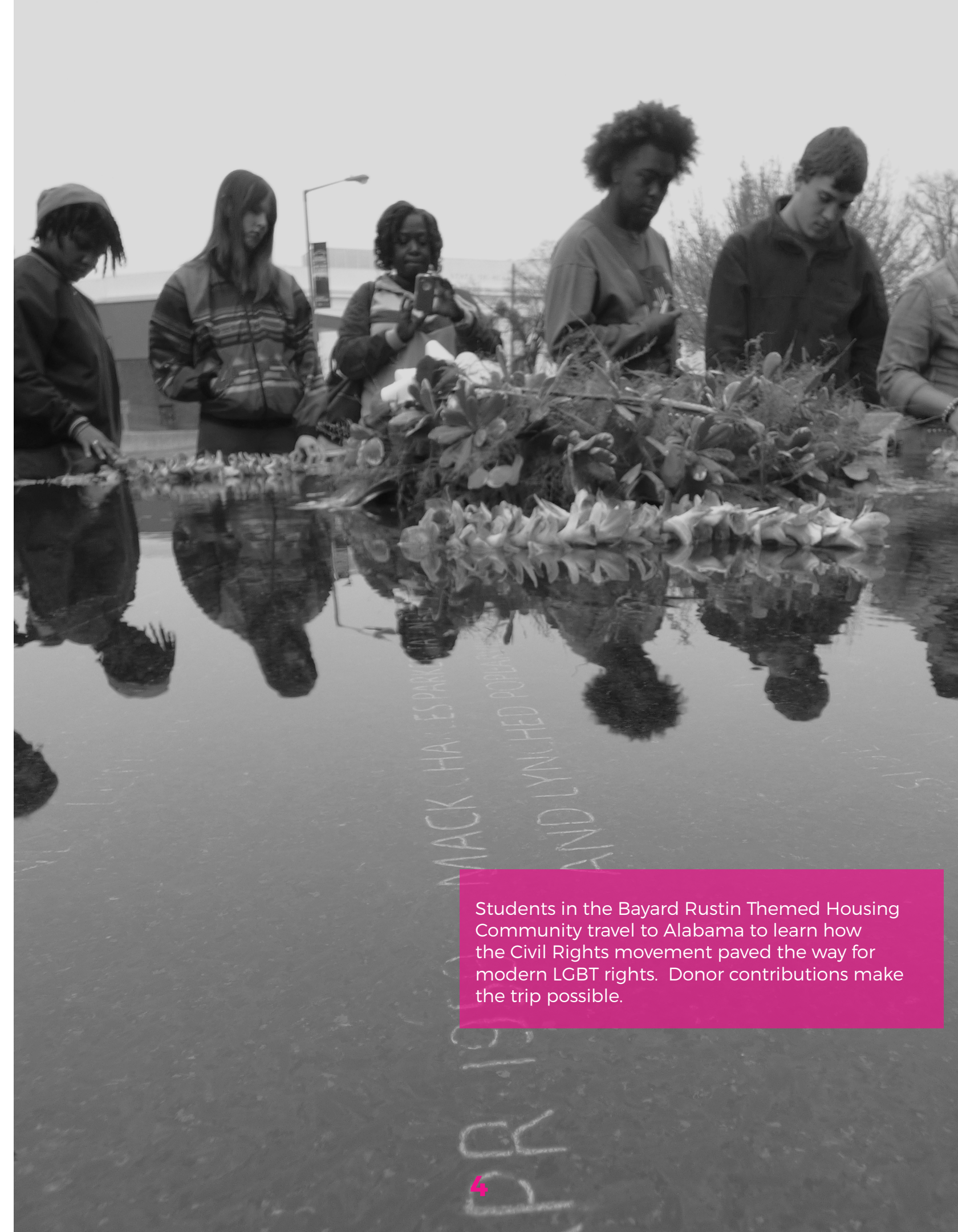
Three students received the scholarship this year, with awards ranging from \$500 to \$2,000.

### THE JOHNSON-CAMPION ALUMNI SCHOLARSHIP

Established by graduate alumnus Paul Campion (College of Education, 1993) and his husband, Randy Johnson, the Johnson-Campion Scholarship was created to subsidize the cost of higher education at the University of Louisville for students with strong financial need, with preference given to undergraduate students focused on advancing equal rights for the LGBTQ community.

