Hello friends!

Welcome to Orlando! We are excited about being together again in the Sunshine State!

The two of us are looking forward to the many great speakers, programs, and socials that will be hosted during this year's annual conference. We encourage you to come see Dustin Lance Black, our opening speaker, as well as Kenji Yoshino, both individuals who will be speaking from a queer context and posing some great questions to us as professionals. We'd also love to see you at one of our three Knowledge Community sponsored programs - all of which can be found here in the newsletter and inside your main conference booklet. Those are "Bisexual Identity Development: Understanding the B in LGBTQIA", "Cyber Outings: Impact of Inadequate Cyber Policies on LGBT Students", and "Considering the Sexual Orientation of Matriculating Students". In addition to those three, there are a slate of other great LGBT-related programs this year. As far as networking opportunities, be on the look out for our socials! We're excited to host our 2nd annual LGBTQ NUFP Dinner for current NUFP mentees and mentors, our 2nd LBTQ Women's Breakfast, and our inaugural Queer People of Color Social. We hope that these events, along with our annual Awards Reception on Tuesday evening, gives you the opportunity to connect and network with other queer professionals in the field.

Our leadership has been hard at work this past year preparing for this conference, from sponsoring programs to working with NASPA to integrate more trans* inclusive measures. We'll be talking about major updates at our Open Meeting on Monday, March 18th, followed by the Trans* Inclusion meeting right after in the same room. We also have a few expected leadership team openings, and we encourage anyone interested to come speak with us about those. As always, please let us or the leadership team know ideas, thoughts, feedback or concerns. We want to make sure we are continually doing our best to serve the needs of our members and our profession.

Here's to a fantastic conference!

T.J. Jourian & Patrick Lukingbeal

Connect with us!

Make sure to follow us @GLBTKC & using #NASPA13.

Add us on Facebook: /NASPAGLBT
Committee & Region Updates

Update From the Trans* Inclusion Working Group
Vice Chairs for Trans* Inclusion:
Chris Mosier and Kijua Sanders-McMurtry

The Trans* Inclusion Working Group has launched a few initiatives this year building upon the work of colleagues that have preceded us and focused on inspiring change within NASPA.

Our work has included:

- Created name badges in collaboration with NASPA that will allow every conference attendee to indicate their pronouns on their nametags through easy to use and highly visible stickers.
- Began a Google database to collect names of potential speakers to recommend to NASPA for webinars, annual conferences and regional meetings.
- Launched a Facebook group that will be a resource within our KC for those individuals interested in higher education initiatives focused on trans* inclusion.
- Hosted conference calls to continue to engage members of our group in dialogue about establishing and meeting our benchmarks.
- Working within NASPA to encourage more collaboration between other KCs and contacting chairs of regional meetings to ensure trans* inclusive practices in their planning.

We invite members of our KC to join us for conference calls, request to join our Facebook group or reach out to our co-chairs to make recommendations or seek resources. Our goal is to transform NASPA and your support is needed.

Update from Region I
Region I Representative: Alex Cabal

My leadership team and I are excited that this academic year has been great in terms of providing opportunities for our members to get involved. We continued our tradition at the Region I conference in Mystic, CT by raising over $200 for a local GLBT charity at our annual (and very much anticipated) social. Some our leadership team members also had the opportunity to present at the conference. We also hosted a drive-in conference along with the Student Leadership Programs KC on Leadership and Allyship. It was attended by 40 professionals around the region and was received very well.

We were asked to be present at the 10th Annual New England Latino Student Leadership Conference. John Hernandez along with two of our members are working on a presentation on understanding the GLBT population in general and they will lead a discussion on GLBT/Latino intersections. We are also collaborating with Christyn Bergquist and the Woman in Student Affairs KC for a drive-in conference titles “Meeting at the Intersections: Dialogue, Reflection and Action with Women in Student Affairs

Our goal is to participate at this year’s Boston Pride parade on June 8. Everything seems like it’s a go. Boston, here we come...

We are busy, but excited to continue to provide great opportunities for our members and allies around.

