

UNIVERSITY OF LOUISVILLE LGBT CENTER

# ANNUAL REPORT

2016-2017



UNIVERSITY OF  
LOUISVILLE



**BRIAN BUFORD**

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

## Dear friends of the LGBT Center,

Ten years ago, I took a leap of faith and sent in my application for a new part-time position as the inaugural director of what we then called the Office for LGBT Services. I didn't know it back in 2007, but I was about to embark on the adventure of a lifetime! I have been so fortunate to watch my beloved university grow into one of the nation's most LGBT-inclusive campuses and to be the caretaker of a LGBT Center that is doing exciting, innovative work every day. I get to meet people across a spectrum of identities who are passionate and courageous in their commitment to diversity and inclusion, and I work with the most competent, inspiring team imaginable.

As we celebrate our ten-year anniversary, I am proud of the things we are doing to make a difference.

Our mission includes:

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

But those bullet points hardly capture the full breadth of the work that happens here. People frequently ask me, "How did U of L become one of the most inclusive schools in the country?" And I always say it's the investment of our community and the generosity of supporters and friends helping us realize our vision. From the excitement of *Dining at the Mansions* and the hospitality of homeowners in Old Louisville to the quiet efforts of dedicated alumni to establish new scholarships, 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.

Sincerely,

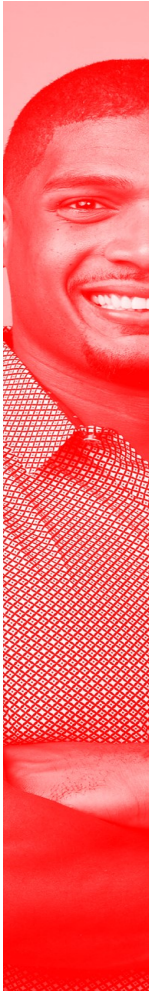
A handwritten signature in black ink, appearing to read "Brian". The signature is stylized and cursive.

Brian Buford  
Assistant Provost for Diversity and LGBT Center Executive Director

# Contents



1-15



16-18



19



20-21



**2016-17 HIGHLIGHTS**

**PAGE(S) 1-15**

**PROGRAMS AND EVENTS**

**PAGE(S) 16-18**

**OUR FIVE YEAR PLAN**

**PAGE 19**

**THE NUMBERS**

**PAGE(S) 20-21**



# TOP 25 *Campus Pride Once Again Names UofL Among Top LGBTQ-Friendly Universities*

The University of Louisville has been named among America's "Best of the Best" LGBTQ-friendly universities for the third year.

UofL earned five out of five stars in the Campus Pride Index, released this semester by Campus Pride, a national nonprofit organization that rates colleges and universities according to their support of lesbian, gay, bisexual and transgender issues.

Additionally, UofL is the only public institution in the south to be recognized by the organization.

In order to be in the Top 25 listing, an institution had to score the highest percentages in the LGBTQ-friendly benchmarks for policies, programs and practices.

The Campus Pride Index is designed to help campuses learn ways to improve their LGBT campus life and shape the educational experience to be more inclusive, welcoming and respectful. It also provides students a tool for finding inclusive schools.

Brian Buford, assistant provost for diversity and director of the LGBT Center, commended work happening university-wide in support of LGBTQ students, including a LGBT Studies minor program, the School of Medicine's curriculum infusion efforts, and LGBT meeting space at the J.B. Speed School of Engineering.

The Campus Pride Index cited several reasons for UofL's high ranking, including having an LGBT Center that offers a variety of programs for the campus community, LGBTQ inclusive career services, LGBTQ clubs at the undergraduate and graduate level, trans-inclusive healthcare, free and anonymous HIV/STI testing, and LGBTQ student scholarships

"As we celebrate the LGBT Center's 10-year anniversary, this is a great affirmation that our campus is on the right track," said Buford. "We have a new vision for the next five years that is pretty exciting and will take us even further in becoming the school of choice for LGBT students."

