

# American College Personnel Association

# Out on Campus!

## American College Personnel Association

Issue THREE



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## Greetings SCLGBTA!

*By: Keith Humphrey, University of Arizona*



This is my final newsletter welcome as your Chair. My term ends at the conclusion of the 2005 Convention in Nashville and I will transition leadership to John Fox of CU-Boulder. Please join me in congratulating John!

In the two years I have served as your Chair I have worked hard to ensure that the GLBT point of view is represented and reflected in all Executive Council decisions and ACPA policies. I am pleased that we have made significant gains in that area including the establishment of an advocacy table at Placement (new this year), gender neutral bathrooms in convention locations, and the Transgender and Gender Variant socials.

We do not accomplish progress alone. The SCLGBTA has many allies in ACPA including my fellow Standing Committee Chairs, Executive Director Greg Roberts and his excellent National Office staff, and most importantly the two Presidents that I have worked with and learned from: Myra Morgan and Jeanne Steffes. These dedicated women are role models for all of us in this noble profession.

There is still much work to be done to ensure that GLBT issues, rights, and the programs you have come to enjoy at convention are protected and advanced. I am confident that John Fox and his team will move us forward. John will not be able to do this alone...the SCLGBTA needs your voice.

Above all else, I wish to thank two individuals and one group who have always been there to support me in my role as Chair. Immediate Past Chair Gisela Vega served as an indispensable resource as I assumed my role. Jonathan Poullard, Chair from 1997-1999, and one of my closest friends and mentors, always helped me to maintain focus and energy, especially when times became difficult. I am indebted to these two dedicated professionals.

Finally, the thirty plus individuals that have served on the SCLGBTA Directorate over the past two years have made the experience incredible. I am awed on a daily basis by the volunteer commitment that they have made to you and ACPA.

Thank you for the pleasure of serving you. It is an honor that I will always cherish.

With Pride,  
Keith B. Humphrey  
Chair  
The University of Arizona



## Git yer Raffle Tickets!



The SCLGBTA is hosting its annual raffle drawing at the Social on Monday night!

Tickets are \$1 a piece and help benefit the services of the SC and a Nashville GLBT Youth organization.

Please contact an SC member at any of our sponsored functions.

Prizes are:  
\$250, \$500 & \$750!

You gotta play to win!



[www.myacpa.org/conv/](http://www.myacpa.org/conv/)

**SCLGBTA Annual Coffee House**

**Monday April 4, 2005**  
Delta Pavilion  
8:00pm - 10:30pm

Stop by and visit, relax, and enjoy the company of good friends.  
Help the SCLGBTA celebrate our 20 year anniversary.

If you are interested in performing (poetry, singing, comedy, etc.) please contact Justine Hollingshead ([Justine.Hollingshead@ncsu.edu](mailto:Justine.Hollingshead@ncsu.edu)) in advance or via phone (919-434-4167) onsite.

**The Paul Hart Scholarship Fund**

The Paul Hart Scholarship Fund and the Standing Committee for Lesbian, Gay, Bisexual & Transgender Awareness are now accepting applications from ACPA members who plan to attend the 2005 Annual Convention.

Scholarships are awarded to those persons living with HIV/AIDS (or caring for a dependent living with HIV/AIDS) who would not be able to attend the Annual Convention without such assistance.

More information and the application may be found at: <http://www.sclgbta.org>

**Important Registration Dates**

- Early Bird Registration Deadline - January 27, 2005
- Regular Registration Deadline - February 24, 2005
- Hotel Reservation Deadline - February 27, 2005
- Last Day to Register On-line - March 17, 2005



## The Lambda Mentor Program rolls out the welcome mat in Nashville! This is a great opportunity for you to get involved in the SCLGBTA! Register Now! Sign up before March 18th!!

Mentoring is a process by which individuals share and exchange ideas, experiences, resources and best practices. The Mentor Partner relationship is reciprocal in intent and purpose with all participants actively engaged and contributing in the process. The Lambda Mentor Program provides on-going personal and professional support for the development of Lesbian, Gay, Bisexual, Transgender, Ally colleagues in higher education and student affairs. We are looking for Mentoring Partners at all levels; from seasoned professional to new professional to graduate student.

