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Meet the Incoming GLBT Issues Knowledge Community Co-Chairs

Dear Colleagues,

Welcome to a new year, and a special welcome to those able to join us here at the annual conference in Phoenix! As your incoming national co-chairs, we are excited to join you on this two-year journey in advancing LGBTQ needs, keeping you up to date on research, and advocating for each of you at a national level. We’d like to briefly introduce ourselves and highlight some of our goals for the next two years.

T.J. currently serves as the Program Coordinator at Vanderbilt’s Office of LGBTQI Life, focusing on programming, training, resource generation and dissemination, and leadership development. Previous to his chair position, he served as Vice Chair for Trans Inclusion, and was a representative on the 2011 NASPA Multicultural Institute Planning Committee. He received his MA in Student Affairs Administration with an emphasis in Multicultural Education from Michigan State University. Further, he serves on the Board of the Mid-Tennessee Chapter of the Gay, Lesbian and Straight Education Network (GLSEN).

Patrick currently serves as the Program Specialist for the Wellness Center at Rice University in Houston, TX. His main focus is educational outreach and peer development in areas of alcohol education, sexual violence, and wellbeing concerns. He currently chairs Rice’s LGBTQ safe zone program and continuing education. Within NASPA, he has been a part of the GLBT Knowledge Community since 2007 having served on the core leadership team in Public Policy and Membership Engagement capacities. Additionally, he has served NASPA as a program reviewer and has chaired sponsored program committees.

As co-chairs, we take on this leadership responsibility with humility and a great sense of responsibility. During our tenure, we seek your input, skills, knowledge, and commitment to help us accomplish the following goals:

1. Focus more intentionally on serving our members and students across a variety of intersections, by building stronger partnerships with other Knowledge Communities and their leadership teams. This will include the future content and intention of program proposals, social opportunities, regional conferences and drive-ins, conference calls, and more.
2. Further develop our relationship with NASPA’s national office and consistently advocate for the needs of LGBTQ people in their daily practice and at conferences. We recognize the investment we need to make to advance trans inclusion efforts in particular.
3. Build a strong sense of camaraderie between our leadership team and membership, and create a community where everyone feels welcome and valued.

Please seek us out during this conference! We look forwarding to meeting and learning from each of you.

Sincerely,
T.J. Jourian & Patrick Lukingbeal

Follow the conversation! Anytime you tweet, use the tags #NASPA12 and #GLBTKC to keep the conversation going!
As an association that recognizes and appreciates diversity in relation to, and across the intersections of, race, color, national origin, religion, sex, sexual orientation, gender identity and expression, veteran status, age, socioeconomic status, and disability, NASPA strives to create an inclusive environment at professional development events for all attendees.

Volunteer leadership from the Gay, Lesbian, Bisexual, and Transgender Issues, Men and Masculinities, and Women in Student Affairs Knowledge Communities continue to collaborate on a Transgender Working Group. The group examines gender identity and expression, and transgender inclusion across NASPA initiatives. NASPA appreciates the work of this group and the suggestions they offer to create a more inclusive association for all members. In pursuit of this goal, the following information is provided regarding gender etiquette at the NASPA Annual Conference.

1. **Affirm Gender Identities & Expressions**
   Pay attention to a person’s purposeful gender expression. Some consider it polite to ask: “What pronoun do you prefer?” before using pronouns or gendered words for anyone. When you are unsure of a person’s gender identity and you don’t have an opportunity to ask someone what words they prefer, try using that person’s name or gender-neutral phrases like “the person in the red shirt,” instead of “that woman or man.”

2. **“What’s Your Preferred Pronoun?”**
   Offer opportunities for all to share their gender pronoun preference in settings where they are asked to introduce themselves. For example, if you are facilitating a session, roundtable discussion or meeting, where you are already asking participants to introduce themselves by name, position and institution, ask them to also include their gender pronoun preference. Practices such as this provide opportunities for people to share when they feel safe enough to do so and reduces the potential for discomfort should one participant reference another with an inaccurate pronoun.

