



GAY, LESBIAN, BISEXUAL,
AND TRANSGENDER

CONFERENCE NEWSLETTER 2014

Trans*forming
Dreams
Into
Reality



**LEAD
INNOVATE
TRANSFORM**

NASPA ANNUAL CONFERENCE
MARCH 15-19
BALTIMORE, MD

2014

A Message from the Co-Chairs



Hello all,

We hope that this message finds all of you well - whether you are able to join us physically in Baltimore, or are here with us in spirit! This will be our last co-chair message, and we wanted to take a few moments to re-

flect back on the past two years.

First off, we wanted to thank all of the amazing colleagues and volunteers who have helped make the GLBT Knowledge Community a success. From the members of our leadership team, to those that have served on various committees and a whole host of other opportunities - thank you! We could not succeed in our endeavors without your hard work and dedication. Thank you for your service to our KC and to NASPA. We look forward to many more years of your friendship.

Second, our time would not be complete without reflecting back on the new initiatives and partnerships we were able to foster. From our expansion of trans* inclusion work, both in our KC and NASPA-wide, to the work of our GLBT Mentoring program - we are

proud to see so many new ideas take root and grow. We're excited about the work our KC has done redefining our mission, vision and values, and the programming expansion of our new Webinar series. We've been able to form new partnerships with other KCs and organizations, beginning conversations that previously had not been addressed around intersectionality and GLBT student athletes. We look forward to seeing all of these endeavors grow the next few years.

While we are a bit sad in saying goodbye, we are excited to leave the Knowledge Community to two fantastic individuals - Kevin Araujo-Lipine and Madeline Vitek. These two people have become close friends of ours the past several years, and are a fantastic addition to the KC. They bring a strong dedication to our profession and to our community - and we know they will do a superb job representing and advocating for you. We look forward to seeing all of the great work that they, along with their leadership team, will accomplish these next several years.

Thank you for a memorable two years!

Patrick & T.J.



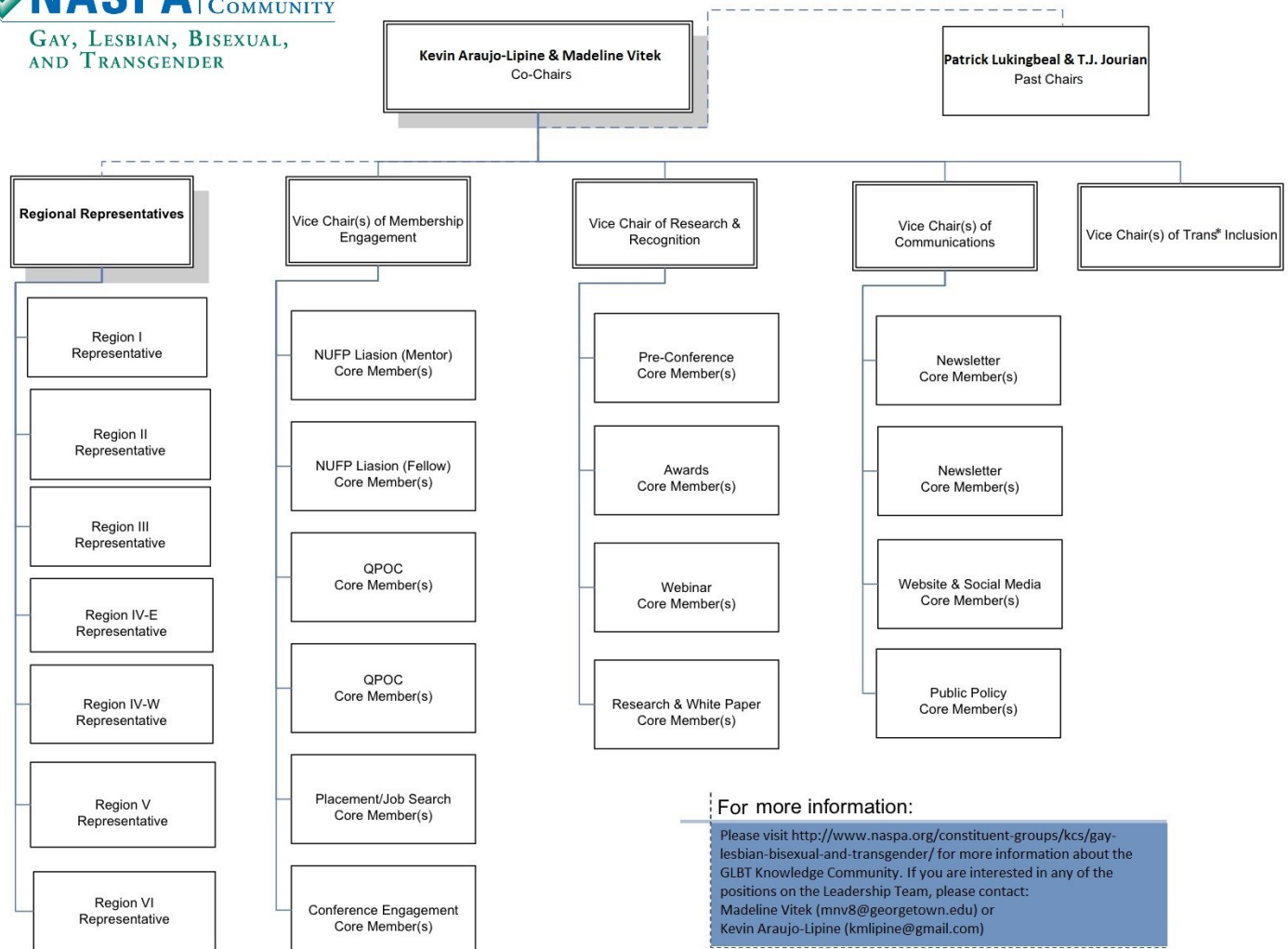
Connect with us!