—Reposted with permission from UofL Today



**“THE LGBT CENTER IS THE ONLY PLACE THAT I DIDN'T FEEL LIKE THE “OTHER” IN THE ROOM. IT IS THE ONLY PLACE WHERE I DON'T HAVE TO TRY AND EXPLAIN MYSELF TO EVERYONE I MEET. IT'S THE ONLY PLACE WHERE I CAN BE MYSELF WITHOUT HAVING TO DEFEND MY EXISTENCE.”**

**CAISON, SENIOR**

**"THE LGBT CENTER HAS GIVEN ME A SPACE TO FEEL SAFE AS A TRANS PERSON ON CAMPUS. I FEEL LISTENED TO, RESPECTED AND PART OF A FAMILY OF INTELLIGENT, LIKE-MINDED PEOPLE. THE AFFIRMATION IS IN THE ATMOSPHERE."**

**JESSE, SOPHOMORE**



# NEW SIGNATURE EVENT RAISES FUNDS FOR CENTER'S SERVICES

*Admirers of the historic Old Louisville neighborhood and its majestic Victorian mansions had the chance to see them up close while supporting UofL's LGBT Center April 8 during the 6th annual "Dining at the Mansions."*

The event is an Old Louisville tradition with a new twist. Guests registered for the mansion and menu of their choice and spend the evening enjoying a delicious meal, engaging dinner companions, and hosts who are passionate for the history and grandeur of their Victorian home. What separated this year's event from the past is that there was no cost for admission and guests were invited to join their host in a challenge to raise funds for the LGBT Center. A minimum \$100 per guest was encouraged to support the evening's cause. "It was a friendly competition to see which home could raise the most money. Together we want to make a real difference in the lives of LGBT students," said organizer Karan Chavis.

The evening began with a cocktail and hor d'oeuvres reception at Chavis's home where all guests heard about the work of the LGBT Center

before taking a stroll to their host homes. Hosts were Chavis and Craig Blakely; Cindee and Mitch Rapp; Bob Goldstein and Rich May; Shiao and John Shaw-Woo; Ricardo Bermudez, David Domine, and Maria Eckerle; Gayle and Herb Warren; and Todd McGill and Keith Simon.

"We were so honored to collaborate with these amazing hosts and knew for certain Old Louisville's tradition of diversity and inclusion will make this a great partnership," said LGBT Center Executive Director Brian Buford. "It's incredible to see how the community cares for our students."

With donations topping \$18,000 by the end of the evening, "Dining at the Mansion" was a success and plans are already underway to host again in 2018.

# HEALTH SCIENCES CENTER DEANS SET THE PACE FOR ALLY CAMPAIGN

*UofL is ranked among the "Best of the Best" for its LGBTQ inclusiveness and one reason for the distinction is the presence of allies who support students with symbols and the addition of their name on the center's online ally list.*

A 2016 study conducted to gauge the climate for LGBTQ people at the Health Sciences Center (HSC) suggested that the schools of Nursing, Public Health, Medicine, and Dentistry could do even more to make sure allies had a strong presence.

"One of the biggest themes that came out of that study is that LGBT people said they were hesitant to come out and that they didn't know who their allies were," said Chaz Briscoe, program coordinator senior for the LGBT's HSC satellite office.

Briscoe noted that while UofL is an LGBT-friendly campus, staff, faculty and students are often reluctant to come out because they don't know who to trust.

The Ally Campaign was launched to change that reality.

"We want allies to make it known and say out loud. 'you can trust me.' Our goal is to help people identify who and where their safe spaces are," Briscoe said.

The campaign began with email messaging featuring Snapchat-inspired selfies of all four HSC deans- T. Gerard Bradley (Dentistry), Marcia Hern (Nursing), Toni Ganzel (Medicine) and Craig Blakely (Public Health and Information Sciences), as well as faculty and students displaying their ally stickers.