The Lambda Mentor Program has implemented "Mentoring Partner Groups" that establish realistic expectations of each other as well as continue partnerships after the 2005 Convention. Groups consist of 2-4 people, joined together based on the mutual interests and goals identified through the registration process. All Mentoring Partner Groups will have an initial meeting immediately following the Convention Colleague Program at 5pm, on Sunday, April 3, 2005, in Room Jackson C. The Lambda Mentor Program Workshop is a place for the mentoring groups to meet and make plans during the convention and partner expectations to be discussed. Attendance at the workshop is a requirement to participate in the program.

### Mentoring Partner Expectations:

- 100% GREAT Student Affairs Professional
- Challenge every part/aspect of life
- Learn and teach
- Listen and be heard
- Share insight and experiences
- Commitment
- Asking and answering questions
- Sharing best practices
- Fresh perspective – new ideas

### Mentoring Partner Goals:

- Give back support they have experienced
- Professional and Personal Connections
- Open and honest dialogue and feedback
- Intentional networking
- Share personal experiences and reflections
- Job search resource
- Share ideas and resources
- Serve as positive role model

For the Mentor Partners that are new to ACPA, the Convention Colleague Program and Convention Orientation are a great way to orient anyone new to ACPA, while the Welcome Meeting and Dinner Out- April 2, 5pm at the Tribe in Nashville, Convention Carnival, Coffee House, AIDS Memorial, and the Cabaret Show can highlight the SCLGBTA. Each Mentor Partner will receive a copy of the registration form from the other members of their group, prior to the conference to help "break the ice" and create a starting point to discuss mentoring goals. Prior to the Mentor Workshop, you may want to meet up with your Mentor Partners at the Dinner Out on April 2, 5pm at the Tribe in Nashville. Furthermore, an evaluation opportunity will be provided following the conference to assess how to make the program even better. Now, all I need is you!

To read more about the program, check out the SCLGBTA web site at <http://www.sclgbta.org/> under Convention 2005 or email me with questions. You can also register to be a Mentor Partner through our website, by email or fax until March 18, 2005.

With Pride,

Dawn Dooley  
 Lambda Mentor Program Coordinator  
 Dawn Dooley, at andpd@uaa.alaska.edu  
 (907) 751-7446 Fax



## Volunteers are NEEDED!

**AIDS Memorial Choir** – Volunteers of all vocal abilities are needed to lend their voices to this important component of our Memorial. No experience or musical ability is necessary. Also an assistant to the Director of the AIDS Memorial Choir is needed to create choir certificates and another assistant is needed at rehearsals. Rehearsals will be held during the conference with a performance on Tuesday April 5, 2005 from 5:30-6:30pm in Presidential South

**Carnival Table Volunteers** – The Annual Commission/Committee Carnival is a great opportunity for individuals to learn more about SCLGBTA while meeting lots of members. Volunteers distribute information about SCLGBTA, maintain our silent auction fundraiser, and sell raffle tickets. The time commitment for this opportunity is a one-hour shift during the carnival, which will be held on Monday, April 4, 2005, 6:30-8pm, Delta Ballroom

**Coffeehouse** – Our coffeehouse relies on the talent of ACPA members to entertain at this event. Singers, poets, musicians, performers, and more are invited to participate and share their talent. Additionally, the coffeehouse requires assistance of volunteers for set-up and clean-up for the evening. Monday, April 4, 2005, 8-10:30pm, Delta Pavilion

**Program Session Hosts** – Every year the SCLGBTA sponsors several programs at the annual convention. Hosts are needed to welcome program attendees, introduce the presenters, and present their certificate at the end of the session. The time commitment for this opportunity is arriving early for the assigned session and remaining for the duration of the session. More information can be obtained from the Program Chair.

**Social Set-up and Clean-up** – Truly one of the largest conference activities, the SCLGBTA social needs volunteers to help decorate the ballroom for the evening's festivities. The time commitment for this opportunity is one hour prior to the start of the social for set-up and one hour after for clean-up. Monday, April 4, 2005, 9pm-1am, Delta Ballroom D

**Directorate Positions** – Positions on the directorate board have a wide range of responsibilities and have a time commitment of one to two years. Positions are elected or appointed during the SCLGBTA Open Meetings at the Conference. These positions provide many involvement opportunities for program planning at the annual conference. Please speak with any Directorate Board Member if interested.

**Lambda Mentors and Mentees** – 1998 was the successful introduction of the SCLGBTA's new Lambda Mentor program for new professionals and graduate students who are looking for a mentor. The time commitment for this wonderful opportunity includes a group session with all mentors and mentees at the conference and an ongoing commitment to stay in contact with your mentor/mentee.