Make sure to follow us @GLBTKC & using the hashtags #SAGLBTQ & #NASPA14.

Add us on Facebook: /NASPAGLBT



2014-2016 Organizational Chart



For more information:

Please visit <http://www.naspa.org/constituent-groups/kcs/gay-lesbian-bisexual-and-transgender/> for more information about the GLBT Knowledge Community. If you are interested in any of the positions on the Leadership Team, please contact: Madeline Vitek (mnv8@georgetown.edu) or Kevin Araujo-Lipine (kmlipine@gmail.com)

A Note from the Editors

We'd like to take a moment to thank you for reading through the GLBT Knowledge Community conference newsletter. We hope that it can be an excellent resource for you at the NASPA conference and beyond. Whether you're excited for the daily workshops or the evening socials, this newsletter will provide a quick guide to all things related to GLBTQIA events and trends.

We chose the theme 'Trans*forming Dreams Into Reality' to both acknowledge the conference theme (Lead, Innovate, Transform) and the fact that this past year has changed the landscape of GLBTQIA rights and support immensely. To have DOMA and Prop 8 overturned, pro athletes coming out publicly, and much more support for our GLBTQIA identified students seems like a dream come true.

Nonetheless, we have much work to do in order to maintain this momentum and to address increasingly complex and controversial issues that affect our communities. The GLBT Knowledge Community strives to share our collective resources and support to what you are doing on your campuses and in your community toward equity and inclusion for GLBTQIA-identified individuals.

If you are interested in contributing to future editions, know that we plan to publish our next newsletter in June-July. We welcome your contribution and encourage you to submit an article, regional/institutional news, or promos for GLBTQIA related trainings or webinars. Thanks again for making our newsletter great.

Your Editors,
JM Alatis and Brian Medina



Gay, Lesbian, Bisexual and Transgender Knowledge Community

Programs

Monday, March 17, 2014	Venue/Room
8:30 am – 9:20 am	
I am a Male Survivor of Intimate Partner Violence...Please Help Me!	Key Ballroom – Hilton – 12
10:00 am – 10:50 am	
I'm Online: LGBT Identity Development in a Social Media Context – KC Sponsored	332 – Convention Center
11:05 am – 11:55 am	
Assessing Progress: Analysis of a Gender-Neutral Housing Policy	Key Ballroom – Hilton – 12
On Their Shoulders: LGBTQ-Identified Women in the Profession	345 – Convention Center
1:15 pm – 2:05 pm	
Trans*forming Campuses Through Gender Inclusive Housing	Key Ballroom – Hilton – 11
2:35 pm – 3:25 pm	
Assessment of an LGBT Student Blog: Impact, Identity and Informed Decisions	Holiday Ballroom – Hilton – 3
Odd Man Out: Gay Students and the Faith-Based University	346 – Convention Center
3:40 pm – 4:30 pm	
Tempered Transformation: Creating Change by "Rocking the Boat"	Key Ballroom – Hilton – 11
Tuesday, March 18, 2014	Venue/Room
8:30 am – 9:20 am	
Creating and Protecting Supportive Spaces for Students of Difference While Traveling Abroad	Key Ballroom – Hilton – 11
The Educational Experiences of Straight College Students with LGBQ Parents – KC Sponsored	349 – Convention Center
UndocuQueer – From Isolation to Graduation	Key Ballroom – Hilton – 12
Valuable but Excluded: The Leadership Experiences of Gay Men in Fraternities	331 – Convention Center
9:00 am – 10:15 am	
Recognizing, Balancing, and Reconciling: Intersectionality of AAPI and LGB Identities of College Students and Their Experiences [POSTER SESSION]	Hall E – Convention Center

KC Events

Saturday, March 15, 2014

LGBTQ NUFP Gathering

6:00 pm – 7:00 pm
City Café, 1001 Cathedral St.

Informal Pre-Conference Social

7:00 pm – 9:00pm
Grand Central, 1001 N. Charles St.

Queer People of Color Social

9:00 pm – 11:00pm
Red Maple, 930 N. Charles St.

