



LGBT CENTER

**LGBT CENTER
UNIVERSITY OF LOUISVILLE**

**2017–2018
ANNUAL
REPORT**

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About Us

The LGBT Center at the University of Louisville is a resource for all students, faculty, staff, alumni and guests and aims to create a safe, inclusive community for everyone regardless of sexual orientation or gender identity/expression.

We have offices on both the Belknap Campus and the Health Sciences Center (HSC) to meet the diverse needs of our campus community. The Belknap office is located in the historic Red Barn, right in the center of the Belknap campus just next door to the Student Activities Center. It's part of the Intersection, a space where LGBT and other students come together to explore social justice issues and work across their differences to support the university's broadest vision for a diverse campus. If you are looking for a place where you can be yourself and meet new friends, come see us.

The HSC office works with the schools of Medicine, Nursing, Dentistry, and Public Health and Information Sciences and provides expertise to train future health care providers while also supporting members of the LGBT community. A curriculum infusion project, training on health and wellness for LGBT patients, Pride Week events, and a vibrant student organization are pillars of the work we do at the HSC.

LGBT Center Staff

2016-17

Brian Buford

Assistant Provost for Diversity and Executive Director

Lisa Gunterman

Director, LGBT Center on the Belknap Campus

Stacie Steinbock

Director, LGBT Center Satellite Office for the Health Sciences Center

Katy Garrison

Program Coordinator Sr.

Aaron Weathers

Program Coordinator Sr.

Emily Noonan

Research Coordinator

Our Mission

The LGBT Center works to strengthen and sustain an inclusive campus community at the University of Louisville, one that welcomes people of all sexual orientations, gender identities, and gender expressions through support, educational resources, and advocacy. The Center works in partnership with other diversity efforts on campus supporting the Vice Provost for Diversity International Affairs.

A letter from Brian

Dear friends of the LGBT Center:

This annual report represents a bittersweet moment for me as it will be my final one as the executive director of the LGBT Center. After 11 years serving in the job of a lifetime, I will be stepping down later this year for a new opportunity and the chance to serve in another capacity at the University of Louisville. And the LGBT Center will be starting its second decade with new energy, leadership and an exciting vision for the future.

We all have much to celebrate at this turning point. UofL is recognized nationally as one of the most inclusive in the country and we are continuing to remove barriers for LGBT students who face incredible odds.

Our mission includes:

- **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

Clearly, the Center continues to break new ground because people believe in the importance and value of our work. Without your support, we could not have realized the vision we have for the university, so you share in the celebration this year. 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,



Brian Buford

Assistant Provost for Diversity and LGBT
Center Executive Director



HIGHLIGHTS OF THE YEAR

UOFL RECOGNIZED AS TOP LGBT-FRIENDLY UNIVERSITY BY THREE NATIONAL GROUPS

The University of Louisville recently hit the trifecta, receiving three national top rankings for its support of the LGBTQ community.

ONE

“Best of the Best” Top 30 LGBTQ-friendly college ranking by Campus Pride Index. UofL has been one of the organization’s top schools for the last four years, earning five out of five stars on the index.

TWO

A number one ranking from LGBTOutfitters on its top 10 list of best campuses for LGBTQ students.

THREE

Ranked 24th by Affordable Colleges Online on its list of LGBTQ-friendly and affordable colleges in the U.S.



These awards are a direct result of UofL's commitment to building an inclusive and LGBTQ-friendly environment on campus and in our community, I am so proud of our efforts and look forward to seeing how we continue to grow in the future.

-President Bendapudi

OUR WORK IS FAR FROM OVER

Brian Buford, executive director of The LGBT Center, says these accolades are well-deserved, but the university's work is not finished.

"There is still a lot to do to remove barriers for LGBTQ students and make sure they have all the resources they need. But I do think that honors like these tell us we are heading in the right direction & that the hard work & investment has made a difference."