Paul Campion and Randy Johnson have been a couple since 1991 and were married in 2008, when gay marriage became legal in California, but their marriage was not recognized back home in Kentucky. As same-sex parents to their four adopted children, they were concerned about discriminatory laws that prevented them both from being legally recognized as parents. As a result, they joined three other Kentucky couples in a July 2013 lawsuit seeking recognition of their marriages by the state and were among six cases from four states that made it to the U.S. Supreme Court, which began hearing arguments in April 2015 and in a landmark decision on June 26, 2015, ruled in favor of marriage equality.

The first recipients of this newly-established scholarships will be identified later this year.



Students in the Bayard Rustin Themed Housing Community travel to Alabama to learn how the Civil Rights movement paved the way for modern LGBT rights. Donor contributions make the trip possible.





## HIGHLIGHTS



## GIVING BACK

### *LGBT Center Serves Homeless Youth in Louisville and Atlanta*

In keeping with UofL's history of community service projects before bowl games and the Final Four, the LGBT Center collected items for Lost-n-Found Youth, an Atlanta nonprofit that serves homeless LGBT teens and young adults, as well as local Safe Space shelters in Louisville. The items were distributed the weekend of the Chick-Fil-A Kickoff Game in Atlanta September 5, and were part of an effort by University President James R. Ramsey to send a message of support to LGBT people and to counter past messages by Chick-Fil-A that many LGBT people found offensive.

Assistant Director Lisa Gunterman organized the collection of donated items with a goal of creating 200 street packs, kits containing essential items that could help ensure the survival of youth who were homeless. During the university's Welcome Week activities for new students, Lisa hosted a volunteer session to assemble the packs and collected donations from hundreds of students from fraternities and sororities, athletics, and community friends. Not only did she exceed the goal of 200 street packs, but she received unexpected gifts of phone chargers, clothing, and backpacks.

"We know that 40% of homeless youth identify as LGBTQ, so this project is at the heart of our work," Gunterman said. While in Atlanta, a team of volunteers and Center staff joined President Ramsey in delivering the kits and serving a meal to the residents.

## HIGHLIGHTS

# eQUALITY



### *eQuality Project Celebrates a Successful Year Infusing Medical School Curriculum with LGBT Competencies*

In 2014, the University of Louisville's School of Medicine made history as the first in the nation to incorporate into its curriculum the Association of American Medical Colleges (AAMC) competencies for serving LGBT, Gender Nonconforming (GNC) and Differences in Sex Development (DSD) patients. Launched by the LGBT Center's satellite office at the Health Sciences Center, the eQuality Project is an interdisciplinary effort established to accomplish this goal and to ensure that all individuals receive the best possible health care. The eQuality Project includes the university's Undergraduate Medical Education Office, the Health Sciences Center's Office of Diversity and Inclusion, Office of Community Engagement, and the LGBT Center.

The eQuality team spent much of the 2015-16 year developing or revising 50 hours of curriculum for the first and second years of medical school to be inclusive. This included the addition of new content into existing sessions and the creation of new sessions, such as small group sessions with community members to learn about barriers to care, and problem-based learning about the unethical use of reparative therapy.

Another aspect of the eQuality Project was to provide information and resources to faculty and

other community health care providers about caring for LGBT/GNC/DSD patients. The team hosted the "Community Forum for Transgender Health" in June 2015, a day-long symposium for physicians and other health care professionals that involved members of the transgender community. This year, the team created an advisory panel made up of community members with a broad spectrum of identities and expertise to provide feedback on the effort. Satellite Office Director Stacie Steinbock saw much to celebrate in the first year of the effort.

"Something I love about the eQuality curriculum is that it includes trans people in both the development of educational materials as well as the classes themselves. Also, many of our activities rely on LGBTQ community members to speak directly to students about barriers to care and how future physicians can overcome these barriers to care. Students tell us that this is their favorite part of the curriculum – hearing directly from community members. Right now, we are fine tuning our curriculum in years one and two and plan to integrate this materials into years three and four next year. Transgender health will be a key piece of the curriculum throughout," Steinbock said.



# CENTER RESPONDS TO TRAGEDY IN ORLANDO

The message written in chalk June 13 at the entrance to the LGBT Center was direct – “**WE ARE NOT AFRAID.**” That message and others neatly scrolled on the sidewalk were the handiwork of UofL student Kaleb Fischbach who was “inspired by our community’s reaction to Orlando and wanted to do something to show people in the community that we love and support each other.” The chalk writing comes three months after vandals spray painted hateful messaging on the exterior wall of the center. Brian Buford, director of UofL’s LGBT Center, says the Louisville community rallied around LGBT students, faculty and staff then just as it is now in the wake of the terrorist killings in Orlando, which occurred early Sunday morning at a nightclub called Pulse.