Update from Region II
Region II Representative: Alyssa Montminy

Want a chance to network more with people from the NYC area? Join us at a GLBT KC Happy Hour at the Linen Hall (linenhallnyc.com) on Friday, April 5th at 5:00pm. Come get to know colleagues in the area in a casual, informal setting. Please RSVP to alyssa.montminy@stonybrook.edu

Update from Region V
Kari Fass, Heidi Stanton, & DJ Zissen

Region V is proud to provide ongoing support for the northwest’s only GLBTA student leadership conference, The Power of One. It is an amazing opportunity for professionals to connect while providing their students with an unforgettable, engaging, and educational experience.

This year we are celebrating our 10th anniversary at the magnificent Boise State University, April 26-28. "Becoming Inclusive Leaders" will challenge students to consider not only their identities as GLBTA leaders, but to more deeply examine the identities of others. We welcome student and professional presentations and are accepting proposals through March 22. Visit http://nwlightleadership.wsu.edu/ for registration information.

We are in the process of announcing our host campus for 2014! BUT - if you are would like to know more about what it takes to bring the Power of One to your students and your portion of our region, please email Kari at Kari.Fass@yahoo.com. It’s a great way to promote your campus, volunteer for NASPA, and give students an increased sense of community. Visit our blog at http://nasparegion5.com/knowledge-communities/gltb-issues/.

As of the NASPA National Conference we are please to welcome Heidi Stanton Schnebly and DJ Zissen as our new Region V GLBT Co-Repsresentatives! Please reach out and give them a warm hello at DJ.Zissen@OregonState.edu and HStanton@wsu.edu! They will be serving you in the upcoming two years, offering support for not only the Power of One but other initiatives our members would like to see.

Get Published!

The GLBT Knowledge Community welcomes all articles, highlights, and insight into what you’re doing to enhance GLBTQA community members or groups at your institution. Contact Brian Medina (bmedina@towson.edu) and JM Alatis (jeka3@georgetown.edu) to contribute to the next edition of our quarterly newsletter!
## Programs

<table>
<thead>
<tr>
<th>Event</th>
<th>Venue/Room</th>
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<tbody>
<tr>
<td><strong>Monday, March 18</strong></td>
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<tr>
<td>8:30 AM - 9:30 AM</td>
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<tr>
<td>(Re)framing Faith: LGBTQ Minorities Multiple Identities in College</td>
<td>Marriott/Grand Ballroom (7B)</td>
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<td>10:15 AM - 11:15 AM</td>
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<tr>
<td>Bisexual Identity Development: Understanding the B in LGBTQIA</td>
<td>Marriott/Crystal Ballroom (K)</td>
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<td>12:15 PM - 1:15 PM</td>
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<tr>
<td>LGBTQ Campus Climate Assessment: A Critical Dialogue</td>
<td>Marriott/Canary (4)</td>
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<td>Promoting Black Gay Male Collegians’ Sense of Belonging at HBCUs</td>
<td>Marriott/Grand Ballroom (13)</td>
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<td>1:30 PM - 2:30 PM</td>
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<tr>
<td>Cyber Outing: Impact of Inadequate Cyber Policies on LGBT Students</td>
<td>Marriott/Crystal Ballroom (L)</td>
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<td>4:15 PM - 5:15 PM</td>
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<tr>
<td>Layered Identities: Queer Students of Color Case Studies</td>
<td>Marriott/Canary (4)</td>
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<td><strong>Tuesday, March 19</strong></td>
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<td>8:30 AM - 9:30 AM</td>
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<td>Straight Students With Gay Parents: Responding to the Gay by Boom</td>
<td>Marriott/Canary (3)</td>
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<td>Reconceptualizing How We Address Homophobia on the College Campus</td>
<td>Marriott/Canary (4)</td>
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<td>Considering the Sexual Orientation of Marginalizing Students</td>
<td>Marriott/Crystal Ballroom (K)</td>
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<td>Gay and Bisexual East Asian Male Horizontal Oppression</td>
<td>Marriott/Crystal Ballroom (M)</td>
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<td>11:30 AM - 12:30 PM</td>
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<td>Discrimination and Mental Health Challenges for LGBT Students</td>
<td>Marriott/Crystal Ballroom (A)</td>
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<td>12:45 PM - 1:45 PM</td>
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<tr>
<td>Queering Modern Retention Efforts - Mentoring Programs</td>
<td>Marriott/Grand Ballroom (7A)</td>
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## Events