3. **Provide Gender-Neutral Spaces**
   One way of acknowledging transgender people’s needs is to designate restrooms gender neutral. In restrooms, many transgender people face harassment that can lead to anything from deep discomfort to arrest or death. Regardless of what restroom you are in, please let everyone use that space in peace. Each of us can decide for ourselves in which bathroom we belong.

   Gender neutral restrooms will be located in the following areas:
   - Convention Center, 2nd floor (Next to Room 223, Across from Main Registration Desk)
   - Sheraton - 2nd Floor (Next to Alhambra Room)

4. **Listen & Respect Individual Experiences**
   Please listen to transgender people’s needs and stories when they are volunteered; yet please respect people’s privacy and boundaries and do not ask unnecessary questions.

5. **Gain Self-Awareness and Knowledge**
   Educate yourself through books, web sites, and transgender workshops. Then please join the many hardworking allies who are working to respond appropriately to transphobic situations. Respectful allies, who learn from and with transgender people and then educate others, are important for successful transgender inclusion.

Adapted with permission from: National Gay and Lesbian Task Force
As many of you might be aware via news coverage and other announcements, there was an incident of outward discrimination towards members of the GLBTQA community in the recent weeks. On March 2, 2012, NASPA Associate Executive Director and President-elect Kevin Kruger delivered an electronic message to conference attendees in response to this incident. The leadership team of the GLBT Issues Knowledge Community wanted to reprint this statement as a reminder to conference participants to share with us your impact from this and other experiences that may cause any member of our community to feel unwelcome or unsafe.

Dear 2012 NASPA Conference Attendees,

NASPA is committed to diversity, inclusion, and equity. While we are looking forward to over 4,500 of you joining us in just under two weeks for the 2012 NASPA Annual Conference, we write to notify you of a recent incident at one of our conference hotels, and NASPA's prompt response. This is shared in the interest of transparency and to assure conference attendees that NASPA is working with all conference properties for a safe and transformative experience.

Earlier this week, a lesbian couple was asked by a restaurant employee to leave the Sheraton Downtown Phoenix's District American Kitchen & Wine Bar after having hugged and kissed. The couple bravely spoke up to tell their story which has been subsequently reported in numerous Phoenix area and online news outlets. NASPA's hotel partner, the Sheraton Downtown Phoenix, has promptly responded. The Sheraton General Manager has met with the couple and released the following statement:

At the Sheraton Phoenix Downtown Hotel and District American Kitchen & Wine Bar, we embrace a diverse service culture. Our mission has and always will be to do the right thing. As a result of our conversations with the couple, we are taking immediate steps to reinforce the importance of diversity awareness among our associates including scheduling additional sensitivity training for all management and staff. We are also committed to expanding our valued relationship with the LGBT community. In addition, we are working with the mayor's office and the city of Phoenix to establish further outreach opportunities.

At the same time, we will continue our role as an active member of ONE Community, an organization that is dedicated to creating stronger relationships among gay, lesbian, allied individuals and corporations; and The Greater Phoenix Gay & Lesbian Chamber of Commerce. We also look forward to broadening our efforts with Equality Arizona. We again apologize that this incident ever happened and our restaurant is open for all to enjoy.

Equality Arizona, an LGBT Arizona state advocacy organization with whom NASPA is partnering for the Candlelight Vigil for Social Justice on Tuesday night of the Conference, responded with the following message via their Facebook page:

Equality Arizona is glad to take this opportunity to update those of you visiting the District's FB page as to the work we have been doing with the District/Sheraton teams. In particular, because of the strength of feeling within the LGBT and allied communities we believe it is important that you know that we are absolutely confident in the sincerity of the apologies that have been delivered by the Sheraton's GM directly to the victims of this incident and to representatives of Equality Arizona. EQAZ has met with the GM and a follow-up will happen within days at which concrete next steps will be firmed up. Those next steps will be shared with the community by both the Sheraton team and EQAZ. We KNOW that the Sheraton and District are NOT homophobic establishments. We believe it is important to recognize that both have a long record of working with and supporting the LGBT community; that is why they want to do what is right and why we are dedicating time to help them do that. We ALL regret this incident happened and hope the community at large will trust that the Sheraton is committed to working constructively and speedily to make this wrong right. Equality Arizona will continue to engage in constructive dialogue with the Sheraton team, dialogue that is going to result in substantive changes for the benefit of all concerned. Thank you again for your love of your community and the passion so many of you have brought to this issue.

Within hours of learning of this incident, NASPA was in contact with the Sheraton General Manager, Director of Sales, and Phoenix Convention and Visitors Bureau to express our imperative that all NASPA Annual Conference and The Placement Exchange attendees are both safe and comfortable throughout all Phoenix venues over the course of these events. We have been reassured that all hotel and conference center staff who will be working during the Conference and TPE are aware of the full scope of the incident.

NASPA is strongly committed to creating a safe and welcoming learning environment for all conference and TPE participants.

While we look forward to a positive and enriching experience at the Annual Conference and TPE, we also ask anyone with particular concerns to visit the Conference On-Site Registration Desk in the Phoenix Convention Center. It is, of course, most unfortunate this event has occurred. We believe that through dialogue and engagement, that the couple directly impacted by this incident, the Sheraton, and Equality Arizona have worked together to transform an incident of harassment into an educational opportunity to move forward. We are proud of our partner's response and look forward to working with them to provide an enriching professional development experience for all.

Sincerely,

Kevin Kruger
NASPA Associate Executive Director
(President Designee)
The Good...

- Within the past year, the following states have legalized marriage equality: New York (1), Washington (2), Maryland (3) and New Jersey (4). In NJ, the governor vetoed the legislation.
- The Ninth Circuit held up the ruling declaring Proposition 8 in California (5) as unconstitutional.
- “Don’t Ask, Don’t Tell” was declared federally (6) dead on September 20, 2011.
- In November 2011, Massachusetts (7) became the 16th state to strengthen its gender identity laws for transgender people. Nevada (8) also passed more trans inclusive legislation.
- In the past year, the following states have enacted civil unions: Illinois (9), Hawaii (10), Delaware (11) and Rhode Island (12).

We’ve seen some major victories and temporary setbacks leading up to this presidential election year. Let’s reflect back on what has happened recently.

The Bad...

- Tennessee (13) passes a highly controversial “Don’t Say Gay” bill along with repeal of non-discrimination ordinances.
- Repeal efforts underway to try to repeal New Hampshire (14) marriage equality on 2012 ballot.
- North Carolina (15) and Minnesota (16) add a constitutional amendment to 2012 ballots to ban same-sex marriage.
- On a federal level (6), representatives picking up fight to defend the Defense of Marriage Act (DOMA), even though the Obama Administration has refused to defend parts of it.
Pre-Conferences

Progressing Forward: Making Fully Inclusive Campuses a Reality
Half-Day Pre-Conference Workshop
Sunday, March 11, 2012
9:00am - 12:00pm
Convention Center 128B

The 12th Annual GLBTKC Institute will explore the state of inclusion of LGBTQQA communities in higher education. Participants will explore areas of recent success and examine barriers. Through presentations and group facilitation, topics such as policy, housing, human resources, and language inclusion will be discussed. Participants will analyze ways for seamless integration to occur in areas where LGBTQQA people may be underrepresented, such as Greek Life or athletics. The day will unfold to self-examination and assessment of where growth still needs to occur on home campuses, and participants will be ignited to influence positive change.