Monday, March 17, 2014

LBTQ Women's Breakfast

7:00 am – 9:00 am
Hilton – Brent

Intersections of Identity Roundtable

12:00 pm – 1:00 pm
Hilton - LaTrobe
Sponsored by Multi-Racial KC

GLBT KC Open Meeting

3:00 pm – 4:15 pm
Hilton – Key Ballroom 6

Trans* Inclusion Open Meeting

4:30 pm – 6:00 pm
Hilton – Key Ballroom 6

Latin@ KC LGBT Social

8:00 pm – 10:00 pm
Club Hippo, 1 W. Eager St.
Sponsored by Latin@ KC

Tuesday, March 18, 2014

GLBT KC Mentorship Committee

8:30 am – 10:00 am
Hilton – Key Ballroom 5

Conference At-A-Glance, Continued

Assessment of an LGBT Student Blog:
Impact, Identity, and Informed Decisions
[POSTER SESSION] Hall E – Convention Center

10:00 am – 10:50 am

Intersecting Identities, Intersecting Offices:
Gender and Sexuality Programming in
Multi-Unit Offices Key Ballroom – Hilton -12

11:05 am – 11:55 am

Exploring the Intersection of Mental Health
& Gay and Lesbian Students Holiday Ballroom – Hilton – 2

Welcome to Campus: Strategies to
Increase Connectedness for GLBTQ
Students 345 – Convention Center

12:10 pm – 1:00 pm

GenderQueer and Non-Binary Students:
Research and Practice 324 – Convention Center

Health for All: Collaborating with Student
Health Centers to Implement Culturally
Responsive Healthcare Services for
LGBTQ Students of Color 331 – Convention Center

The Future of Title IX: How Your Campus
Should Prepare For the Inclusion of
Gender Identity and Expression –
KC Sponsored 314 – Convention Center

1:15 pm – 2:05 pm

Advancing Critical Student Affairs Praxis:
Stories from the Field 337 – Convention Center

2:20 pm – 3:10 pm

After Ellen, Before Queen Latifah: Working
with LGBTQ Students of Color 342 – Convention Center

Increasing Campus Inclusion of Queer and
Trans* Graduate Students Key Ballroom – Hilton – 11

Transforming the Fraternity and Sorority
Experience: Creating LGBTQ Allies and
Safe Zones in the Greek Community 346 – Convention Center

3:25 pm – 4: 15 pm

Knowledge, Perceptions, and Beliefs of
HIV/AIDS Among Lesbian, Gay, and
Bisexual College Students 323 – Convention Center

Tuesday, March 18, 2014 (cont.)

**Consortium of LGBT Higher
Education Resource Professionals
Closed Meeting**

8:00 am – 9:00 am

Hilton – Stone

**LGBTQQIA KC Awards Reception
and Social**

8:00 pm – 10:00 pm

Hilton – Holiday Ballroom 3

See insert for Award Recipients

NASPA Events

Monday, March 17, 2014

**Commission on Equity, Diversity,
and Inclusion Focus Group**

9:00 am – 10:00 am

Hilton – Tilghman

NUFP Reception

5:30 pm – 7:00 pm

Hilton – Holiday Ballroom 6

Regional Business Meetings

5:30 pm – 6:30 pm

Convention Center – Rooms 314-340

NASPA Community Fair

7:00 pm – 9:00 pm

Hilton – Key Ballrooms 7-12

Tuesday, March 18, 2014

**Commission on Equity, Diversity,
and Inclusion Focus Group**

9:00 am – 10:00 am

Hilton – Hopkins

**Commission on Equity, Diversity,
and Inclusion Focus Group (NUFP)**

2:00 pm – 3:00 pm

Location TBD

The Annual Gathering

Good Evening Baltimore!

11:00 pm – 1:00 am

Dancing @ Grand Central

1001-1003 N Charles St.

Watering Cans vs. Ceramic Vases:

Reflections on Growing Beyond One LGBT Student Organization

By: Adam Crawford, Missouri State University

Missouri State University, now with 20,000+ students, has a rich LGBT history. The theater department's 1989 production of *The Normal Heart* brought a national-headlines-grabbing whirlwind of political controversy, police presence, and—in one case—arson, to campus. The hard-fought ten-year battle to include sexual orientation in the institution's nondiscrimination policy (passed in 2006) was led by a fierce, determined coalition of LGBTQ student, faculty, staff, and their allies. Last year, the addition of domestic partner benefits for faculty and staff came about through similar tireless strategic maneuvering.

Throughout this slow but persistent trudge toward a more inclusive campus for gender and sexual minorities, MSU has only had one LGBT student organization in existence. First there was GALA (Gay and Lesbian Alliance), then BiGALA (with "Bisexual" added to the name), and most recently, Spectrum. The evolution of the organization's name reflects its growth in becoming more inclusive of its members and their identities. Still, the organization has historically struggled, as many lone LGBT student organizations do, with meeting all of the needs of its members. Depending on the leadership at the time, the organization has ebbed and flowed in its activism, ranging from a well-oiled campus-organizing machine to a support group/social hour. Previous attempts to cater to both activist-minded and social-minded students, such as creating sub-committees or alternating meetings, have proven to be inconsistent or ineffective. This overload of work resulted in high burnout rates amongst the executive officers. Some individuals inevitably feel left out—and therefore, drop out.

Allow me to illustrate my point with a quick anecdote, if you'll indulge.

Once upon a time, there was an owner of a local gardening store that sold two popular products: a watering can and an outdoor ceramic vase. One day, the owner realized that if he combined the two items into a single product, he could save on overhead costs and make a larger profit. So, he created an outdoor ceramic watering can and began selling it in his store right away.