"Especially in The South, being recognized for LGBTQ inclusion is a big deal and also during a time when we are seeing protections rolled back at the national level."

Buford said the university's widespread dedication to inclusiveness and recently-implemented initiatives contributed to this year's awards. For example, the Human Resources Department implemented changes that allow employees to

change their gender-marker, the Housing and Residence Life staff opened a new residence area that caters to LGBTQ students, the Speed School of Engineering created trans-friendly restrooms and the university is adding new courses to the LGBT Studies minor each year.

"All these advances really add up to create a welcoming space," Buford said.



In April 2018, Students in the Bayard Rustin LGBT and Social Justice themed housing community won “best group costumes” at the Out of the Darkness campus walk, and were awarded the honor of leading all those who have come together today to raise awareness about suicide.

GENDER IDENTITY 'GATEKEEPER' REMOVED FROM UOFL HR PROCESS

During the April 9 Staff Senate meeting, Brian Buford, assistant provost for diversity, announced that UofL has given employees more control over their own data by letting them update their gender identity in the HR system.

Previously, an employee would have had to bring legal documents to HR if they wanted to change their gender.



THAT WAS THE GOLD STANDARD AT ONE TIME. NOW IT IS UP TO PEOPLE IN OUR CAMPUS COMMUNITY TO TELL US HOW THEIR GENDER SHOULD BE REFLECTED IN THE SYSTEM. THEY CAN TELL US WHO THEY ARE AND BE BELIEVED WITHOUT UNNECESSARY RED TAPE. FOR 99 PERCENT OF US ON CAMPUS, THIS WILL NEVER BE AN ISSUE. BUT THERE ARE PEOPLE WHOSE GENDER IS MORE FLUID AND THIS IS HUGE. IT IS AN IMPORTANT, INCREDIBLE SIGN OF INCLUSION.

-Brian Buford

The HR system has been updated to reflect this change, and is in the self-service area in ULink. Buford added that this step should help UofL continue to achieve an LGBTQ-friendly designation.

“We are the most inclusive school in Kentucky,” he said. “We want to be the most inclusive school in the nation. This is a big step.”



HIGHLIGHTS OF THE YEAR

UOFL'S LGBT-INCLUSIVE CURRICULUM RECOGNIZED FOR INNOVATION IN MEDICAL EDUCATION

THE UNIVERSITY OF LOUISVILLE CONTINUES TO LEAD IN EDUCATING FUTURE PHYSICIANS TO PROVIDE THE BEST POSSIBLE HEALTH CARE FOR PATIENTS WHO ARE LESBIAN, GAY, BISEXUAL, TRANSGENDER, GENDER NONCONFORMING AND THOSE BORN WITH DIFFERENCES IN SEX DEVELOPMENT. UOFL'S eQUALITY PROJECT, THE INITIATIVE TO EMBED TRAINING IN THE CARE OF THESE PATIENTS THROUGHOUT ITS MEDICAL SCHOOL CURRICULUM, HAS WON THE 2016-2017 INNOVATION IN MEDICAL EDUCATION AWARD FROM THE SOUTHERN GROUP ON EDUCATIONAL AFFAIRS.

The SGEA presents a single Innovation in Medical Education Award each year for a good, replicable idea for other medical education institutions to consider. Chosen over three other nominees, UofL's eQuality Project won thanks to the timely topic and the unique but practical approach, according to Karen "Sam" Miller, PhD, director of graduate medical education and research at UofL and chair of SGEA, a regional subgroup of the Association of American Medical Colleges.

In 2014, UofL became the pilot program for the development of curriculum to incorporate competencies published by the AAMC related to provision of care for LGBT and DSD individuals.

"Every patient deserves to be cared for with respect and competence," said Toni Ganzel, MD, MBA, dean of the UofL School of Medicine. "The faculty and staff

members who have devoted so many hours in the eQuality Project have made it their mission to provide the best education for our future physicians in the care of LGBTQ patients. I am extremely proud of their work and pleased that the SGEA is recognizing it as a model for other institutions."