Moving Forward: Transgender and Gender Nonconforming Communities
Half-Day Pre-Conference Workshop
Sunday, March 11, 2012
1:00pm - 4:00pm
Convention Center 128B

The 12th Annual GLBTKC Institute marks an opportune time to reflect on the inclusion of transgender and gender non-conforming students, staff, and faculty in higher education. With increased visibility and diversity comes an increased need for education, and more intentional integration of transgender and gender non-conforming people in all aspects of campus life. Participants will receive a basic overview of terminology to aid in their engagement throughout the session and in their ability to be effective allies and professionals.

Conference Programs

Monday, March 12

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Room/Venue</th>
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<tbody>
<tr>
<td>10:30am - 11:30am</td>
<td>Assessing Barriers for Transgender/Gender Non-Conforming Students</td>
<td>Convention Center 227B</td>
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<tr>
<td>11:45am - 12:45pm</td>
<td>Changing Campus Climate to Support LGBTQ Students</td>
<td>Convention Center 121B</td>
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<td>Understanding Campus Climate for Closets Gay &amp; Lesbian Students</td>
<td>Convention Center 227B</td>
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<tr>
<td>2:45pm - 3:45pm</td>
<td>Challenging Racism &amp; Homophobia: Supporting Black Gay Men at PWIs</td>
<td>Convention Center 227B</td>
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Tuesday, March 13

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Room/Venue</th>
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<tbody>
<tr>
<td>8:30am - 9:30am</td>
<td>Transgender 101: Understanding a Growing Campus Population</td>
<td>Convention Center 122A</td>
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<td>Transgender People on Campus: Gender Friendly Language and Policy</td>
<td>Convention Center 227B</td>
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<tr>
<td>12:45pm - 1:45pm</td>
<td>Layered Identities: Campus Climate &amp; QPOC Students</td>
<td>Convention Center 226C</td>
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<td>Campus Culture and Creating Gender-Neutral Housing</td>
<td>Convention Center 231C</td>
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<tr>
<td>2:00pm - 3:00pm</td>
<td>Assessing the Needs of Queer Students on Campus</td>
<td>Convention Center 127C</td>
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NOTE: Shaded sessions are sponsored by GLBT Issues KC.
More Events

SUNDAY, MARCH 11, 2012
GLBT Issues Knowledge Community Leadership Team Meeting
9:00am - 12:00pm
Hyatt Curtis B

MONDAY, MARCH 12, 2012
GLBT NUFP Chat
4:00pm - 5:00pm
Starbucks, 120 E. Taylor St.

Transgender Inclusion Team Meeting
5:00pm - 6:00pm
Hyatt Ellis West

Community Fair
7:00pm - 9:00pm
Phoenix Sheraton AC

TUESDAY, MARCH 13, 2012
LBTQ Women’s Breakfast
7:00am - 8:00am
Sheraton Ahwatukee A

NASPA Annual Business Meeting
4:45pm - 5:45pm
Convention Center 125

Consortium of Higher Education LGBT Resource Professionals Meeting
7:00pm - 8:30pm
Sheraton Phoenix D

Candlelight Vigil for Social Justice and Change
8:00pm - 9:00pm
Convention Center, North Entrance, Third St.

2011 GLBT Issues Knowledge Community Award Recipients

EXEMPLARY PROGRAM AWARD
“The One Project: The First Year Experience for LGBTQA Students”
Dian Squire
Assistant Director of Orientation
University of Maryland, College Park

RESEARCH AWARDS
Alvaro Marmolejo Davis
Doctoral Student
St. Cloud State University

Daniel Tillapaugh
Ph.D. Candidate, Leadership Studies
University of San Diego

SERVICE TO NASPA AWARD
Carrie Kortegast
Assistant Professor of the Practice of Higher Education
Vanderbilt University

OUTSTANDING NEW PROFESSIONAL AWARD
Christine Ajinga-Osborne
Program Coordinator
University of the Pacific

SERVICE TO STUDENT AFFAIRS AWARD
Chris Mosier
Assistant Director of Residence Life
Marymount Manhattan College

Congratulations to all of this year’s award honorees!
A Night of.... Bliss

The Annual Gathering @ NASPA
Tuesday, March 13, 2012
9:30 p.m. - Close

Bliss & reBAR
901 North 4th Street
Phoenix, AZ
All Are Welcome!
Reflections on an Experience: 
Bobby’s Final Letter as Co-Chair

Hello NASPA GLBTKCers!