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<tr>
<th>Event</th>
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<tr>
<td>Saturday, March 16, 2013</td>
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<tr>
<td>LGBTQ NUFP Dinner</td>
<td>6:00 AM - 6:10 PM</td>
<td>Marriott - Washington</td>
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<tr>
<td>Monday, March 18, 2013</td>
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<td>LBTO Women’s Breakfast</td>
<td>7:00 AM - 8:00 AM</td>
<td>Marriott - St. Louis</td>
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<td>Intersection of Identity Brown Bag Lunch Discussion</td>
<td>12:00 PM - 1:00 PM</td>
<td>Marriott - Emerald</td>
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<td>Conversation with Kenji Yoshino</td>
<td>1:30 PM - 2:30 PM</td>
<td>Marriott - Key Biscayne</td>
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<td>GLBT Issues KC Open Meeting</td>
<td>3:00 PM - 4:15 PM</td>
<td>Marriott - San Francisco</td>
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<tr>
<td>Trans’ Inclusion Open Meeting</td>
<td>4:30 PM - 6:00 PM</td>
<td>Marriott - San Francisco</td>
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<tr>
<td>NASPA Community Fair</td>
<td>7:15 PM - 9:15 PM</td>
<td>Marriott - Cypress</td>
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<td>Tuesday, March 19, 2013</td>
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<tr>
<td>Queer People of Color Social</td>
<td>7:00 PM - 9:00 PM</td>
<td>Marriott - High Velocity Sports Bar</td>
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<tr>
<td>LGBTQQIA KC Awards Reception and Social</td>
<td>9:00 PM - 11:00 PM</td>
<td>Marriott - Vinoy</td>
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Our Programs (Continued)

2:00 PM – 3:00 PM

Breaking Barriers: Creating LGBT Allies in the Greek Community
Marriott/Grand Ballroom (11)

Welcome to Guyland: Experiences of TransMen in College
Marriott/Grand Ballroom (8A)

Gayby Boomers: Meetings the Needs of LGBT Parents
Marriott/Grand Ballroom (4)

3:15 PM – 4:15 PM

Caught in a Bad Romance: Alcohol, Drugs, and LGBTQ Students
Marriott/Crystal Ballroom (N)

**Wednesday, March 20**

8:30 AM - 9:30 AM

Beyond Surviving: LGBTQ Christian Students
Marriott/Grand Ballroom (BB)

Programs in bold type are sponsored by the KC.

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The Leadership Team

**T.J. Jourian & Patrick Lukingbeal**
Co-Chair

**Bobby Kunstman**
Past Chair

**Regional Representatives**

- **Alex Cabal**
  Region I Representative

- **Alyssa Montminy**
  Region II Representative

- **Bill Boerner**
  Region III Representative

- **Kerrie Hernandez (Anticipated Opening)**
  Region IV Representative

- **Steve Willich**
  Region IV-W Representative

- **Karl Fass (to be succeeded by Heidi Stanton & DJ Zissin)**
  Region V Representative