“We feel the impact of hate and ignorance, along with our Muslim friends and communities of color,” Buford said. “And we are all partners in making UofL a safe haven of inclusion.”

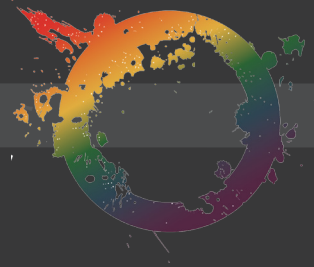
In response to the Orlando shooting, UofL interim Provost Neville Pinto wrote in an email to the campus community, stating, “We are a stronger campus because of the contributions of our LGBT students, faculty and staff...When any member of our family suffers, we all do.”

The center was open all week offering services to students, faculty, staff and anyone from the Louisville community who want a “safe, welcoming space” to talk with others about the Orlando massacre.

Faculty member Mikakka Overstreet showed up Monday morning to “show support for the students when I realized I was really coming to support myself ... I can stop crying because of the wonderful support here.”

Graduate student Clay Berry said he was “still in shock” about the Orlando killings but grateful that UofL has “a place of security for LGBT students where you’re allowed to be yourself, be upset and feel the way you want to feel.” Students at the LGBT Center also sent messages of condolences and hope in an oversized card for the LGBT Center at the University of Central Florida, which is located in Orlando. And the Bellamy affiliated housing complex reached out to partner with the center and University Housing to organize a blood drive to support the community in Orlando.

# THE NUMBERS



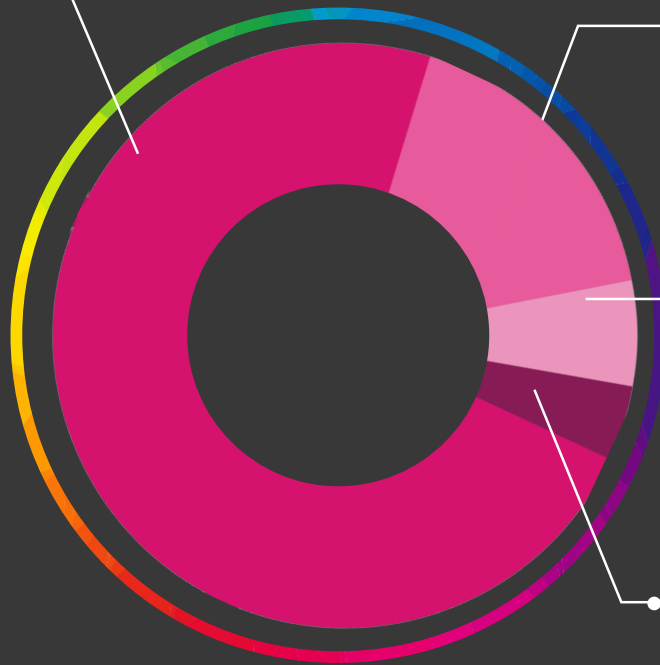
## WHERE LGBT CENTER FUNDS COME FROM

**FEAST ON EQUALITY**  
73%

**COMMUNITY AND  
UNIVERSITY  
SPONSORSHIPS**  
17%

**INSTITUTIONAL FUNDS**  
6%

**INDIVIDUAL GIFTS**  
4%



**41%**

### **PROGRAMS, TRAININGS AND EVENTS**

Training and consultation on LGBT inclusion, campuswide events and celebrations, study abroad and domestic immersion experiences, alumni support, admissions events

**22%**

### **OPERATIONAL EXPENSES**

IT support, office supplies, copier management, books and informational materials.  
(Institutional funds are used first to cover operational expenses so that donor gifts and funds can go directly to student support and programs)