"It was important to get the deans to do this for us. That institutional buy-in allows this ship to launch. When you have support from the ground up, it lends itself more credibility," Briscoe said. The photos include captions such as:

"I show up as an ally by proudly showing my pride," "Being an ally means letting others know I'm an ally," & "Allies make you feel like you belong!"

The photos became part of a broader social media campaign for the initiative. Allies were asked to take a selfie and post it to Instagram or Facebook using the hashtag #HSCALLY.

An important outcome of the campaign was the overall addition of more than 350 new allies to the Center's list in 2016-17 with hundreds of new, visible HSC allies.

**"THE EQUALITY PROGRAM WAS A PLUS FOR ME WHEN LOOKING AT SCHOOLS. IT MADE THE U OF L SCHOOL OF MEDICINE STAND OUT AND POSITIVELY INFLUENCED MY DECISION TO COME HERE."**

**FIRST YEAR MEDICAL STUDENT**





I show up as an ally by proudly showing my pride!

WE SHOW UP AS  
**ALLIES**  
BY PROUDLY  
SHOWING OUR  
**PRIDE!**

*you belong.*

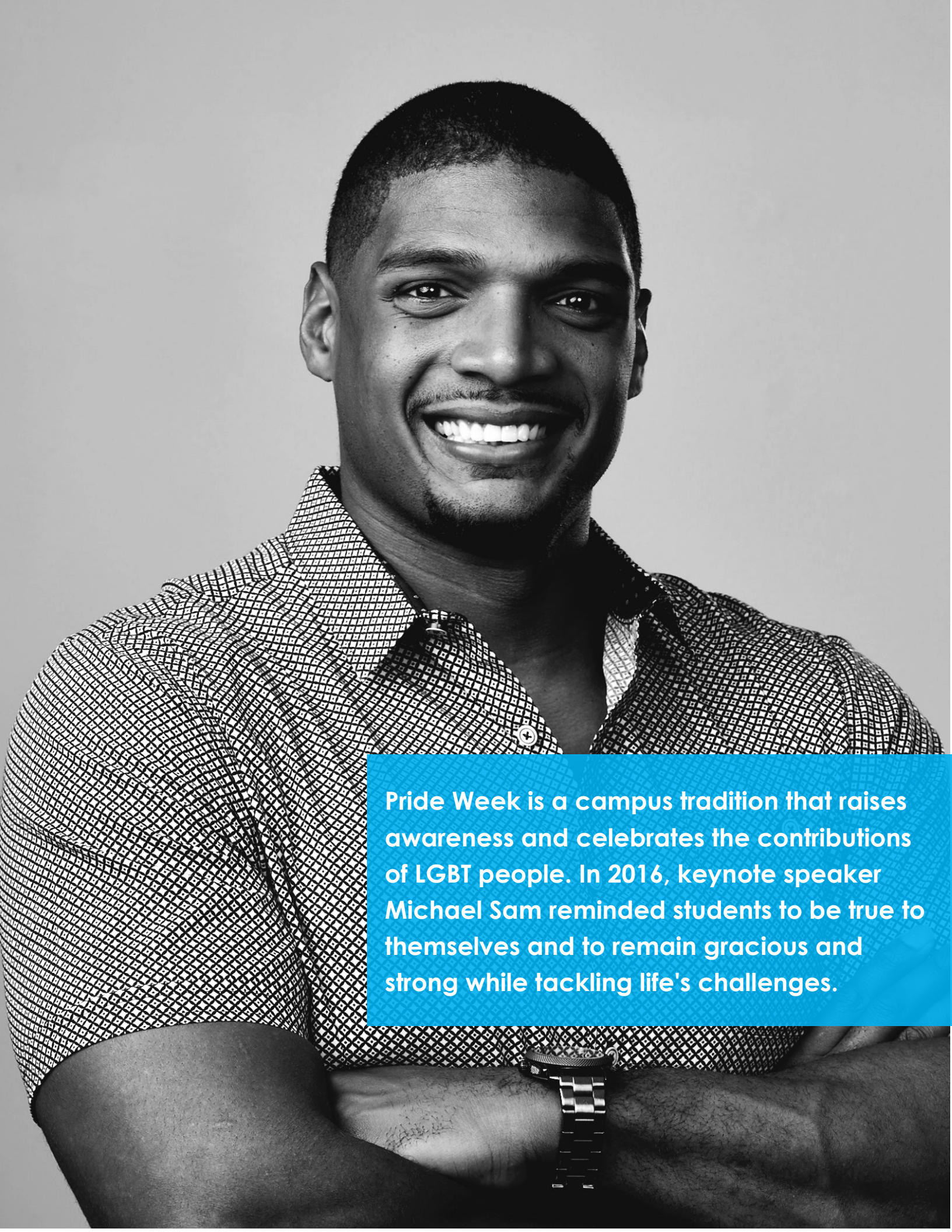
📷 📌 | #HSCally

WE SHOW UP AS  
ALLIES BY SIGNING UP  
ON THE ALLY LIST!

*you belong.*

📷 📌 | #HSCally





Pride Week is a campus tradition that raises awareness and celebrates the contributions of LGBT people. In 2016, keynote speaker Michael Sam reminded students to be true to themselves and to remain gracious and strong while tackling life's challenges.

# OTHER HIGHLIGHTS OF 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.

**THE 2016 LGBT HEALTH SUMMIT** focused on primary care issues for LGBT patients and drew 198 participants to the Health Sciences Center. Plans are already underway for the 2018 summit and a new collaboration with Humana.

**COME TOGETHER KENTUCKY 2016** followed on the heels of Pride Week and welcomed students from across the state to learn networking, activism, and organizing skills they could take back to their campuses. Nationally-recognized speakers included Peyton Head, Layha Spoonhunter, and Marta Miranda.

**THE LGBT ALUMNI NETWORK** continued to grow in 2016-17. 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. Alumnus Paul Campion and his husband Randy Johnson created a new LGBT scholarship to honor their fight for marriage equality.

**SHADES**, the registered student organization for LGBT students of color hosted several successful events this year, including “Unhinged” which featured local LGBT artists and musicians.

**STACIE STEINBOCK**, director of the LGBT Center’s satellite office for the Health Sciences Center, was named a *2017 Healthcare Hero* in the Innovation category by *Louisville Business First* magazine. Dr. Amy Holthouser was a co-winner.

# ONGOING CENTER PROGRAMS



## Alternative Thanksgiving

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 2016, 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.