**State Liaisons** – The SCLGBTA needs volunteers from each state to advocate for the LGBT issues with their local College Personnel Association (CPA). This excellent leadership opportunity will allow you to work closely with other members in your state. The time commitment for this opportunity will vary based on the needs of your state.

## GET LISTED!

BE AMONG THE

**BEST**  
OF THE  
**BEST**

Colleges & Universities for LGBT Students

Nominate your campus and complete the online interview process to get your campus listed in the new publication **BEST OF THE BEST COLLEGES & UNIVERSITIES FOR LGBT STUDENTS** written by national LGBT advocate and best-selling author Shane L. Windmeyer and to be published by Alyson Publications, Inc.

### WHAT TO DO?

**1, 2, 3 Steps... it's EASY!**

#### STEP 1:

Nominate Your Campus

#### STEP 2:

Submit the Online Interview from at least one Campus Staff/Faculty Member on Your Campus

#### STEP 3:

Submit the Online Interview from at least five Current LGBT College Students on Your Campus

### WHERE TO GO?

Go online to Campus PrideNet at [www.campuspride.net/best](http://www.campuspride.net/best) and complete the entire process by May 1, 2005.





## The Ideal Resolution

### Article by Steve Crudup, Co-Wellness Coordinator



With the beginning of the year, many of us choose to make resolutions to lose weight. Although my initial intention was to write an article about proper ways to lose weight and staying motivated, I kept thinking about why we do this to ourselves. Many of us find ourselves making this same resolution every January 1<sup>st</sup>, but why? Of course, there are always important reasons for physical health, as we all know it is better to maintain healthy weight, eat balanced meals and stay active. However, it made me face a very hard fact about why I and many others that I know don't succeed and find ourselves in the same cycle every January. As I reflected about my own struggle, I began to recognize that it can be as much about wanting to be healthy as it is to "fit in" amongst my peers.

Being OK with who we are comes from many places. Not only is there a psychological need to feel like we are like others, but there is the issue of wanting to be seen as desirable. Within the gay, lesbian and transgender subculture of society, we are faced with the same pressures to meet some "ideal" image. When you aren't a part of any of these "ideals", it most definitely affects us in a way that heterosexuals might not face. It's a double-whammy of sorts, not only might we be isolated from our friends and family for being who we are, but there is the possibility that we might be isolated from our own culture because of what we look like!

Body image in the LGBT culture spans all members of our community. Words like "bear", "gym boy" and "lipstick lesbian", to name a few, conjure up images of who belongs in these sub-cultures. Also, within the transgender community there are images of perfection that lead toward body alteration to achieve "perfection" in passing seamlessly into the outwardly visible gender. Not that these issues are solely found within our culture, as we all know that plastic surgery and other forms of physical alteration occur from culture to culture. All in all, it seems quite ironic that as much as we often feel isolated from mainstream culture, we feel the same pressures within our own society and often scorn individuals that don't meet an idealistic standard for the sub-cultures that we identify with.

Taking the time to thoroughly consider why we choose to make changes in our lives is extremely important. Are we losing weight and working out because we want more energy and to be more healthy or are we chasing an ideal to increase self-esteem and to achieve an "ideal" of what we think we should look like? Upon serious introspection, if the latter is your true motivation, you are much more likely to fail in your quest and become frustrated if road blocks develop. It is not only important to speak with your doctor before beginning a weight loss program, but it may also be essential to ensure that you are speaking with a counselor to ensure that your esteem and emotional health are also stable through the process. Even a personal trainer or nutritionist might not be bad options to have around at tough times when you need to stay motivated or when you might not be seeing the results you're wanting right away. If you are seriously making the commitment, surround yourself with the people that can help you be successful in attaining your goal.

With the risk of sounding idealistic, it is our responsibility as leaders within our communities and as role models for younger GLBT individuals to encourage everyone to be comfortable with who they are. If we can encourage our friends, colleagues and students to establish healthy habits based on personal need rather than societal and community pressures, we would be much better off and build a stronger and more supportive community. Also recognizing the biases that we bring to the table from our own experiences can be key in ensuring that we are establishing our own healthy limits. As a GLBT community, we should all resolve to be encouraging to our people and embrace the differences and similarities that we each bring to the table and remind ourselves of the true meaning of family.