## HOW WE INVEST THEM

**30%**

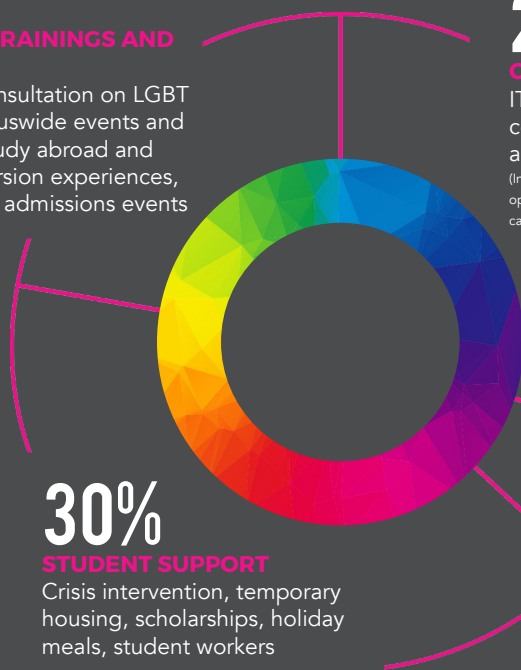
### **STUDENT SUPPORT**

Crisis intervention, temporary housing, scholarships, holiday meals, student workers

**7%**

### **COLLABORATIONS AND PARTNERSHIPS**

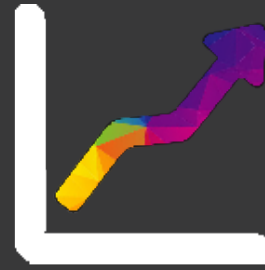
Support for community LGBT events and initiatives, campus partnerships and collaborations, supporting student organizations



\*Fulltime staff salaries are covered separately by institutional funds.



This year, Center staff taught **129** educational workshops for **6,221** participants.



**194** prospective students requested information about the LGBT Center on their application this year, up *from 37* in 2014-15.



The Center hosted **101** events for **6,778** attendees.



The Center supports **3** to **5** students in crisis every week by developing self-care plans, identifying available community resources, providing informal counseling, and more.



Center staff partnered with over **60** community organizations this year including the Fairness Campaign, Jefferson County Public Schools, the Red Cross, and the American Association of Medical Colleges.



The Center received more than **120** earned media impressions from various news outlets at local and national levels. The eQuality team gave **16** peer-reviewed presentations and **25** non-peer reviewed publications or presentations. They submitted five grants and won three awards.

# LGBT CENTER FIVE YEAR PLAN

***At its annual planning retreat in August 2015, the LGBT Center developed a vision for the next five years and specific, compelling deliverables that will elevate our work to a higher level and make us the nation's model for LGBT work at other schools.***

## **SPACE FOR THE CENTER'S TWO OFFICES**

The Center's main obstacle to growth and impact is its limited space. Our staff share offices with one or two other colleagues, and are spread across campus buildings with no room to add even one more person to the team. Both the Belknap and Health Sciences Center teams are limited by the small amount of space we have to carry out our mission. Working with our community partners and committed donors, we will build a center that accommodates the important work we do and creates a sense of welcome and comfort for LGBT students, faculty, and staff.

## **A NEW STAFF PROFESSIONAL TO PROVIDE CRISIS AND SUPPORT SERVICES**

Research supports our daily observation that LGBT students are at higher risk for many negative experiences, including suicide, dropping out, substance abuse, and homelessness. Although we have a very positive working relationship with the Dean of Students Office, the Counseling Center, and other university departments, our vision includes a new team member whose sole focus will be coordinating services for students in crisis and helping manage their care.

## **AN ENDOWED SCHOLARS PROGRAM AND OTHER SCHOLARSHIPS**

One component of taking the LGBT Center vision to a national level is the creation of a scholars program in the tradition of our MLK Scholars, Ali Scholars, and McConnell Scholars. We will cultivate an endowment in the next five years that will help us create an LGBT Scholars program, and also to increase the number of additional scholarships for our students.

## **A NATIONALLY-RECOGNIZED PROGRAM FOR LGBT STUDENTS OF COLOR**

The LGBT Center team is passionate about working with students across the intersection of their identities, and by the year 2020 we will be the nation's leader in serving LGBT students of color through a full array of programs, scholarships, recruitment programs, and service learning experiences.

## **A MULTIDISCIPLINARY NETWORK SPECIALIZING IN LGBT HEALTH**

The Center is already a national leader in infusing LGBT competencies into its medical school curriculum, so a natural next step is to create a practice clinic focused on LGBT health where students in medicine, nursing, and mental health services can perfect their skills and become competent providers of care.



Pride Week is a campus tradition that raises awareness and celebrates the contributions of LGBT people. In 2015, keynote speaker Patrisse Cullors encouraged students to become more active as social justice allies.