- **Lisa Seese-Patterson & Juan Velaz**
  Region VI Representative

**Bobby Kunstman**
Vice Chair(s) of Membership Engagement

**Tray Robinson**
NUJP Liaison (Mentor) Core Member(s)

**Marcus Jones III & Taylor Dukes**
NUJP Liaison (Fellow) Core Member(s)

**Derek Murakami**
QPOC Core Member(s)

**Emery Lohrasbi**
QPOC Core Member(s)

**Dominic Hoefyfield**
Placement/Job Search Core Member(s)

**Madeline Vitek**
Conference Engagement Core Member(s)

**Kevin Aruoju-Lipina**
Vice Chair of Research & Recognition

**Patrick Hale & Dominic Rollins**
Pre-Conference Core Member(s)

**Nicky Demaria & David Whitman**
Awards Core Member(s)

**Jamie Piperato**
Webinar Core Member(s)

**Khrislan Kemp-Delisser**
Research & White Paper Core Member(s)

**TBD**
Vice Chair(s) of Communications

**Chris Mosier & Kijsa Sandoval-McMurtry**
Vice Chair(s) of Trans Inclusion

**Brian Medina**
Newsletter Core Member(s)

**JM Alesis**
Website & Social Media Core Member(s)

**Anticipated Opening**
Website & Social Media Core Member(s)

**Matt Peterson (Anticipated Opening)**
Public Policy Core Member(s)

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For more information:

Please visit [www.naspa.org/kv/glbt/](http://www.naspa.org/kv/glbt/) for more information about the GLBT Knowledge Community (GLBTKC). If you are interested in being involved in any way, please contact T.J. Jourian and Patrick Lukingbeal at [glbtkc@gmail.com](mailto:glbtkc@gmail.com)
LGBTQ Public Policy: A Year in Review

Matt Peterson, Public Policy Division Representative

1. The D.C. Office of Human Rights created America’s first government-funded campaign to combat anti-transgender discrimination.

Three states (WA, MD, and ME) confirmed ballot measures to grant same-sex couples marriage rights in November, 2012. All three states did so by popular vote, the first time in US history.

2. Tammy Baldwin (D-WI) was elected the first openly gay or lesbian U.S. senator in history.


3. San Francisco voted to become the first U.S. city to provide and cover the cost of sex reassignment surgeries for uninsured transgender residents.

4. Seven state legislatures gained their first or only openly LGBT state lawmakers this year, including North Dakota, South Dakota, West Virginia, New Mexico, Texas, Pennsylvania and Florida, which went from zero to two gay legislators.

As of February, 2013, five states’ legislatures are discussing pro-equality legislative actions. IL, NM and RI are considering marriage amendments, while CO is discussing a civil unions bill, and FL is discussing a domestic partnership bill.

5. MN and DE have proposed ballot initiatives for marriage for this upcoming legislative year, and TX has proposed a civil unions bill.
Since we’re here...
Legal status of LGBTQ people in Florida...

MARRIAGE/RELATIONSHIP RECOGNITION LAWS

Licenses marriages for same-sex couples? No. On Nov. 4, 2008, voters amended the state constitution to provide that “inasmuch as a marriage is the legal union of only one man and one woman as husband and wife, no other legal union that is treated as marriage or the substantial equivalent thereof shall be valid or recognized.”

Honors marriages of same-sex couples from other jurisdictions? No.

Any form of statewide relationship recognition for same-sex couples? No.

Citations: FLA. STAT. §741.04; FLA. STAT. § 867.12.

NON-DISCRIMINATION LAW

Gender identity protected? In some cases.

No provision of Florida law explicitly addresses discrimination based on gender identity. However, a Florida court has ruled that an individual with gender dysphoria is within the disability coverage of the Florida Human Rights Act, as well as the portions of the act that prohibit discrimination based on perceived disability.

Sexual orientation protected? No.


HATE CRIMES LAW

Gender identity protected? No.

Florida hate crimes law does not explicitly address gender/gender identity-based violence or other similar issues. As yet, no court has ruled as to the applicability of the disability provision to anti-transgender hate crimes. Fla. Stat. § 775.085 (2001).

Sexual orientation protected? Yes.


Florida's congressional officers are currently considering a bill that would provide domestic partner registry in the state (SB 196, 2013), though there are mixed perspectives about the bill's chances for success.
**“Black Can Be Part of the Spectrum”: Intersectionality between Being Black and Being Gay**

*Steven C. Sweat, M.Ed., Residence Life Coordinator*  
*Towson University; Towson, Maryland*

In the U.S., February is known for its association with Black History Month. It is a time where we look back to our collective histories and reflect on the icons and accomplishments made in thought, invention, community, and above all civil rights for Black/African-Americans. With talks of celebrating diversity and multiculturalism, at times I wonder where are the conversations about bridging the gap between “being Black” and “being LGBT”? Is it possible for “Black” to be part of the spectrum?