## The Bayard Rustin Themed Housing Community

Named for the famed Civil Rights hero, the Rustin Community provides a themed experience for up to 30 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. This year, almost half the residents surpassed the required number of service hours and worked with more than 30 campus and community organizations.

## Lavender Graduation

A fun and informal 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.

## Pride Week

The Center's signature celebration of LGBT identity held each year in the fall with a full array of programs on both campuses. Michael Sam, the first openly gay NFL player, served as keynote speaker and drew a record crowd. His keynote was sponsored by the university's Student Activities Board and represented the largest Pride Week sponsorship gift to date.

## LGBT Center Ambassadors

Leadership development and conflict resolution training are provided for students who work in the Center and serve as the front-line staff for welcoming new students and sharing information. This year, three students served as ambassadors and designed projects to promote an inclusive campus climate including a conference presentation, continuing Shades for students of color, and LGBT themed theater. They collectively logged more than 600 volunteer hours.

## 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, and a membership development effort via social media channels.

## 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 66 people received their certification, including several faculty, staff, and community members who also wanted to increase their awareness.

## PINK

The center's signature event for the spring semester each year, PINK is a 20-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.



**CONTINUED ON NEXT PAGE**



# PROGRAMS CONTINUED

## Safe Zone Ally Training

Safe Zone is a two-part workshop 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.

## 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.

## 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
- **Lambda Law Caucus**, for students in the Brandeis School of Law

## Study Abroad Program

The LGBT Center was 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. Argentina will be the destination for the 2018 trip.