# OTHER HIGHLIGHTS OF THE YEAR

**THE FEAST ON EQUALITY'S** fourth fundraising dinner raised financial support to continue the Center's work. The attorneys (and U of L graduates) who argued successfully for marriage equality were honored with the James R. Ramsey LGBT Leadership award by the Feast committee, and a record 500 guests attended.

**THE DERBY SHAKE**, a new event connected to the 2016 Kentucky Derby designed by and for LGBT people of color and supporting the Dawn Wilson Scholarship for LGBT Students of Color. Organizer Derek Terry plans to continue the event as a fundraiser for the scholarship.

**THE PREFERRED NAME OPTION EXPANDED** in 2015 to campus ID cards.

The **LGBT ALUMNI NETWORK** continued to grow in 2015-16. With key alumni serving as leaders, the group hosted events throughout the year to welcome alums back to the university and engage them in supporting LGBT initiatives. A new endowed scholarship program was started, and the group hosted both Campus OUTlook Day and Lavender Graduation.

**SHADES**, a new registered student organization for LGBT students of color was launched in 2014. Advised by staff member Tamara Russell, the group hosted a successful service project for the Center of Women and Families as one of its highlights for the year.

**CARDINAL OUTLOOK DAY**, a collaboration between the Office of Admissions and the LGBT Center to showcase the University of Louisville as a school of choice for LGBT high school students, expanded this spring to include almost 100 prospective students, parents, and school officials. Participants heard stories from current students, toured the campus, and talked with Center staff about their future college choices.

Working in collaboration with Human Resources, the university offered **TRANSGENDER-INCLUSIVE HEALTH INSURANCE BENEFITS** to employees starting in 2015, and students starting in 2016.

**PRIDE WEEK 2015** featured the most-attended keynote address ever with Patrisse Cullors, one of the founders of the Black Lives Matter movement. Successful cookouts on both campuses and HSC Grand Rounds were also included.



"Seeing more and more over the course of my first semester, my friends hanging out in the Intersection and hearing about all the good times that they were having showed me that it was an acceptable thing to be LGBT. And that was the first time that I understood that."

--Ben Vivona

# ONGOING CENTER PROGRAMS

## ALTERNATIVE THANKSGIVING

Started in 2010 by community supporter Tommy Arnold as a precursor to *Feast on Equality*, this event honors the community of students, faculty and staff who may experience difficulties during the holidays because of their LGBT identity and provides a safe, inclusive holiday meal. Over 100 students were served in 2015, and many reported it was their favorite Center event of the year. New community sponsors from Humana's LGBT employee resource group provided turkey and dressing.

## LGBT CENTER AMBASSADORS

Leadership development and conflict resolution training for students who work in the Center and serve as the front-line staff for welcoming new students and sharing information. This year, nine students served as ambassadors and designed projects to promote an inclusive campus climate including a Pride Week Interfaith Service, launching Shades for students of color, and coordinating sign language interpreting for PINK. They collectively logged more than 600 volunteer hours.

## THE BAYARD RUSTIN THEMED HOUSING COMMUNITY

Named for the famed Civil Rights hero, the Rustin Community provides a themed experience for up to 22 residents who explore LGBT identity, social justice, and community service. Residents commit to upholding the Principles of Nonviolence that Rustin brought to the movement, performing at least ten hours of service each semester, and attending social justice or diversity events. Every other academic year the residents take a shared trip to Alabama with the university's MLK Scholars to see key landmarks in the Civil Rights Movement and to honor the 50th anniversary of Bloody Sunday by walking the Edmund Pettus Bridge in Selma. This year, almost half the residents surpassed the required number of service hours and worked with more than 30 campus and community organizations.

## STUDY ABROAD PROGRAM

The LGBT Center is the first in the region to offer LGBT-themed study abroad experiences for students who want to learn about life in other countries. Whether it's the history of gender and sexuality or a close-up examination of the current political and societal realities of being LGBT in other countries, the Center's trips include both academic and cultural experiences that bring LGBT experiences to life. And they provide students with the opportunity to learn more about the history and culture of a community that is often missing from other programs.

## LAVENDER GRADUATION

A fun and informal graduation celebration for students who are graduating, and also an end-of-year farewell for the Center. Hosted by the LGBT Alumni Network, the event features the presenting of rainbow cords to students who will be walking in graduation and an official invitation to join the Alumni Network.

## THE INTERSECTION

Providing a safe and supportive gathering space for LGBT students and their allies is a core job of the center. The Intersection is located right inside the historic Red Barn and is staffed daily for those who need support or just a place to hang out during the day.