**20th Anniversary**

**SCLGBTA**

**”S/HE-HAW”**

**AT THE GAY OLE OPRY**

**2005 SCLGBTA**

**Nashville Cabaret**

**Tuesday, April 5th**

**Featuring Our  
Favorite Hostesses:**

**PLAY**

*Wild  
Cherry  
Sucret*

*&*

*Coretta Scott Queen*

*&*

*A whole Cast of  
Performers*



*Doors Open 8pm  
Showtime 9pm*

*\$5 Tickets in  
Advance*

*(Available for purchase at  
SC events)*

*\$7 at the Door*

## For Immediate Release

### ACPA Announces 2005 Voice of Inclusion Award Recipients

The American College Personnel Association will recognize three individuals and two initiatives at its annual convention in April, 2005 with the Voice of Inclusion Medallion. This award was established by 2001 – 2002 ACPA President Nancy J. Evans to recognize individuals and exemplary campus based programs in the field of higher education and student affairs that have in some way contributed to making their campus communities a welcoming environment for all.

#### Individuals

In describing *Donna M. Bourassa*, ACPA Associate Executive Director, Executive Director Greg Roberts probably said it best. "When I think of Donna B., I think of life, hope, spirit, willpower, justice, compassion, courage and vision. What a person!" A passionate advocate for education and social justice, Donna was a professor of life who served the higher education community, and beyond, for 25 years. Donna Bourassa's very "being" was about inclusion. Whether it was through her work in the national office or through personal relationships with others - Donna's words, deeds, research, writings and soul were committed to the very essence of social justice. After a courageous battle with ovarian cancer, Donna died peacefully at home in the loving care of family and friends on September 20, 2004.

*Jeanne L. Higbee's* commitment to inclusion can probably be traced back to her experience in the V.I.S.T.A. (Volunteers in Service to America) program from 1972 – 74. This experience was a transformative experience that reinforced and expanded her understanding of the necessity of extending equal educational opportunity to underserved populations as all rungs of the educational ladder. Currently a professor and senior advisor for research with the Center for Research on Developmental Education and Urban Literacy in the general college at the University of Minnesota, Jeanne is a consummate scholar and researcher and has written several articles and publications related to multiculturalism and disability. She is the co-editor of the forthcoming ACPA monograph, "Making Good on the Promise: Student Affairs Professionals with Disabilities" which is scheduled for release in the spring of 2005.

To say that *Jonathan Poullard* is committed to issues of inclusion would be an understatement. Jonathan Poullard is driven. From his work on campus as Associate Vice President for Student Affairs and Dean of Students at Cal State San Marcos to his involvement in ACPA leadership and his keynotes and presentations to student groups and corporate entities around the country, Jonathan lives, breathes, eats and sleeps as an activist. While his nominators mentioned numerous examples of Jonathan's commitment to social justice, Manal Yamout, President & C.E.O. of the Associated Students, Inc. at Cal State San Marcos summed up the essence of Jonathan. "His involvement and impact on my life has truly helped prepare me for my current and future roles as a leader. I am assuredly a more conscious and inclusive leader because of Jonathan's guidance." For Jonathan, it's about "each one, teach one" and we as a community of believers are truly grateful.

#### Exemplary Programs

*"Different Voices, Common Threads"*

*University of Virginia*

In the wake of two high profile racial incidents at the University of Virginia during the 2002-2003 academic year, a collaborative group of students, faculty and staff from the Office of the Dean of Students came together to create a program for new students. The resulting program, "Different Voices, Common Threads," has been presented during Fall Orientation for the past two years.

The program consists of three parts. It begins with a narrated slide show describing the history of co-education, racial integration, diversification and GLBT issues at the University of Virginia. In the second portion, members of the community (students and faculty members) share personal testimonies of their experiences with stereotyping and discrimination. Following the presentation, first year students process the experience in a small group facilitated by their residence hall advisor. For additional information, contact Anat H. Levtoy [anat@virginia.edu] or Tabitha A. Enoch [tabenoch@virginia.edu].

## SCLGBT A Sponsors a Wide Array of Programs And Roundtables At This Year's Convention!

Rob Anderson, Programs Chairperson [robert-anderson-1@uiowa.edu](mailto:robert-anderson-1@uiowa.edu)  
Chad Disharoon, Incoming Programs Chairperson [kcd@vt.edu](mailto:kcd@vt.edu)

The SCGLBTA is once again proud to sponsor six programs on important issues to LGBT students and staff and to those professionals serving them. In addition to these sponsored programs, there are several other program sessions through out the conference that address LGBT issues. Please check your booklet for these programs.