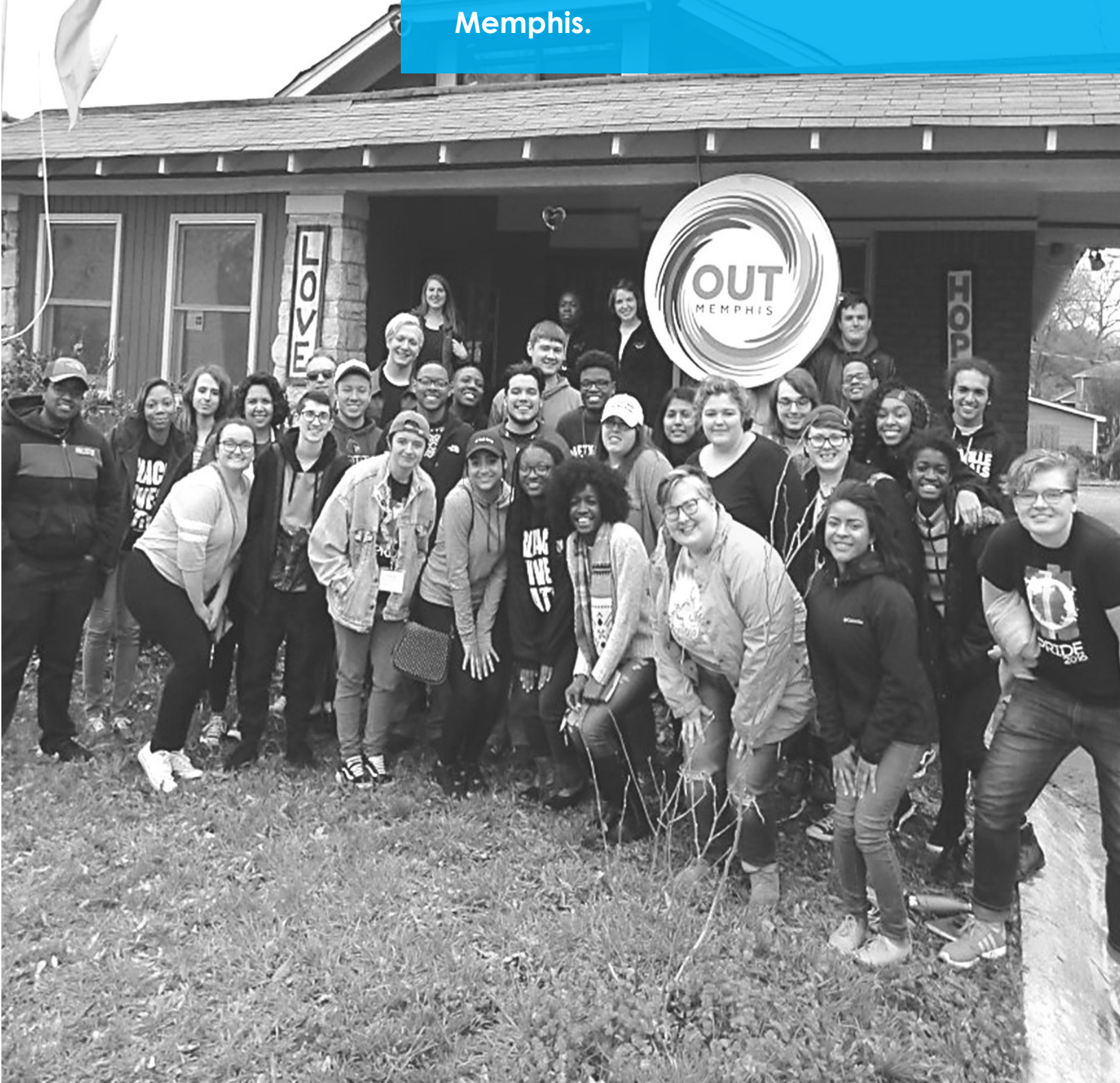
## Support Groups

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.

In 2017, the Center partnered with the MLK Scholars to take students on a Civil Rights Immersion Trip. Students visited historic sites in Montgomery, Birmingham, Selma, and Memphis.