To fully understand what I mean, it would be good for us to review some of the research behind the intersections of identities. Jones and McEwen (2000) constructed a model that described the on-going development of multiple dimensions of identities. At the center of these dimensions is a core sense of self. Or biting around our sense of self are various dimensions of identity that we all contain, such as race, culture, gender, sexual orientation, religion, and social class, to name a few. The “relative salience” of an identity refers to the identity that is most important to a person at any given time within their lives. Contextual influences, such as family background, sociocultural conditions, life experiences, career decisions, and life planning also play a role in a person’s experiences with their multiple dimensions of identity. The associated diagram can serve as a visual (Jones and McEwen, 2000).

![Diagram of intersectionality model](image)

To share a little about my identities, I am a young, gay, genderqueer, Black/African-American, male-identified Student Affairs professional within Residence Life. My most salient identity is my gay identity. Though I do not necessarily wave it like a banner, my campus involvement and presentations on diversity and acceptance speak otherwise. I have had opportunities over the years to discover and rediscover myself through the lenses of being Black and being gay, even attempting to combine these lenses into one big lens. This task is far from easy. Some have wondered of my absence from discussions and chats about individuals who are LGBT people of color and the various struggles that are experienced within this community. It is a little weird because although visibly one can see I am a person of color, specifically Black, it does not hold a higher salience compared to my sexual orientation.

I was taught many a times in school to always do my best. I recall a few times where if I received any final grade less than an “A-”, I felt that I didn’t try hard enough. I always thought it was because of my family, particularly my mother and grandmother, who wanted me to be the best. However as time went by and I learned more about myself in relation to others and in the grander dynamic of society, I asked myself, “Was I to be an intellectual for intellect’s sake or to prove to others that an African-American, male-identified youngster from rural South Carolina could make a place in the world for himself?” I questioned myself about this for the first time when I went through the National Coalition Building Institute (NCBI) training as an undergrad at Clemson University. A fellow participant recounted how she had to try harder and prove her worth due to the realization the many saw her race (African-American) and sex (female-identified) first before her skills and abilities. Remember that saying, “Don’t judge a book by its cover”? Our figurative libraries are pretty much covers.

This was my realization of the pressures that many Black youth have faced and continue to face this day. This, coupled with the issues and stigmas associated with being gay, gives many people pause on why one would place themselves in such a societal predicament by being out of the closet and Black. Originally, I was met with the ideas that being Black and gay, within the eyes of the Black community, was seen as a weakness. Historically speaking, gay always equated to femininity for men and masculinity for women, and anything outside of the perceived norm was degraded or ridiculed.

The seemingly “correct” views of blackness, has become linked to the stereotypical ideals of masculinity (Johnson, 2003b). This message has been perpetuated in many ways over the years, but particularly in pop culture and the media, society’s best friends. In the 1980s, Black comedian Eddie Murphy’s earlier years of fame featured the anti-gay, pro-family values of the time. A good example was Murphy’s live show Delirious, where the comedian explained his fear of gay people, particularly in contracting AIDS from a gay individual (Johnson, 2003b). The variety comedy show In Living Color showcased a skit called “Men On...”, where Black comedians David Alan Grier and Damon Wayans portrayed two effeminate gay critics who commented positively on films that starred attractive men and negatively on films that starred...
attractive women. Who could forget the iconic phrase they would say after a negative review, “Hated it!” Some found these pieces of entertainment as comical and a good laugh, while others took offense and were resentful. Part of the appeal of “Men On...” was the portrayal of Black gay men within the sitcom, since some of it solidified what was believed to be real about Black gay men but really was the exaggerated truth (Johnson, 2003b).

On a similar note, femininity was always looked upon negatively within patriarchal societies. Given the ways in which femininity in men is read as a sign of homosexuality, particularly in the U.S., it follows that gay men are deemed unacceptable. As bell hooks (1992) suggests, “Much black male homophobia is rooted in the desire to eschew connection with all things deemed feminine and that would, of course, include black gay men.” Further, it is important to remember that “masculinity is no more a signifier of blackness than femininity; [and] heterosexuality is no blacker that gayness....” (Johnson, 2003a).

