

American College Personnel Association

Out on Campus!

The Newsletter of the Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness

Issue Three

Pre-Convention Edition

March 2004



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Welcome from Our Chair

By: Keith Humphrey

Khumphrey@arizona.edu

Greetings from Tucson SGLGBTA!

I am getting very excited to see each of you in Philadelphia for ACPA 2004! YOUR Standing Committee has been hard at work making arrangements for some of your favorite annual events and some new activities certain to make your experience in Philadelphia a memorable one. Here are some convention highlights:

- Our philanthropic activity will benefit *The Attic*, a local GLBT youth center in Philadelphia. Proceeds from our Silent Auction during the Convention Carnival and donations received at our DinnerOUT! will go directly to *The Attic*.
- Candace Gingrich, Director of the National Coming Out Project from the Human Rights Campaign, will join many SCLGBTA events including open meetings and our Dinner OUT! Candace will also host a session on Friday April 2 from 12-1PM in the Marriott Independence Salon III on the National Coming Out Project. These are all great professional development opportunities to learn about the Project and how it can support your students!
- Our first annual Transgender and Gender Variant Social will take place on Friday, April 2 from 5-6PM in the Marriott Room 409.
- The Marriott will feature a gender-neutral bathroom – an ACPA Convention first!
- Our series of roundtables will offer a wide range of discussion options including race issues in the LGBT Community and issues for seasoned LGBT professionals.

In addition to our wide range of educational programming and networking opportunities, there are some important issues facing the SCLGBTA.

A proposal to eliminate the AIDS Memorial in favor of a general convention memorial has been put forward by ACPA leadership (included in this issue). President-elect Jeanne Steffes will be holding two open forums to hear your feedback on this proposal. These forums are on:

Saturday April 3	Sunday, April 4
9-10:15AM	9-10:15AM
Marriott Independence Salon I	Marriott Independence Salon III

I encourage you to attend these forums and share your honest feedback with Jeanne and other ACPA leaders. I also encourage you to share your feedback with me as I am your voice in the Executive Council. My vote on this matter will be informed by your comments.

We will hold discussion on this and other important GLBT issues at our open meetings. Please plan on attending one or all of our open meetings and consider running for one of the open elected or appointed positions! New voices are important to the successful work of the SCLGBTA!

See you all soon in Philadelphia!

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ACPA



**ANNUAL
CONVENTION**

INVITE.EXPLORE.CHOOSE.

April 1-5, 2004
Philadelphia, PA

www.myacpa.org/conv/

ACPA



**ANNUAL
CONVENTION**

Convention Programs Sponsored by the SCLGBTA

Danielle Licitra, Program Chair
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Rob Anderson, Incoming Program Chair
Robert-anderson-1@uiowa.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.

Invite. Explore. Must They Choose?
 Transgender Students On-Campus
 Saturday, April 3, 2004
 9:00 AM - 10:15 AM
 Convention Center, 113A

The OutSide World of Sports: Dribble, Shoot, Score!
 Saturday, April 3, 2004
 9:00 AM - 10:15 AM
 Convention Center, 202A

LGBTQA Mentoring: A Meaningful and Inviting Experience on Campus
 Saturday, April 3, 2004
 10:30 AM - 11:45 AM
 Convention Center, 109B

Assisting Lesbian, Gay, Bisexual Students' College Transition: Questions, Possibilities, Directions
 Saturday, April 3, 2004
 12:30 PM - 1:45 PM
 Convention Center, 202B

Examining the Irreconcilable: Religiosity and Homophobia at a Catholic College
 Saturday, April 3, 2004
 2:00 PM - 3:15 PM
 Convention Center, 202B

It's Your Newsletter.....

We want your contributions to **Out on Campus**. Read a great book lately and want to tell everyone about it? Have a piece of research that you'd like to share with our membership? Are you proud about an event that has happened on your campus and want to tell others about your success? Submit an article to **Out on Campus**. This is your newsletter. Email Ryan with your submission. Next edition is the Post-Convention Edition. Submission deadline is April 15, 2004.



SING, SING, SING!!! Voices needed for the AIDS Memorial Choir

We are looking for ACPA members who are passionate about working to end AIDS. Lift up your voice and become part of the AIDS Memorial Choir. Open to all ACPA members of all voices and experiences. This is a convention sponsored event.