Involvement

Service

Services

Board (ELSB)

Sorority Life

Student Services

Student Organizations

Programming

Student Board (SAB)

Leadership

Leadership

#IBelongUofL...

I'm part of a diverse student population.



#IBelongUofL...

I'm committed to an inclusive campus community.



#IBelongUofL...

I'm accepted and I accept others.







# 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 growth and expansion of services over the last ten years is incredible, and the team has quickly outgrown the office spaces where it works on both the Belknap and HSC campuses. 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 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.

## **An award-winning 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 clinic specializing in LGBT health**

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



**“...the center means something different to each person who walks through the door and everyone experiences the space differently. For some its as simple as a place to come and eat lunch with no judgment, a place to meet friends. For others, it the only place they are validated for who they truly are..”**

**Abigail, Senior**

# THE NUMBERS

The LGBT Center's income and expenses for Fiscal Year 2016-2017

## Income:

Current Year Donations	\$71,442
Institutional Support	\$7,500

**Total Income** **\$78,942**

## Expenses:

Programs and Services	\$75,615
Student Support	\$21,036
Administrative	\$16,035
Personnel	\$19,050
Fringe Benefits	\$7,960

**Total Expenses** **\$139,696\***

\*The Center began the 2016-2017 fiscal year with previously-accumulated donations of \$118,802, which covered the additional \$60,754 in expenses.



This year the eQuality team gave **12** peer-reviewed presentations and were included in **6** peer-reviewed publications. They also provided **1** non-peer reviewed presentation and contributed to **14** non-peer reviewed publications.

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.

This year the center hosted **713** events for **7,835** attendees.



**126** prospective students requested information about the LGBT Center on their application this year.

This year, center staff taught **110** educational workshops for **9,910** participants.



In the 2016-17 school year, the intersection was open **250** days for a total of **2000** hours

Center staff partnered with over **70** community organizations this year including the Fairness Campaign, Jefferson County Public Schools, the Red Cross, & the American Ass. of Medical Colleges.

# THE NUMBERS CONTINUED...



“As someone who is a commuter, the LGBT Center has been my home away from home since my freshman year. The family we helped create in this home was at first unintentional but now intentional and has a massive space in my heart. The supportive environment already cultivated when I arrived here gave me the strength to grow and understand who I wanted to be and I wish to continue this trend for others. As long as this space stands, the family will continue to grow.”

Eva, Junior

# MEET THE STAFF

## PROFESSIONAL STAFF

PHOTO CREDIT: ANTONIO PANTOJA



**CHAZ BRISCOE**  
**EMILY NOONAN**

**KATY GARRISON**  
**BRIAN BUFORD**

**LISA GUNTERMAN**  
**TAMARA RUSSELL**

**STACIE STEINBOCK**  
**TAMARA RUSSELL**

## AMBASSADORS

**MAX DUVALL**  
**JORDAN LYONS**  
**CIYADH WELLS**

## STUDENT EMPLOYEES

**KATE DETHERAGE**  
**DIA GAINES**  
**JESS SHELTON**

*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.*



***“Moving to Louisville from Chicago was one of the most drastic changes of my life; however, when I stumbled upon the LGBT center here at U of L I realized I was here for a reason. The center welcomed me with open arms offering to assist me in any way possible. They each made the time to get to know me for me not just a student at some university. Since being here I have become involved with Shades and Transformations. With each group the center has provided a space for our meetings and created such groups that allow us to express who we are no matter our gender identity, race or sexuality. They exemplify every quality of the word intersectionality. I am grateful for the center and all associated with it.”***

***Christian, Junior***

PHOTO CREDIT: BRIA STATEN-FAVORS

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



**@lgbtcenteruofl**



**@LGBTCenterUofL**



**[lgbt@louisville.edu](mailto:lgbt@louisville.edu)**

**DESIGNED BY TANNER MOBLEY, LGBT CENTER INTERN**