**Back to the Future: 20 Years of GLB Awareness**  
Gaylord Opryland Hotel - Delta Ballroom D  
Tuesday, April 5, 10:15 AM - 11:30 AM  
Presenters: Vernon Wall, Iowa State University;  
Justine Hollingshead, North Carolina State University;  
Brandon Braud, Human Rights Campaign

The year - 1985. Ronald Reagan begins his second term as President. Madonna marries Sean Penn. Dynasty and the Golden Girls are on television. The Color Purple is playing in movie theatres. AIDS is sadly brought to the American public's attention by the death of actor Rock Hudson. The ACPA Standing Committee on LGB Awareness is born. Join us as we look back at the culture of GLB Issues in Higher Education and forward to issues on our horizon.

**Inside the Associations and Out: LGBT Culture in ACPA/NASPA**

Gaylord Opryland Hotel - Canal B  
Monday, April 4, 2:45 PM - 4:00 PM  
Presenters: Jeff Cullen, Iowa State University

This session will highlight the results of a year-long study that investigated perceptions held by members of ACPA and NASPA regarding the culture for lesbian, gay, bisexual, and transgender professionals in the associations. Outcomes from a Web-based survey and in-depth interviews with a dozen key informants highlighting concepts like outness/visibility, the impact of policy-making, and the shared and differing perspectives of "insiders" vs. "outsiders" will be reviewed. The implications for professional development and sexual orientation identity development will be discussed.

**Gay Chatroom Usage: How Much Is Too Much?**  
Gaylord Opryland Hotel - Canal A  
Monday, April 4, 4:15 PM - 5:30 PM  
Presenters: Rene Monteagudo, University of Illinois at Champaign-Urbana

This session will present findings from a qualitative study on gay and bisexual men who self-reported using gay Internet chat rooms. The presentation will cover how to identify students who potentially overuse chat rooms, the motivations for using gay chat rooms, what sustains their behavior, and the effects of using chat rooms. Additionally, this presentation will include a tutorial on the basic understanding of how chat works (e.g. profile creation, acronyms, chat lingo).

**What LGBT Students Really Need: Advancing Our Knowledge as Professionals**

Gaylord Opryland Hotel - Jackson D  
Tuesday, April 5, 8:30 AM - 10:00 AM  
Presenters: Jo Campbell, University of Illinois at Chicago; Robbie Lopez, University of Illinois at Chicago

This workshop developed from one student's harrowing experience. As a residential student just starting his second year of college, his parents, upon his sharing that he is gay, immediately withdrew all financial and emotional support. We will examine the process to assess what current LGBT student needs are, and how we find ways to reach out to these students and offer them a safe environment on campus and especially in the residence halls.

**The Great Divide: Sexual Orientation Issues and African Americans**

Gaylord Opryland Hotel - Delta Ballroom D  
Tuesday, April 5, 11:45 AM - 1:00 PM  
Presenters: Vernon Wall, Iowa State University; Larry Roper, Oregon State University; Donna Lee, Rollins College; Jamie Washington, The Washington Group; Brandon Braud, The Human Rights Campaign

The headlines are everywhere: "The lowdown on the down low." "African American ministers refuse to support marriage rights for gays & lesbians." "Black students question university's decision to fund GLBT initiative instead of Cultural Center." "Gay bashing incident on historically Black college campus prompts demonstrations." Join us for a facilitated discussion on the dynamics of race and sexual orientation in the African American community. Information on the Human Rights Campaign's outreach to the African American community will also be shared.



## ***Sponsored Roundtable Discussions***

The Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness has organized the following discussion meetings to provide our membership with an opportunity to talk with other individuals who share similar interests and concerns. There will be four discussion groups at this year's conference. These are informal conversations and all are invited to join. A member of the SCLGBTA will facilitate each discussion group.

### **On the Down Low: A Call for Awareness and Education**

**Facilitators: Patrick Romero-Aldaz, Virginia Tech; Chad Disharoon, Virginia Tech; Beth Grampetro, Virginia Tech**

"Straight" men having unsafe same sex experiences without the knowledge or consent of their heterosexual partners has become a growing trend in the United States. This phenomenon, called "the Down Low," seems to be most prevalent in populations of color, although affects all populations and is helping to spread many STIs /STDs, including HIV/AIDS to unsuspecting people, many of which are our students. In a time where safer sex education is on the decline and rates of infection are increasing we need to know what the issues facing our students are. Come join the conversation about this interesting issue and help us to develop approaches in handling education on our campuses.