Susan Sawning, MSSW, director of undergraduate medical education research, and Laura Weingartner, PhD, research manager, were recognized for the award at the SGEA Business Meeting during the 2017 AAMC Learn, Serve, Lead conference in Boston earlier this month. The award will be presented formally at the SGEA Regional Conference in April 2018 in Jackson, Mississippi.

"This has been a beautiful team effort," Sawning said. "I am most proud that our LGBTQ community is feeling empowered and better cared for, and that makes it all worth it."

The project included Sawning, Weingartner and other members of the eQuality Steering Committee: Chaz Briscoe, MA, Dwayne Compton, MEd, Amy Holthouser, MD, Charles Kodner, MD, Leslee Martin, MA, David McIntosh, PhD, Emily Noonan, MA, M. Ann Shaw, MD, MA, Stacie Steinbock, MEd, and Jennifer Stephens, BA.

The AAMC is the not-for-profit association representing all 145 accredited United States and 17 accredited Canadian medical schools; nearly 400 major teaching hospitals and health systems, including 51 Department of Veterans Affairs medical centers; and nearly 90 academic and scientific societies. Through these institutions and organizations, the AAMC represents 148,000 faculty members, 83,000 medical students, and 110,000 resident physicians.



LGBT Health Competency training did not just make me a better LGBT-clinician; rather, it has helped to me to grow as a clinician for all of my patients. The LGBT Health Certificate has made me a more competitive candidate as I apply for jobs, opening the door to research opportunities, and providing a strong talking point in demonstrating my commitment to serving diverse populations.

- John Penezic, PsyD student, Sullivan University



Our 2017 Pride Keynote Presentation featured professional guest speaker Dr. Jon Paul Higgins, who used their voice to bring attention to the issues that marginalized people face, specifically queer/trans people of color.

OTHER HIGHLIGHTS

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 2018 LGBT Health Summit

focused on mental health issues for LGBT patients and drew a record number of participants to the Health Sciences Center. Humana served as the presenting sponsor for the event.

The LGBT Alumni Network

continued to grow in 2017-18. 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.

New Scholarship

The Derby City Bears organization established a new scholarship for LGBT students and made its first award this year.

Gender Marker Changes

The Human Resources Department moved gender markers to the employee self-service section of its portal, meaning that an employee can now easily update their gender without providing documentation or navigating other “gatekeeping” challenges.

ONGOING CENTER PROGRAMS

A SNAPSHOT OF THE CENTER'S WORK THIS YEAR

Alternative Thanksgiving

Started in 2010, 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 2017, and many reported it was their favorite Center event of the year. Community volunteers from Humana's LGBT employee resource group provided turkey and dressing.

Pride Week

The Center signature celebration of LGBT identity, held each year in the fall with a full array of programs on both campuses. Jon Paul Higgins served as keynote speaker Julie Webber was honored with an ally award.



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. This year, Silver Spoon Catering donated the meal.

LGBT Health 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.



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 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

PINK

The center's signature event for the spring semester each year, PINK is a 21-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 at new venue, PLAY, and funds were used to support LGBT scholarships.



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.

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.

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 a training for the Metro United Way.



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



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.

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.

THE NUMBERS

THE LGBT CENTER'S INCOME AND EXPENSES FOR FISCAL YEAR 2017-2018

Income:

Beginning Balance from 2016-17	\$60,712
Current Year Donations	\$121,104
Institutional Support	\$5,000
Total Income	\$186,816

Expenses:

Programs and Services	\$18,686
Student Support	\$4,850
Administrative	\$7,072
Personnel	\$3,160
Fringe Benefits	\$1,297
Total Expenses	\$35,065

This year, center staff taught **117** educational workshops for **11,479** participants.

This year the center hosted **87** events for **7,395** attendees.

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

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

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.

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 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 dentistry can perfect their skills and become competent providers of care.



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, JUNIOR

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