After only a few days with the product on the market, the owner received multiple complaints from his regular customers. The customers that used the product to water their flowers complained that the can was too heavy to use. Other customers that used the product for display complained that the handle and spout took away the aesthetic appeal of the vase. In the end, only a small number of customers were satisfied

with the 2-in-1 product, and the owner's profits sunk.

This story illustrates the fatal flaw of trying to be all things for all people. Some students do want to organize rallies and gather petition signatures, while others just need a safe space where they can feel secure and meet other people like them. Both of these needs, as well as all of the needs in between, are valid and important. Indeed, these needs are documented in student development theory.

Vivienne Cass's model on sexual identity development (which is admittedly limited in its scope of queer identities) lays out six stages of development for gay and lesbian individuals. The first three stages of Cass's model—*identity confusion*, *identity comparison*, and *identity tolerance*—are marked by a movement from being confused, anxious, or curious about one's sexual orientation; to learning to cope with the expected social ostracism linked to one's identity; to acknowledging one's identity and seeking out other gay and lesbian peers in search of solidarity. The last three stages of Cass's model—*identity acceptance*, *identity pride*, and *identity synthesis*—reflect an individual becoming secure in their sexual identity; fully immersing themselves in LGBT issues, social circles, and culture; and negotiating their sexual identity with their other identities and their relationship to society.

Students in the first three stages are likely to want what a social-oriented LGBT student organization provides, while students in the latter stages are more likely to be interested in the nitty-gritty of campus organizing. The varying needs of LGBT students at their different stages of development are difficult—and in my opinion, impossible—to meet with only one student organization.

With all of this in mind, students at MSU took the next step in their progressive history by founding Advocates, a new student organization focused on creating an LGBTQ-inclusive campus through advocacy, activism, and education. Spectrum can now utilize all its resources to creating a safe, inclusive space for social interaction and identity exploration, while Advocates can get to work on the laundry list of policies and programs that are still desperately needed on campus.

Advocates is now entering its third operational month, and already it has established a foundation for future success. In that time, the organization has:

- Drafted a Strategic Plan of goals and action steps to create an LGBTQ-inclusive campus
- Formed four student committees tasked with promoting LGBTQ inclusion in four domains of campus: facilities, policies, programs, and healthcare

- Applied for and received a \$2500 grant to fund travel for eight students to attend the 2014 Creating Change Conference
- Planned development of a Campus Organizing Handbook and an Executive Officer Transition Retreat for future use

I believe Advocates' progress so far is due to students' strategic, intentional approach to the organization. From the beginning, the organization was designed to meet its goals as a skills-building activist organization, while not competing with or jeopardizing the success of the social organization, Spectrum. We advertised Advocates as being "complimentary, not competitive", with Spectrum.

The two organizations have different missions, organizational structures, meeting times, goals, target audiences, and annual conferences that they attend (Table 1). These differences are intentional. General assembly meetings are less frequent in Advocates because the real work (talking with administrators, holding committee meetings, writing proposals, etc.) happens in-between these meetings. Each general assembly meeting features a professional development workshop to help develop the members' skills to be better organizers, both on campus and in their community. Advocates' organizational structure is more streamlined and bureaucratic than Spectrum's in order for the organization to be more efficient and results-oriented. Every year, Spectrum attends MBLGTACC (Midwest Bisexual Lesbian Gay Transgender & Ally College Conference), which caters to undergraduate LGBT college students and is more identity-exploration and campus climate focused. Advocates attends the more activist-

Table 1: Missouri State University LGBT Student Organizations: Spectrum vs. Advocates

	Spectrum	Advocates
Constitutional Mission	Social/Philanthropic/ Education	Activism/Advocacy/ Education
Frequency of Meet-	Once Per Week	Once Per Month
Meeting Times	Wednesday night	Thursday night
Organization Structure	7 Officers: 2 Co-Presidents, Treasurer, Secretary, Event Coordinator, Publicity Director, Outreach Coordinator; committees formed only for special tasks	5 Officers: President, Vice President, Administrative Coordinator, 2 SGA Representatives; committees integral to organization's function
Goals	Host social activities or discussion topics for weekly meetings; organize LGBT History Month activities; promote LGBT acceptance on campus	Host monthly professional development workshops at general assembly meetings; advocate for LGBTQ-inclusive policies and programs; support other social justice causes on campus
Annual Conference	Midwest Bisexual Lesbian Gay Transgender & Ally College Conference	Creating Change Conference
Target Audience	Students who want to feel safe, learn more about their identities, and make LGBTQ and LGBTQ-affirming friends	Students who want to build their skills as an activist and advocate for an LGBTQ-inclusive campus
Cass's Model Stages*	Identity Confusion Identity Comparison Identity Tolerance	Identity Acceptance Identity Pride Identity Synthesis
*While the stage of an individual member may not align with the organization they are in (i.e. a stage-five student attending Spectrum), the goals and activities of the organization are targeted toward students' typical needs/development in either the earlier or later stages.		

focused Creating Change conference (organized by the National Gay and Lesbian Task Force), which encompasses all work within the LGBT movement, from college students to campus LGBT resource professionals, nonprofit organizations, political campaigns, government organizations, businesses, and everything in between.