What a fantastic time!!!! My journey in the Gay, Lesbian, Bisexual & Transgender Knowledge Community has been a fantastic experience! As I reflect back on my journey within our KC, it began at the 2005 National Conference in Tampa. At the time, I didn’t know many people in student affairs, but I made sure that I attended the GLBT KC meetings. Once there, I knew I found a home. I know that the GLBT KC has been (and will be) the home for many of us during our time in student affairs – and that’s what we need!

During my experience in the KC, I have seen us grow under many leaders, both in title and in service. I truly believe that the work that GLBT KC does (and will continue to do) has an impact on our national organization, campuses, and individuals. There are many opportunities for people to get involved. I was fortunate to be included on the leadership team by Will Simpkins & Carrie Kortegast during their time as Co-Chairs and continue with David Kessler and Heidi Stanton. Additionally, I have had the honor of working with TJ Jourian and Patrick Lukingbeal over the past couple of years. They are going to be a fantastic duo to take the GLBT KC to all new levels. If you aren’t sure where or how to get involved, seek them out. They will have many opportunities for folks to get involved and be part of a fantastic team.

I want to thank KC Leadership Team for all their hard work and effort that has led to a very successful 2010-2012. The KC Leadership Team consisted of Vice Chairs, Core Members, Regional Reps, and folks who didn’t have time to step in an official role, yet the support they provided was just as important. I don’t believe that KC would have been a success without the integral time, energy, and passion that these folks have provided.

Thank you for allowing me the opportunity to serve you over the past two years. It has been an honor and a privilege having the opportunity to meet new people and be part of something great! I look forward to serving you all in the future in different capacities for years to come.

All the best!

Bobby Kunstman  
Outgoing Chair, GLBT KC
Kari Fass  
Region V Representative

HIGH FIVE TO REGION V! Being a part of both the National KC and the Regional Board has been a blast. I have had the opportunity to connect with professionals doing great work on their own campuses while also be involved with conference planning for the Power of One. We’ve been working hard to truly integrate this event into the NASPA culture and make sure that it has structure and support to grow and improve with every host site. In my position, I get to hear the great things that NASPA is doing at the National level and think critically about what professionals need! The true icing on the cake has been getting to know the beautiful souls in the National KC and the Regional Board. They inspire me and help me to do my best work, which in turn allows me to help others do the same. I am unable to join you all at the National Conference, but I do hope you’ll reach out to me sometime soon! Maybe I’ll see you and your students in Corvallis, Oregon on April 6-7? www.nwlgbtleadership.wsu.edu

Patrick Hale  
Newsletter Core Member

Patrick Hale has served as the Core Member for the Newsletter for the GLBT Issues Knowledge Community for the past two years, and looks forward to continuing in this role this next term. He has been an active member of NASPA since 2006, beginning his student affairs involvement as a NASPA Undergraduate Fellow. Patrick is also currently involved in NASPA Region I as the Publications Coordinator for the regional conference. Patrick is currently a residence director at the University of Vermont, and is actively searching for job opportunities in northern Vermont.

D.A. Dirks  
Vice Chair for Transgender Inclusion

This last year has been a little, hectic, shall we say. I FINALLY finished my Ph.D. at Western Michigan University in Higher Education, Research, and Technology. My dissertation is Transgender people on university campuses: A policy discourse analysis. We have been very busy at Northwestern University planning on moving the LGBT Resource Center out of the Center for Student Involvement and into Multicultural Student Affairs. Finally, T.J. Jourian and I have been working on supporting the NASPA GLBT KC in our roles as Vice-Chairs for Transgender Inclusion. We look forward to the half-day pre-conference institute Moving Forward: Transgender and Gender Non-Conforming Communities. We will also co-chair the Transgender Inclusion meeting at the NASPA annual meeting. Finally, I will also be presenting the session Transgender People on Campus: Gender-friendly Language and Policy.