### **Putting the A in LGBT...A Re"Ally" Cool Group of Friends!**

**Facilitator: Rob Anderson, University of Iowa**

The fight toward equality for the LGBT community cannot succeed without the help of our straight friends. Allies play a very important role in the queer community by taking a stand and raising their voice against inequality, hate, and prejudice. But what exactly does it mean to be an ally? Where is the line drawn between just being a strong ally and just a gay person that is afraid to come out of the closet? In this roundtable discussion we will take a look at what it takes to be an ally, some issues facing allies in society today, and try to examine that line of "Ally" or "Closet-Gay."

### **Trans Action Steps: Creating change on your campus**

**Jessica Pettit, Arizona State University**

Staff members from campus LGBT student services offices will share steps that college students, staff, and faculty can take on their campuses to create a more inclusive environment for trans/gender variant people. The presenters will discuss three levels of action: beginning steps that involve providing trans-related information and raising awareness of transgender issues, intermediate steps focused on changing institutional practices, and advanced steps that seek to make long-term policy changes. Topics covered will include health care, public inclusion, residence halls, gender and name change processes, programming and training initiatives, bathrooms, and locker rooms. Participants will be able to learn from the presenters' experiences and examples from other schools, and time will be left for attendees to ask questions related to their specific campuses. The presenters will provide a handout that will outline the different steps discussed in the presentation and suggestions for how to implement them.

### **Current LGBT Issues in Higher Education**

**M. Chad Wilson, Appalachian State University**

The face of the gay, lesbian, bisexual and transgender campus population has rapidly changed in the last decade. The issues and challenges faced by many current LGBT students, faculty and staff have also changed. What have we accomplished in reaching this population with support and education? What is still to be done? How can current practitioners help in teaching acceptance on our campuses? How has the political/societal climate changed the way we handle LGBT campus issues?

### **Call for donations:**

Over the past three years the SCLGBTA has given the proceeds of the silent auction to a local GLBRT youth center. We need your help in donating items for this silent auction.

If you are able to donate something or have questions please contact Michael Mancini at [mmancini@buffalo.edu](mailto:mmancini@buffalo.edu)

The items should be easy to transport, so that the people bidding can take them home easily; books, posters, shirts, DVDs etc all work well.

## The Directorate Direction: A call for diverse perspectives.

By Patrick Romero-Aldaz  
Diversity Advocate '05

Since its inception the SCLGBTA has been a committee set up to accomplish and address advancements of the LGB, Trans, and Ally community within the association. Over the years, different priorities have ebbed and waned, but there has always been a constant theme of forward movement and inclusion. To this end, the Directorate has had to change and evolve to meet our purpose of serving as an educational, advocacy-based force within the association.

Perhaps, you have hopefully seen many faces of SC directorate members who have gone on to serve ACPA in a variety of capacities. We hope that you notice the diversity of these leaders. From race, gender identity and expression, sexual orientation, religion, ability, age, and professional status our directorate body has prided itself on being one in which inclusion is intentional.

Over the past year the SC directorate has engaged in some conversation as to how we need to move forward to continue providing the best services, networking opportunities, and educational resources to the association membership. This year marks the election of a new chair, John Fox, who will surely take the lead with a storm building on a solid foundation left to him by the immediate past chair, Keith Humphrey, and those who came before. With this change comes opportunity. We have the opportunity to continue refining our practices, changing priorities, and moving forward.

This opportunity is not solely based on the new chair, *we need you!* We are fortunate to have a wealth of wonderful professional colleagues to call on for support and guidance and we call on you to step forward and be a "different voice" at the table. There are no guidelines for who can or cannot serve the SC and the association. We need as many voices at the table as possible.

As we move forward in this turbulent time, where education and advocacy of all peoples at the table is so crucial we call on you to become involved and help make a difference in the future of the SC, but more importantly, the association. We need you, whatever your identity or experience. You have a wealth of perspective that may or may not be present at the table; don't you want to make sure it is?

At convention we will be having elections and appointments. We urge you to become involved and run for a position. The future director of the SC and advocacy in ACPA depends on diverse perspectives coming together for the same purpose. That perspective should be yours.