So far, the two-organization system has worked beautifully. Some Spectrum members decided to also join Advocates, while other students who previously were not involved in Spectrum joined for the opportunity to work on projects they are passionate about. The presence of Advocates has reinvigorated many of the activist-minded students who feel they now have the proper structure in place to facilitate their growth and the betterment of their campus. Still, this system is not perfect. More student organizations could be formed to address potential needs that are not being met by these two organizations, particularly for transgender students and queer students of color.

For other institutions that currently have only one LGBT student organization (or only one “general” LGBT student organization), this dual-organizations system can serve as a model for how to address the tension caused by the social/activist dichotomy. Further, LGBT resource professionals can use this model to help guide their students in conceptualizing, designing, or retooling their student organizations. By identifying the mission of their organization, students can then determine the structure or method that would best serve that mission.

Adam Crawford is a Graduate Student at Missouri State University and can be reached at Adam1991@live.missouristate.edu.

Outlasting the Opposition: My Story of Advocacy

Growing up in a very rural and agrarian part of Kentucky, I often saw the best of people’s character. Life in Todd County introduced me to some phenomenal people with big hearts. Small town life also introduced me to the worst of some opinions, beliefs, and behaviors with respect to how a few individuals were treated based totally on their uniqueness.

Orientation as an Ally

Most conflict where I grew up was centered on racial dynamics. However, there were a select few students who looked like the majority of people in Todd County in terms of skin color, but somehow, they were still outcasts in the hallways, classrooms, and cafeteria. Because this is the GLBT newsletter, I will not attempt a build up to the final paragraph to reveal that the people I am describing were the very small population of openly gay students in my hometown school system.

Because my nature is to always cling to things that deviate from the popular norm, I felt it was ok to be friends with, study with, and hang out with those persons who were deemed as outsiders. In full transparency, I am not sure if my initial friendship with my first openly gay friend was initiated just because I thought it was cool that he was gay and proud of it or because he and I could share the commonality of experiencing bias. Perhaps I just didn’t like how he was treated by some of the same people who treated me poorly because of my race. No matter the reason, I am quite lucky to have known him. I certainly didn’t know that his influence would be so valuable later in my career.

Ostracism as an Advisor

Years before coming to Indiana University Southeast, I had the

opportunity to help initiate and advise a GLBTQ student organization. I assure you that I deserve no superman cape for being the advisor to this group. I was simply in the right place at the right time. These students needed someone who could help them establish bylaws, assist them to set up an efficiently run club, and someone who could guide them as they navigated red tape to reserve meeting space. As tough as starting a new organization can be, I was truly excited to help those students develop a system to meet needs of others who did not have the support of a student group when they began as freshmen. To me, advising this group was no different than advising a chess club or a fraternity. These were my students, they met the criteria to register an organization, and they had great intentions. Little did I know, not everyone would perceive my role with the same common sense and simplicity that I did.

Then came the questions. “Why are you helping THOSE students?” “Do gay kids really need a club on THIS campus?” The most distasteful question was “what if it draws more gay students to enroll here?” As if the ignorance of the questions were not enough, then came the attacks, which were first aimed at my students. There was the illogically offensive assumption that this organization was going to be some type of predatory group, looking for impressionable young students to “turn” gay (I will spare readers the textbook citations to debunk this foolishness) or to find some objects of sexual fancy among new freshmen. My natural response was to refute these notions from my colleagues, from students, and from other members of the campus with outrage and logic. Although I was not an expert on all of the literature, I knew these young people and had the utmost confidence in their collective character. Next, came the personal

attacks I experienced. It seemed that the detractors that targeted my students and the organization had a few bullets left for me. My role as advisor led to questions about my sexual orientation, creating fallacy about the “real reason” I was helping this student group, and then aiming a litany of quite unflattering barbs toward me for not resigning as advisor.

Past the anger and hurt I felt for even having to be a part of these conversations or seeing my students and I be attacked, I can truly say that disappointment was the most overwhelming emotion I experienced. When my colleagues and others sought to discourage me from supporting these students, it seemed like I was taken back to those high school days and that confounding space where a person can be treated badly just for wanting to be who they are. All of this was accompanied by attacks on me for being an advocate for my GLBTQ students.

Opposition to Abuse

We made it through the ostracism and had a pretty successful student group in spite of the foolishness. However, it was not easy. There were positive voices and supporters, but sadly, the most negative voices were the loudest and most persistent. As a result, I made a personal commitment to use my position, my energy, and my time to combat internal, structural, & political factors that are challenges to supporting GLBTQ students. Unlike high school, this was not simply me clinging to people who were unique like me, but it was the birth of a true ally. It became important to me to ensure a community of safe spaces for all of my students, especially those who face attacks from within the system.

During the #NASPA14 conference, I am hosting a panel called “Welcome to Campus: Strategies to Increase Connectedness for GLBTQ Students” (Program ID-9839). This panel discussion will be focused on how to help navigate challenges to supporting students in the GLBTQ community, which will ultimately help these students persist. It is truly my hope that no one will ever face the type of obstacles I faced as an advisor. The best way to fulfill my hope is to facilitate dialogue that is open, real, and honest. This panel will be filled with robust discussion about this topic that will empower our peers to return to their respective campuses prepared to support GLBTQ students and to combat factors that are retrograde to this work.