When we talk about “diversity,” we, in many cases, say it’s much more than race, sexual orientation, and gender. Sounds familiar? Diversity is indeed much more complex than previously perceived. The conversation about intersectionality has been made for years (Reynolds & Pope, 1991; Jones McEwen, 2000), but how many of our diversity trainings, multicultural classes, and even our intercultural dialogues with others highlight the idea that we are multiple identities within our whole self? Now we know that the conversation about diversity, itself, is difficult to have for many students and for many of us professionals. Some of our students find difficulty in speaking on their differences, privileges, and oppressions for fear of blame, guilt, or shame. So is it safe to say that bringing in the concept of multiple identities may be overshooting it a bit? Not necessarily. If we have students understand the basic concept of identity first, then shift them over to understand that they have multiple identities that they work together in harmony or clash against one another, there may be hope yet. Development takes time.

So, what does this mean for our Student Affairs practice? When conversing about diversity and multiculturalism, enrich the conversation by educating students, faculty, and staff about the intersections of identity. Have conversations about how some of our identities either complement one another or conflict greatly with one another at various times of our lives. People can realize that some of their identities could be from privileged groups, while others are from the oppressed groups, yet they all mingle within an individual.

Review what your current diversity and ally training programs are discussing about identity. Are their conversations about intersections? Are their conversations about how a person’s identity is developed and enhance through their understanding of their core and the different contexts of personal experiences, family background and current life planning? How can these talking points be added to the conversation?

Within Black History Month, have conversations not just about the usual Black History Month icons of Dr. King, Rosa Parks, and Harriet Tubman. Include historical icons that have accepted their intersectionality between race and sexual orientation or gender expression and have made an impact on society. Bayard Rustin, a Black gay civil rights activist and an integral person in the 1963 march on Washington with Dr. Martin Luther King, Jr., is one example. Also branch out to see what other important historical icons have made a difference in society in other intersections of race/ethnicity (Latino, Asian-American/Pacific Islander, etc.) and sexual orientation and gender expression.

I cannot say that my experiences speak for all gay, genderqueer, African-American, male-identified folks. In research practices, it is unwise to generalize. Also, I know have not touched upon the experiences of Black lesbian women. I feel I cannot give due justice, unfortunately. I encourage other professionals to share their experiences, in safe spaces, as we continue to be great mentors for our students who may also are working through their multiple identities. It is also a great idea to ask oneself these questions, “What are my multiple identities?” “Which ones are the most important?” “Which ones do I have the most difficulty speaking about?” The conversation does not stop here.

References


JOIN US FOR THE QUEER PEOPLE OF COLOR (QPOC) SOCIAL!

When: Tuesday March 19, 7:00-9:00 PM
Where: Marriott– High Velocity Sports Bar
Nick Daily
Graduate Assistant for Men’s Development & Engagement

I encourage student affairs staff and administrators to consider linking their campus work to national conferences like the National Gay & Lesbian Taskforce’s Creating Change, by attending or sponsoring students to attend. At Creating Change, 2013 I experienced the Stages of Grief (Kübler-Ross, 2005). My experience provides an example of the transformational difference it can make. Below, I offer a discussion.

I put my sunglasses on as we exited the subway to shield myself from the stares. In the basement of the airport, I feigned a smile and stood on the escalator that was ascending to Hell. Home and reality lay ahead for me as I returned to the world of hats that fit and people that didn’t.

This was my first time attending the Annual National Conference on LGBT Equality: Creating Change, in Atlanta, GA. Armed with optimism and an iPad, I boarded the plane. What awaited me was 3,000+ queer, trans* & allied people who would soon become the source of my grief. I’m getting ahead of myself. “It is an experience unlike you’ll ever have to see four or five thousand LGBTQ people take over a city for a week,” he said. “I can imagine,” I lied. Jeff knew better than to let me attend alone. We had 4 delegates from our university; presentations have a way of creating funding.