## **SPEAK OUT TEAMS**

A powerful tool for educating allies, speak outs consist of a panel of students sharing their stories in a class or workshop and answering questions about LGBT identity. This year, student panels spoke on campus and in the community, including an internationally-broadcast event hosted by Brown Forman Corporation.

## **PINK**

The center's signature event for the spring semester each year, PINK is a 19-year tradition at the university. A student-produced drag show, it brings seasoned professionals from the community together with amateurs and students who want to explore the tradition of drag. Over 500 attended this year, and funds were used to support LGBT scholarships. A pre-event cocktail hour hosted by the LGBT Alumni Network raised over \$1000 for its scholarship.

## **LGBT ALUMNI NETWORK**

Designed to engage and reintroduce alumni to the LGBT Center and its work, the network started three years ago and is comprised of a committed core of university alumni who have designed a full year of signature events (Lavender Graduation, PINK cocktail party, Alternative Thanksgiving, Cardinal OUTLook Day), a scholarship program that honored three students this year, and a membership development effort via social media channels.

## **PRIDE WEEK**

The Center signature celebration of LGBT identity, held each year in the fall with a full array of programs on both campuses. Patrisse Cullors, a founding member of the Black Lives Matter movement, served as keynote speaker and drew a record crowd. Her keynote was sponsored by the university's Student Activities Board and represented the largest Pride Week sponsorship gift to date.

## **SUPPORT GROUPS**

The Center facilitates two groups focused on student support and education:

- Transformations, for students exploring gender identity and/or expression.
- Inside Out, a coming out group with a semester-long curriculum designed to introduce students to all aspects of LGBT identity and life.

## **LGBT HEALTH AND WELLNESS CERTIFICATE SERIES**

A cornerstone of the center's work to educate students in the health sciences, the series consists of ten free lunchtime sessions that augment what students are learning in the classroom with LGBT content and hands-on practice in talking to LGBT patients. This year 40 people received their certification, including several faculty, staff, and community members who also wanted to increase their awareness.

## **MONDAY MIXERS**

Monthly drop-in nights at the Intersection, Monday Mixers sometimes feature training elements or a theme, but always include a focus on welcoming new students to the Center and creating a welcoming environment.

**CONTINUED ON NEXT PAGE** 

## SAFE ZONE ALLY TRAINING

Safe Zone is a two-part training that focuses on the skills, knowledge, and training that university faculty and staff need to be effective allies to LGBT people on both the Belknap and Health Sciences Center campuses. The Center delivers Safe Zone training as requested by departments and as a regular offering of the Human Resources Department.

## STUDENT ORGANIZATIONS

The Center is a hub for student organizations and other student-led efforts that meet the social, educational, and support needs for LGBT people. Groups include:

- Shades, for students of color who identify as LGBT or allies
- HSC Pride, for students in Nursing, Medicine, Dentistry, and Public Health
- Speed Spectrum, for engineering students
- Queer Writers Group, hosted by the university's Writing Center



“The center is a wave of hope that says, yes I’m gay, but I’m still human. You’ll feel welcome here.”

--Cai Black



# MEET THE STAFF

## PROFESSIONAL STAFF



**CHAZ BRISCOE**



**BRIAN BUFORD**



**KATY GARRISON**



**LISA GUNTERMAN**



**EMILY NOONAN**



**TAMARA RUSSELL**



**STACIE STEINBOCK**

## GRADUATE ASSISTANT

**JESS SHELTON**

## 2015-16 LGBT CENTER AMBASSADORS

**JAMES ALCANTARA  
AISHA BIBBS  
CAI BLACK  
SARAH BUCKLEY**

**KALEB FISCHBACH  
CRAIG NICHOLS  
BEN VIVONA  
TALESHA WILSON**

*Many thanks to the staff of the LGBT Center, whose passion and tireless dedication have made a difference in so many lives and established the University of Louisville as one of the premier schools in the country for LGBT inclusion.*

**WE COULDN'T HAVE DONE THIS**

**WITHOUT YOU**

**THANK YOU TO ALL OUR SUPPORTERS**



**LGBT CENTER**

**FOR MORE ABOUT THE LGBT CENTER, VISIT US ONLINE AT [WWW.LOUISVILLE.EDU/LGBT](http://WWW.LOUISVILLE.EDU/LGBT)**

**DESIGNED BY AISHA BIBBS**