The panelists include Dr. Terrell Strayhorn, Associate Professor of Higher Education at The Ohio State University; Dr. Carrie Kortegast, Assistant Professor of Higher Education at Vanderbilt University; Raja G. Bhattar, Director, UCLA LGBT Campus Resource Center; Dr. Duane Womack, Executive Vice President, Bethune-Cookman University; Dr. Kristie Gover, Dean of Stu-



dents at Jacksonville University; and Seuth Chaleunphonh, Dean of Students at Indiana University Southeast. Advocacy is not strengthened on an island, but is strongest when a collective comes together to refresh, renew, energize. I hope to see anyone who has had my experience and needs support, or who will share ideas to advance the discussion attend the session on Tuesday, March 18, 2014 at 11:05 a.m. in Convention Center 345.

Jason L. Meriwether is the Vice Chancellor for Enrollment Management & Student Affairs at Indiana University Southeast in New Albany, Indiana. Jason has presented at numerous national and regional conferences on topics such as retention & persistence, institutional connectedness, assessment, hazing, and strategic planning in enrollment management. From 2009 -2012, he served on the Board of Directors for Community Nashville, a not-for-profit organization that serves the city of Nashville through diversity education programs for youth that targets eliminating bias, discrimination, and racism from the community. You can follow or reach Jason on Twitter [@JLMeriwether06](https://twitter.com/JLMeriwether06).

Want to be Published?

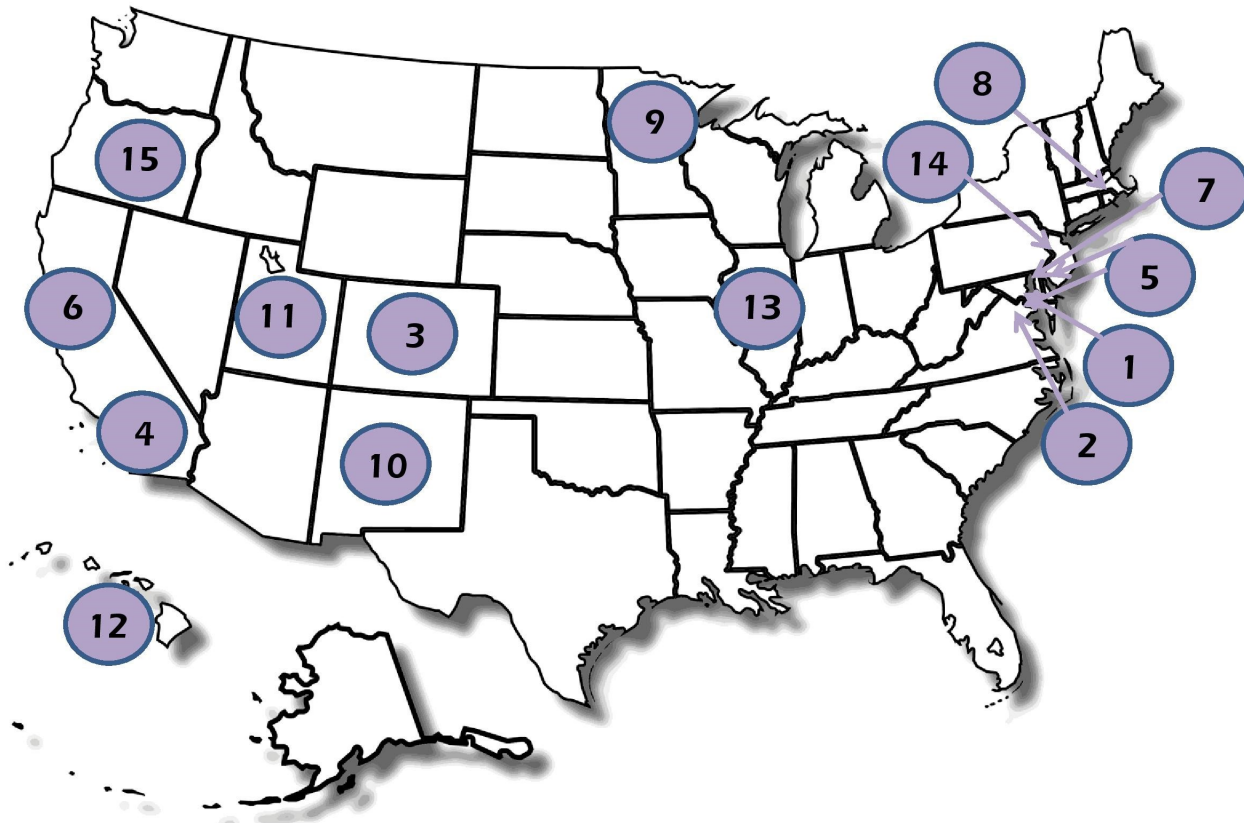
The GLBT Knowledge Community welcomes all articles, highlights, and insight into what you’re doing to enhance GLBTQIA community members or groups at your institution. Contact JM Alatis at JM.Alatis@du.edu to contribute to the next edition of our quarterly newsletter!