(continued on page 10)

### "Social Justice Training Institute"

The Social Justice Training Institute began in 1998 as a program to engage diversity trainers and practitioners from community and educational settings in advancing their skills and competencies as practitioners committed to diversity and social justice issues. Unlike other professional development opportunities, SJTI is a unique forum focused on personal work. "SJTI provided me the opportunity to face very personal issues surrounding race and privilege that I had not done in an open and honest way," states Josh Walehwa '04 Alum. "I was challenged on so many levels and I left recommitted to making a difference." To date, over 300 people have participated in this experience. Additional information can be found at: <http://www.sjti.org>

"Inclusion takes on many forms," states Nancy J. Evans. "It means that people of all racial and ethnic backgrounds, sexual orientations, ability statuses, ages, genders and nationalities are listened to, empowered and supported. It is with this value in mind that ACPA recognizes exemplary campus based programs and individual leaders in the field of higher education and student affairs that exemplify this value."

For additional information on the American College Personnel Association, visit: <http://www.myacpa.org>

### 2005 VOI Selection Committee

Vernon A. Wall, Chair  
vwall@iastate.edu

Nancy J. Evans, ACPA Past President  
Eric Ramsey, LGBT  
Shaila Mulholland, CMA  
Christopher MacDonald-Dennis, Disability  
Thomas Baker, SCGSNP  
Paul Brown, Men  
Tosh Patterson, Women

**Make an Impact**

**April 2-6, 2005  
Nashville, TN**



## 2005-2006 SCLGBTA Elections & Appointments

Brian Kraft, Member at Large for Membership and Development

[bjkraft@usfca.edu](mailto:bjkraft@usfca.edu)

We're looking forward to seeing you in Nashville, and we hope to see you participating in all of our SCLGBTA open meetings and events! If you like our meetings and events, perhaps you should consider running for an elected position or expressing interest in an appointed position on the Standing Committee directorate!

*How do I get elected or appointed?* Simple. Fill out the interest form on page #. Attendance at open meetings is helpful – particularly our election meeting on Monday, April 4<sup>th</sup> at 5:30 pm. Your participation in the meetings helps us get to know you and also helps you become familiar with the Standing Committee.

*What would be expected of me?* Depending on the position, you should expect to spend two to five hours per month on standing committee responsibilities with the greatest amount of time spent during the months preceding the convention. With the exception of the local arrangements coordinator which is a one year position, all members of the directorate commit to a two-year term. Throughout their term, members of the directorate must agree to attend the SCLGBTA meetings during the annual ACPA convention and the annual SLGBTA mid-year meeting. This year's mid-year meeting will be held in Boston on June 13-14, 2005. Mid-year meeting dates for 2006 will be determined later.

*What can I expect from the SCLGBTA?* What you get out of your experience is directly proportional to what you put into it (doesn't that sound familiar?). Generally, you can expect to gain a greater understanding of ACPA as an organization, develop your knowledge of gay, lesbian, bisexual and transgender issues and expand your professional network to include some very fabulous people.

*That sounds great! What positions are available?*

Elected positions include four (4) Junior Members-at-Large (one for each area):

- Health and Wellness • Visibility and Recognition • Advocacy • Membership and Development

Each of these folks works with the Senior Member-at-Large and the folks in the appointed positions in their area to achieve mutually agreed upon goals related to the function(s) of their area.

Appointed positions open this year include the following:

- Local Arrangements Coordinator • Incoming Program Chair • Co-Newsletter Editor • Development Coordinator
- Archivist • Lambda Mentor Program Coordinator • Internet Resources Coordinator • Diversity Advocate
- Gender Advocate • Co-Wellness Coordinator

These positions are specific to a particular set of tasks and/or functions.

*You're invited to celebrate with us!*

## 20<sup>th</sup> Anniversary Celebration Dinner

Monday, April 4, 2005 • 6:30pm

Gaylord Opryland Resort

Tickets - \$75 Purchase your tickets when you register online for the convention.