T.J. Jourian  
Vice Chair for Transgender Inclusion & Incoming GLBT KC Co-Chair

The last two years, I’ve had the pleasure of partnering with Doris Dirks as Vice Chairs for Trans Inclusion for the GLBT KC. The goals of the positions themselves have also thus shifted. As core members, Doris and I facilitated bringing conference goers together to assist each other on trans inclusion efforts on their campuses, to share best practices, and help answer questions. While these are continued actions, mostly done online through emails, or personal interactions and consultations, as Vice Chairs we have moved to prioritizing NASPA as the primary entity where Trans Inclusion efforts should be geared towards. NASPA should be a beacon and example of inclusive practice, education, hiring, dialogue, and initiative to which our institutions can look up to and seek to learn from and emulate.

As such, and with the input and help of numerous GLBTKC, MMKC, and WISA colleagues, we have put together a document highlighting the key actions we challenge NASPA as an organization to undertake. These two years working with Doris have been great, and as incoming Co-Chair of the GLBT KC, I look forward to working very closely with the initiatives and efforts of this integral position.

Patrick Lukingbeal  
Public Policy Core Member & Incoming GLBT KC Co-Chair

Patrick Lukingbeal has served as the Core Member for Public Policy for the past two years, and looks forward to serving as national co-chair of our KC with TJ Jourian starting in March! The past several years have seen monthly LGBTQ public policy updates being sent out. Also, look out for the annual ‘Year in Review’ map of all major public policy victories in our conference newsletter.

Chris Mosier  
Region II Representative

Chris Mosier is the Region II Representative for NASPA’s GLBT Issues Knowledge Community and the Assistant Director of Residence Life at Marymount Manhattan College. Chris has done award-winning presentations on gender-neutral housing and consults with schools on implementing and assessing gender neutral housing and trans*-inclusive policies. Chris is also a triathlon coach and nationally honored triathlete who consults with various sports leagues in New York City on improving transgender inclusion and policies.

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2012-2013 GLBT Issues Knowledge Community Organizational Chart

We are currently seeking enthusiastic members of our community to take on leadership positions. All open positions will be announced at our annual GLBT Issues Knowledge Community Open Meeting, as well as via our listserv. Stay tuned to learn more about those opportunities.

For More Information

Please visit http://www.naspa.org/kc/glbt/ for more information about the GLBT Knowledge Community (GLBTKC) or information in regards to positions on the GLBTKC Advisory Board.

If you are interested in any of the open positions, please contact T.J. Jourian (tj.jourian@gmail.com) or Patrick Lukingbeal (pll2@rice.edu).
Power of One 2012

Power of Understanding: A Call for Solidarity
Oregon State University
Corvalis, OR
April 6-7, 2012

Register TODAY at nwlgbtleadership.wsu.edu

Safe Spaces: Making Schools and Communities Welcoming to LGBT Youth
by Annemarie Vaccaro, Gerri August, and Megan S. Kennedy

Safe Spaces: Making Schools and Communities Welcoming to LGBT Youth is the first book to offer a comprehensive view of the complex lives of LGBT youth of all ages, from kindergarten through college. Drawing on a wealth of research collected from first-person accounts of students, family, educators, and community members, the authors not only chronicle the struggles of LGBT youth but also describe models of inclusive school and community environments.

NOW AVAILABLE for purchase!
Visit safespacesbook.com for more information.

Have an article, event or paper you would like to share with us?
The GLBT issues KC is always looking for content to share widely to our colleagues. Here you can:

* submit research articles
* advertise social events
* promote conferences and webinars
* share commentary
* and more!

Submit your content for the Summer 2012 newsletter by June 1, 2012 to patrickjhale@gmail.com.