The Changing World: 2013 in Review

A Year in Review: Major LGBTQ Legislation

2013 - 2014

Created by Tavis Mullins
Public Policy Core Member



Undoubtedly 2013 was a year of monumental progress for LGBTQ rights in the United States...

- ☞ A number of states legalized or have passed legislation to legalize same-sex marriage. These include: Maryland (1), Delaware (7), Rhode Island (8), Minnesota (9), New Mexico (10), Hawaii (12), New Jersey (14), and Illinois (13) which will take effect in 2014.
- ☞ Utah (11) passed legislation to legalize same-sex marriage from December 20, 2013 until they were halted by a stay issued by the Supreme Court on January 6, 2014 as the result of an appeal. The country is still waiting to see how this will unfold.
- ☞ Colorado (3) legalized same-sex unions.
- ☞ In terms of increased prominence of GLBT national figures, NBA basketball player Jason Collins (2) came out as gay; additionally, Guy Erwin (4) became the first openly gay bishop elected to the Evangelical Lutheran Church of America.
- ☞ The United States Senate (5) passed an updated version of the Employment Non-Discrimination Act (ENDA) that makes it illegal for employers to discriminate against employees on the basis of sexual orientation or gender identity.
- ☞ Oregon (15) began recognizing same-sex marriages passed in other states.
- ☞ Finally, arguably the greatest achievements of the year were the Supreme Court rulings deeming Section 3 of DOMA unconstitutional (5) and overturning Proposition 8 in California (6).

Meet the Incoming Co-Chairs



Dear Colleagues,

Welcome to Baltimore, Maryland for the NASPA annual conference! As your incoming national Co-Chairs, we are excited you are able to join us for another great conference. The leadership team has been working hard to bring together sponsored programs, mentorship and networking opportunities, advocacy and awareness efforts, and social gatherings. As your new Co-Chairs we would like to take a moment to introduce ourselves.

Kevin Araujo-Lipine currently serves as the Assistant Director for Residence Education at Babson College. In his current role, Kevin is responsible for the residential curriculum, training and development of the paraprofessional staff, overseeing living-learning community programs, and coordinating the Safe Zone training program for the college. Kevin has served as the Vice Chair for Research and Recognition for the GLBT Knowledge Community previous to the Co-Chair role. Kevin has over five years of experience developing curriculum and facilitating Safe Zone trainings for a diverse population of participants. Kevin received his M.A. in College Student Personnel from Bowling Green State University.

Madeline Vitek currently serves as Director for the ESCAPE First-Year Program at Georgetown University. In her current role, Madeline directs non-religious retreats for first-year students rooted in Georgetown's Ignatian tradition. Madeline served as the Conference Engagement Core Member for the

GLBT Knowledge Community previous to the Co-Chair role. Madeline's professional interests include Ignatian leadership and spirituality, Catholic Social Teaching, GLBTQQIA issues, and any intersection of the above. Madeline received her M.S. in Student Affairs and Higher Education from Miami University (Ohio).

We are very excited for what the 2014-2016 term will bring for the GLBT Knowledge Community. We would like to highlight some of the priorities we would like to partner with you to achieve success in the upcoming two years:

- Enhanced sense of community through the newly defined mission and vision work

- GLBT KC being a more inclusive space, particularly for queer people of color (QPOC), women-identified, trans* and ally members

- Focus on and development of the mentorship initiatives; NASPA Undergraduate Fellows Program (NUFP) and new mentorship committee

- Need to further explore the intersection of identity. Develop partnerships with other identity based Knowledge Communities (KCs) for conference programs, webinars, roundtables, etc.

We hope that you will join us in getting involved in the KC in some capacity to help us continue to be a great source of knowledge development and community. Please introduce yourself to us at one of the many events occurring at the conference.

Sincerely,

Kevin Araujo-Lipine & Madeline Vitek



2014 GLBT Award Recipients!

Congratulations to our Knowledge Community Award Winners for the 2012-2013 Academic Year!

The NASPA Gay, Lesbian, Bisexual and Transgender (GLBT) Issues Knowledge Community provides avenues for both social and professional involvement. The 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.

2014 NASPA GLBT KC's Outstanding New Professional Award

Zaneta Rago

**Assistant Director, Center for Social Justice Education and LGBT Communities
Rutgers University**

Ms. Zaneta Rago, in her first year and a half as a new professional, has made incredible contributions to the Rutgers University community around issues of diversity and social justice education in her role as Assistant Director of the Center for Social Justice Education and LGBT Communities. In her role, she has developed and implemented many new initiatives that have only improved the involvement and campus climate for underrepresented students at Rutgers, including but not limited to a monthly LGBTQ Safe(R) Space Training, Ally Week, Trans Awareness Week, Queer Sexuality Week, and a support discussion space called Breathing Room. Furthermore, she has expanded her involvement to the GLBT KC Region 2 through coordinating the Northeast LGBTQ Conference at Rutgers University and serving as the Mid-Atlantic Region and People of Color co-chairs for the Consortium of Higher Education LGBT Resource Professionals.