(includes donation to SCLGBTA Fund)

**Tickets also available  
from the ACPA  
National Office - Call  
(202) 835-2272.**

## SCLGBTA Position Descriptions

### Junior Member at Large for Health and Wellness

- Assist with AIDS Memorial
- Oversee Paul Hart Scholarship fund
- Assist with coordination of health and wellness resources
- Write articles on health and wellness issues for "Out on Campus" newsletter

### Junior Member at Large for Visibility and Recognition

- Coordinate the Coffee House
- Write articles for "Out on Campus" newsletter on Visibility

### Junior Member at Large for Advocacy

- Work actively to eliminate overt and covert oppression of LGBT individuals and allies among ACPA members and on campuses
- Educate general membership of ACPA to increase their personal and environmental awareness of LGBT students and colleagues

### Junior Member at Large for Membership & Development

- Recruit candidates and conduct elections for open positions
- Attend to meeting the needs of the SC membership
- Advocate on behalf of SC membership

### Local Arrangements Coordinator

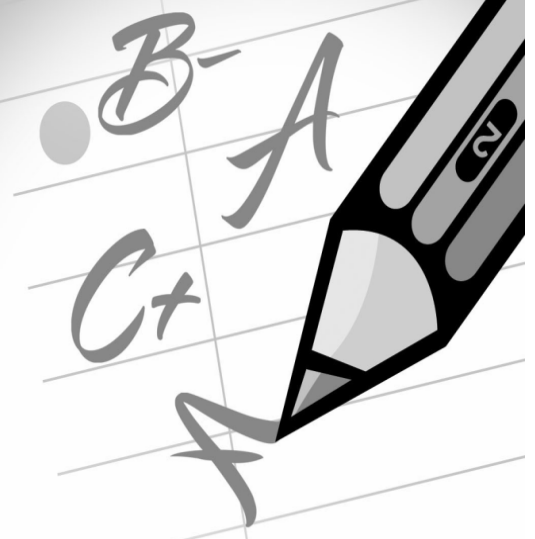
- Compile local LGBT resources and identify sponsorship opportunities
- Coordinate Dinner OUT on the Town
- Coordinate SCLGBTA Social
- Collaborate with Fundraising Coordinator and secure location for Cabaret

### Incoming Program Chair

- Coordinate selection of sponsored standing committee programs
- Coordinate conference session on LGBT issues in the job search
- Coordinate conference sponsored "roundtable" discussion



# GRADE YOUR CAMPUS



Grade your campus along with hundreds of colleges and universities in the first-ever national campus report card that will rank the environment for lesbian, gay, bisexual and transgender issues. The Campus PrideNet National Online LGBT Report Card is a project managed by Campus PrideNet and scores various responses in the following areas:

-  **LGBT Policy Inclusion**
- LGBT Support & Institutional Commitment**
- LGBT Student Life**
- LGBT Academic Life**
- LGBT Housing**
- LGBT Campus Safety**
- LGBT Counseling & Health**
- LGBT Recruitment and Retention Efforts**

More Information available online  
[www.campuspride.net/campusreportcard](http://www.campuspride.net/campusreportcard)





SCLGBTA SOCIAL  
Monday April 4, 2005  
9:00PM-1:00AM



*HAPPY 20TH BIRTHDAY SCLGBTA!!*

**Calling All Voices.** Please bring your passion to find a cure for AIDS and join the AIDS Memorial Choir. All ACPA members and their guests are welcome. To join, simply come to the first rehearsal or contact the Director at [Julie.bell-elkins@uconn.edu](mailto:Julie.bell-elkins@uconn.edu)



[AIDS Memorial Choir Section Leaders Rehearsal](#)

Saturday, April 2, 2005  
8:30 PM - 10:00 PM  
Gaylord Opryland Hotel, Washington A

[AIDS Memorial Choir Open Rehearsal](#)

Sunday, April 3, 2005  
4:00 PM - 5:30 PM  
Gaylord Opryland Hotel, Canal E

[AIDS Memorial Choir Rehearsal](#)

Monday, April 4, 2005  
10:15 AM - 11:15 AM  
Gaylord Opryland Hotel, Washington B

**SCLGBTA Dinner Out  
Saturday April 2, 2005  
6:00 PM**

In the tradition of triumphant returns,  
join us as we welcome back your  
favorite hostesses and MC's for the

# 20th Anniversary Cabaret

A Benefit for the ACPA LGBT Standing Committee

Tuesday, April 5th, 2005



*Wild Cherry Sucret  
&  
Coretta Scott Queen*

*(Be afraid. Be very afraid.)*

Doors Open at 8:00 p.m. Showtime: 9:00 p.m.  
\$5 in advance, \$7 at the door

**PLAY**

1519 Church Street • Nashville, TN

[www.playdancebar.com](http://www.playdancebar.com)