It was the first day, anti-racism. I knew how things like this went; we would talk about racism on the first day and make commitments to end racism until 5pm. Not here. As I received my final hug, in excess of the required 12 per day, I remembered that this was a conference for LGBTQ equality. No talk of marriage equality today.

I cannot stop talking about my experiences in the pre-conference at dinner. I notice a few tables of conference goers and we exchange silent acknowledgement of solidarity. We talk over food and music; laughing, and dancing for hours.

It was the second day that I recognized the shift. The four of us wait for the elevator to arrive at the 8th floor. A single man in a three piece suit awaits our entrance. We reach the 6th floor and several more pink lanyards unite with ours on the elevator. I take notice of the tightness in my chest and the discomfort I feel in the elevator. Not claustrophobia. 5th floor. More pink lanyards join us in our descent. 4th floor. As a new wave of pink joins us, our bodies begin to touch out of lack of space. I remember the three piece suit and recognize my sweat to be his. “Why should I care if he has to be uncomfortable for 30 seconds?” I think, “This is our ONE week out of the year!” I feel myself relax. I feel powerful.

On day three the fantasy began to fade. Denial began to set in. I tasted the anxiety as I ran marathons between attending sessions, meeting new colleagues, and immersing myself in discussions that do not happen in my corner of Oregon. In the passing of a minute, I smelled the anger as it accompanied my denial. The opportunity for dessert had come and passed and it was my fault. All missed opportunities flooded my brain. I had become my own enemy. Majority society also became the target of my anger. Is this what it feels like to feel whole?

I heard myself compromising with Jeff on day four. “Can I just stay a little longer? I’ll find my own way back.” Bargaining would not work. I felt depression; it came as I realized that reentry was inevitable. I would not encounter people with a breadth of racial, gender identity & expression and sexual orientations similar to this until my return to Creating Change, in 2014. On the verge of tears, I sang along to Frenchie Davis’ ballads and jumped to her dance tracks.

I watched as I began to accept the reality that the conference was over. I began to breathe. The hat that didn’t fit that sat upon my head represented the new me that would emerge after a 5-day immersion in acceptance and inclusion. I took off the sunglasses and as I sat with my community of reflection, I knew that Creating Change wasn’t about the experience we had there, but the ways that we could model collaboration and reconciliation our home campus. Not in isolation.

Creating Change inspires me to create radical spaces of inclusion where students, staff and professionals are reflective of ways to include people prior to their admission to the university or their participation in activities or courses. As a direct result of my attendance at Creating Change, I am committed to discussing the ways in which queer student support, racial justice and economic justice intersect and creating the changes in my organizations to reflect those discussions.

WHITE PAPER SUBMISSIONS

The Gay, Lesbian, Bisexual and Transgender (GLBT) Issues Knowledge Community (KC) of NASPA (www.naspa.org/kc/glbt) produces Whitepapers, which are compilations of current and cutting-edge research summaries and briefs. The goal of the Whitepaper is to share knowledge and information about issues related to the status of the GLBT community in higher education that will prompt discussion, further research and showcase scholarship being conducted by students and professionals in the field.

This past year, the Whitepaper has covered a wide range of issues relevant to LGBT professionals and students in higher education. Articles have appeared covering power and privilege topics such as horizontal oppression among gay/bisexual men, the marginalization of bi/pansexual and queer individuals and supporting queer students of color. Articles have raised awareness of mental and physical health issues such as internalized stigma, substance abuse and sexual violence among LGB students. Finally, the Whitepapers have included content on more practical every day issues such as creating positive climates to aid new student admission as well as recruit and retain LGBT staff.

The Whitepaper is highly-targeted to an audience of professionals who are committed to advancing and promoting the well-being of LGBT individuals in higher education. The knowledge allows them to conduct their work and make measurable, data-driven decisions with firm, measurable knowledge from some of the best in the field. The articles are presented in a concise, digestible format and offer theoretical perspectives, practical advice, and empirical research from emerging graduate students and doctoral candidates from all over the country and renowned researchers such as Terrell Strayhorn, Sylvia Hurtado and Susan Rankin. We at the KC are grateful for every research summary, excerpt or book chapter preview that we can share with our members, whether they be emerging researchers or established scholars.