Interested in participating, contact Choir Director, Julie Bell-Elkins at julie.bell-elkins@uconn.edu.

Choir Rehearsals

Thursday, 4/1	Section Leaders	8:30-10pm
	Marriott 303	
Friday, 4/2	Open Rehearsal	3-5:30pm
	Marriott 407	
Saturday, 4/3	Open Rehearsal	11:45am-12:30pm
	Marriott 304	
Saturday, 4/3	Open Rehearsal	6-7pm
	Marriott 307	
Sunday, 4/4	Rehearsal	3pm-4:30pm
	Marriott Grand Ballroom Salons E/F	
Sunday, 4/4	AIDS Memorial	4:30-6pm
	Marriott Grand Ballroom Salons E/F	

CAFÉ PRIDE

Coffeehouse

Saturday, April 3
7pm-10pm

Convention Center
114 Auditorium

Performers needed! If you have a talent, come show all ACPAers at the SCLGBTA Café Pride Coffeehouse. Or just come, have some coffee and enjoy an evening of talent from your colleagues.

For more info, contact Eric Ramsey
 at eramsey@usi.edu.



SCLGBTA Convention Schedule

Wednesday, March 31

7-10pm SCLGBTA Directorate Body Meeting Marriott Liberty Salon B

Thursday, April 1

12-3pm SCLGBTA Directorate Body Meeting Marriott Grand Ballroom Salon K
 2-4pm SCLGBTA Lambda Mentor Workshop Marriott 310
 4-8pm SCLGBTA Dinner Out on the Town Marriott 307
 8-10pm All Standing Committees Directorate Body Meeting Marriott Grand Ballroom Salon L
 8:30-10pm AIDS Memorial Choir Section Leader Rehearsal Marriott 303

Friday, April 2

12-1pm Candace Gingrich and National Coming Out Project Marriott Independence Salon III
 1-3pm SCLGBTA Open Meeting Marriott Liberty Salon B
 3-5:30pm AIDS Memorial Choir – Open Rehearsal Marriott 407
 4-5:30pm Convention Colleague Program Marriott Grand Ballroom Salons E-F
 5-6pm Transgender and Gender Variant Social Marriott 409
 6-8pm Opening Session Convention Center Ballroom
 8-10pm Opening Reception Convention Center Grand Hall

Saturday, April 3

7:30-8:30am No Box to Check: Needs of Gender Queer Populations Marriott 407
 7:30-8:30am Fetishization of Race in the LGBT Community Marriott 402
 9-10:15am AIDS Memorial Proposal Meeting Marriott Independence Salon I
 11:45-12:30pm AIDS Memorial Choir Open Rehearsal Marriott 304
 12-1:45pm ACPA Award Luncheon and Presidential Address Marriott Grand Ballroom Salons H-J
 5-6pm SCLGBTA Open Meeting Convention Center 114 Auditorium
 6-8pm Convention Carnival Marriott Grand Ballroom
 6-7pm AIDS Memorial Choir Open Rehearsal Marriott 307
 7-10pm SCLGBTA Annual Coffeehouse Convention Center 114 Auditorium
 10pm-1am SCLGBTA Social Marriott Grand Ballroom Salons C-E

Sunday, April 4

7:30-8:30am Mirror, Mirror: Body Image within the Queer Community Marriott Grand Ballroom Salon L
 9-10:15am AIDS Memorial Proposal Meeting Marriott Independence Salon III
 10:30-12pm ACPA Annual Business Meeting Marriott Grand Ballroom Salon E
 2:30-4pm SCLGBTA Open Meeting Marriott Grand Ballroom Salon K
 3-5pm ACPA Roadshow: Training the Trainers Marriott 413
 4:30-6pm AIDS Memorial Marriott Grand Ballroom Salon E-F
 7:30-9pm Sunday Night Reception Marriott Grand Ballroom Foyer
 8pm Cabaret Club Pure
 8:30-10:30pm Cultural Fest Marriott Grand Ballroom Salons G-H

Monday, April 5

7:30-8:30am Passing the Flame: A Roundtable for LGBT Seasoned Professionals Marriott 306
 8:30-10am SCLGBTA Directorate Body Transition Meeting Marriott Independence Salon I/II



Gay in Philly!

Philadelphia GLBT Travel Guide

http://www.myacpa.org/conv/travel/gl_pocketguide.pdf

Out in Philadelphia

<http://www.outinphiladelphia.com/>

Gay in Philly!