2014 NASPA GLBT KC's Service to NASPA

Ryan Gove

**Director of Student Life
University of Kansas Medical Center**

Mr. Ryan Gove is the Director of Student Life at the University of Kansas Medical Center. He has been instrumental to the mission of NASPA, especial to Region IV-W.

Serving in several different leadership roles, to include Major

Speakers Chair for the 2013 NASPA/ArCPA Regional Conference in Hot Springs, AR, Mr. Gove has dedicated much time and effort to the success and support of promoting and living this year's theme of Reflections of Leadership. The true role-modeling of his work not only to fellow professionals, but to the many students at the University of Kansas Medical Center. His commitment to programming, student services, and dedication to be progressive and evolving, to meet the ever changing needs of the students, is admirable and worthy of modeling for other institutions of higher education.

2014 NASPA GLBT KC's Service to Student Affairs

Dr. R. Bradley Johnson

**Clinical Assistant Professor of Higher Education
University of North Carolina at Greensboro**

Dr. Brad Johnson, Clinical Assistant Professor of Higher Education, has been involved in University of North Carolina at Greensboro's SafeZone program since its beginning, including being trained as a trainer and presenting to other colleges and universities. He helped to develop, implement, and coordinate mixed-gender housing assignment process. He developed the Transgender Student Housing page for Housing and Residence Life. His dissertation focused on gay and lesbian staff in higher education and the relationship between their job satisfaction and their degree of outness and the presence of supportive policies. He is co-author on a chapter on LGBT college student suicide. He is currently at work on a research project related to gender neutral housing.

His professional excellence has been recognized by NCCPA, Housing & Residence Life, and the student affairs division with awards.

**Thank you to our 2014
Conference Newsletter Sponsor!**



One University. A World of Experiences.

2014 GLBT Award Recipients (continued)!

2014 NASPA GLBT KC's Exemplary Program

The Beijing Center for Chinese Studies

Zhou Yuan

Assistant Director of Student Development Operations, The Beijing Center for Chinese Studies (Loyola University Chicago)

Kevin Stensberg

Dean of Students, The Beijing Center for Chinese Studies (Loyola University Chicago)

The Beijing Center for Chinese Studies (TBC), a study-abroad and research center in Beijing, China for students from across the world, strives to provide an educational experience that goes beyond the classroom, and one opportunity that helps students better understand Chinese culture is to be housed with a Chinese-national student. In assessing how to improve TBC's co-curricular offerings, the program recognized the opportunity to enhance support for LGBT students through helping their Chinese roommates learn about LGBT topics and issues, a rare educational opportunity in China. To better prepare Chinese roommates for interacting with LGBT peers, TBC organized a groundbreaking bilingual training session in partnership with the Beijing LGBT Center. The goal of the program was to breakdown stereotypes and allow Chinese roommates the opportunity to interact with both Chinese and foreign members of the LGBT community.

JOSEPH DeSANTO JONES & VERNON A. WALL
INVITE YOU TO JOIN THEM FOR



**good evening
BALTIMORE**

THE ANNUAL FESTIVE GATHERING AT NASPA
TUESDAY, MARCH 18, 2014

Part 1 - Showtunes (9pm - 11pm)
CLUB HIPPO
1 West Eager Street
<http://clubhippo.com/>

Part 2 - Dancing (11pm - 1am)
GRAND CENTRAL
1001-1003 North Charles Street
<http://www.centralstationpub.com>



JOSEPH DeSANTO JONES & VERNON A. WALL
INVITE YOU TO JOIN THEM FOR



**good evening
BALTIMORE**

THE ANNUAL FESTIVE GATHERING AT NASPA
TUESDAY, MARCH 18, 2014

Part 1 - Showtunes (9pm - 11pm)
CLUB HIPPO
1 West Eager Street
<http://clubhippo.com/>

Part 2 - Dancing (11pm - 1am)
GRAND CENTRAL
1001-1003 North Charles Street
<http://www.centralstationpub.com>



JOSEPH DeSANTO JONES & VERNON A. WALL
INVITE YOU TO JOIN THEM FOR



**good evening
BALTIMORE**

THE ANNUAL FESTIVE GATHERING AT NASPA
TUESDAY, MARCH 18, 2014

Part 1 - Showtunes (9pm - 11pm)
CLUB HIPPO
1 West Eager Street
<http://clubhippo.com/>

Part 2 - Dancing (11pm - 1am)
GRAND CENTRAL
1001-1003 North Charles Street
<http://www.centralstationpub.com>



JOSEPH DeSANTO JONES & VERNON A. WALL
INVITE YOU TO JOIN THEM FOR



**good evening
BALTIMORE**

THE ANNUAL FESTIVE GATHERING AT NASPA
TUESDAY, MARCH 18, 2014

Part 1 - Showtunes (9pm - 11pm)
CLUB HIPPO
1 West Eager Street
<http://clubhippo.com/>

Part 2 - Dancing (11pm - 1am)
GRAND CENTRAL
1001-1003 North Charles Street
<http://www.centralstationpub.com>





NASPA | KNOWLEDGE
COMMUNITY

GAY, LESBIAN, BISEXUAL,
AND TRANSGENDER

See
You
In
New
Orleans!