All scholars, researchers and professionals are welcome to submit summaries or briefs about their scholarship to the Whitepaper; membership in NASPA is not a prerequisite. In fact, we are working on broadening our efforts to attract high quality content from diverse authors. Some effective strategies to solicit research for the Whitepaper have included periodic appeals through social media including facebook and twitter, direct appeals to authors and graduate students to submit their work, and invitations to presenters from conferences that focus on academic topics, such as ASHE to activism, such as Creating Change.

The Spring 2013 Whitepaper contains important work toward the construction of new theory, and glimpses into the lives of queer faculty and people of color in higher education. From a review of research on LGBT Black professors, and a quantitative look at predictors of LGBT faculty persistence, to an exploration of the experience of Black gay men’s college choices, there are implications and knowledge for everyone. And the KC is currently working on additional ways to offer NASPA members the chance to engage with the concepts and knowledge production that the Whitepaper introduces by developing webinars from Whitepaper topics. Stay tuned for news about our first ones beginning in the Spring/Summer of 2013 on Pan/Bi/Fluid sexualities and also on sexual violence among LGBT college students.

If you’d like to submit for consideration in a future whitepaper, please email the KC Core Member for Research & Whitepapers, Khristian Kemp-DeLisser, at kkempdel@uvm.edu
The Gay, Lesbian, Bisexual and Transgender (GLBT) Issues Knowledge Community provides avenues for both social and professional involvement. Knowledge Community activities allow for personal and professional growth, increased awareness and acceptance of gay, lesbian, bisexual and transgender professionals and students, and promote understanding of gay, lesbian, bisexual, and transgender professional and student needs.

GLBT Issues Knowledge Community recognized two individuals, one program, and one research study that have made extraordinary contributions to the advancement of sexual and gender minorities inclusivity and education at the highest and broadest level. The awards present the excellence and/or innovations that have added to the profession of Student Affairs and Higher Education and are enhancing the lives of their communities.

**Promising Student Award: Symone Simmons, Loyola University Chicago**

This annual award recognizes a student who is involved in the institution’s GLBTQ community, made contributions to education, awareness, safety, and acceptance through programming, mentorship or other involvements. Working for a Jesuit, Catholic institution, Simmons has volunteered her own time to research current practices of Jesuit institutions across the nation and how they best support students of the GLBTQ community and also serves as an advisor to the newly formed Queer and Transgender Students-of-Color Support Group.

**Outstanding New Professional Award: Emily Mears, Tufts University**

This award recognizes a professional who actively seeks and is involved in new opportunities the GLBT Knowledge Community has to offer. Mears is a new professional who is raising students’ awareness of the oppressive DADT and sexual assault in the military. She is an incredible role model for all students and has dramatically improved the involvement of female students in LGBTQ conversations.

**Service to Student Affairs: Dr. Brit Katz, Millsaps University**

This awards recognizes an seasoned professional who may have published/presented/consulted/used creative approaches/or organized policy around GLBT issues in Student Affairs by demonstrating the skills, attitudes, knowledge, qualities and values of Student Affairs. Over the 20 years, Dr. Katz is an amazing counselor and advocate to students who often have complex issues involving personal challenges, mental health issues, or sexual identity issues. As he himself found a path to success and a way to celebrate his orientation, even in the deep South, he has helped hundreds of others travel their own journey. Dr. Brit is never patronizing, but is a person that challenges this colleagues to think and make decisions for yourself.

**GLBT Issues Research Award: Tom Bourdon, Tufts University**

This annual awarded recognizes outstanding research that contributes to the knowledge of GLBT issues in Student Affairs and Higher Education and supports the creation of new knowledge through GLBT research. Bourdon’s study will uncover the benefits/drawbacks of students who have LGBTQ parents experience when attempting to receive social support from LGBTQ communities on a college campus. Findings will help inform college administrators who serve the LGBTQQA community, so they can better support this student population who are likely to face LGBTQ-related minority stress stemming from their parents' identity and their family structure.

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