Future of ACPA AIDS Memorial Up in the Air

A Copy of the Proposal from the ACPA Executive Committee Regarding the ACPA AIDS Memorial is below:

Context:

Currently the ACPA AIDS Memorial honors and recognizes those individuals, family members and loved ones living with and lost due to HIV/AIDS. It is an annual convention program that has been traditionally scheduled on Tuesday from 5-6 pm with no formal convention program scheduled against this event. In 2004 the AIDS Memorial is scheduled on Sunday from 4:30-6 pm; there are other convention programs scheduled from 4:30-5:00 pm.

There is no formal opportunity in the convention shell to honor, in the same way, those individuals and loved ones in the association who have died during the past year. The current format to honor a person who was a member of the student affairs profession and a member of our association is to write a resolution and present it at the annual business meeting.

In the past if a student affairs professional had a connection to ACPA and died during the past year a special memorial was held for that person, i.e., Ann Bolger. Overall, a special memorial to honor one person is a relatively rare event. The opportunity to honor all individuals and grieve with each other in community is currently not available.

Proposal:

The ACPA Executive Committee would like to propose to broaden the scope of the AIDS Memorial and include all those individuals, family members and loved ones who have passed away during the previous year who were association members and rename the event the "AIDS Memorial and Remembrance for ACPA Deceased Members". The program would be a stand-alone convention program but would now be more inclusive of all members to fully honor and recognize all those loved ones who we lost in our ACPA family this past year. If passed, this proposal would take effect during the 2005 ACPA Convention in Nashville, TN.

This recommendation also connects to ACPA Strategic Goal number four:

4) *ACPA will continue to engage in outreach and advocacy, emphasizing issues of social justice and human dignity that impact higher education communities.*

Process:

- 1) Please feel free to contact or email any member of the ACPA Executive Committee with comments, concerns, and suggestions and/or Jeanne Steffes, jsteffes@umd.edu will be taking comments/feedback on behalf of the Executive Committee.
- 2) There will be two roundtable discussion sessions at the 2004 ACPA Philadelphia Convention facilitated by members of the Executive Council to discuss the proposal.

Saturday, April 3, 2004

9:00 AM - 10:15 AM

Marriott, Independence Salon I

Sunday, April 4, 2004

9:00 AM - 10:15 AM

Marriott Independence Salon III

- 3) The proposal will be brought to the Executive Council for a vote during the 2004 Philadelphia Convention after the roundtables and feedback have been heard. If passed, the proposal would take effect at the 2005 ACPA Convention in Nashville, TN.



AIDS Memorial...The Streets of Philadelphia

Sunday, April 4

4:30pm

Marriott Grand Ballroom, Salons E & F

The AIDS Memorial is a special convention tradition through which we celebrate life, reflect upon our losses and support each other as colleagues and friends. Please join us as the AIDS Memorial and ACPA visit Philadelphia, the location of one of the most well know movies that addresses the issues created by AIDS.

Lambda Mentor Program Schedule of Events

If you are signed up to be a Lambda Mentor Partner, we look forward to seeing you at these events. The Lambda Mentor Program Workshop is a place for the mentoring groups to meet and make plans during the convention. Dinner OUT on the Town is a great way to mingle with other LGBT folk and see the sights. We also invite anyone "new" to ACPA to the Convention Colleague Program just before the Opening Session. Get involved at ACPA Convention by being a Mentor Partner! I look forward to hearing from you and appreciate your support of the SCLGBTA and the Lambda Mentor Program.

Thursday, April 1

- 2pm Lambda Mentor Program Workshop
Marriott 310
- 4pm Dinner Out on the Town
Meet at Marriott 307

Friday, April 2

- 4pm Convention Colleague Program and
Convention Orientation
Marriott Grand Ballroom Salons E-F
- 6pm Opening Session
Convention Center Ballroom

Dinner OUT on the Town

MIXTO

1141 PINE STREET

Thursday, April 1
4pm

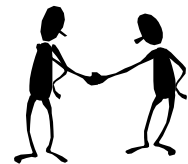
Meet at Room 307 Marriott

Join the SCLGBTA as we head out on the town in Philly to MIXTO. According to a restaurant guide, MIXTO serves up "immense platefuls of food" and is "upscale digs for down-home Latin food". MIXTO is within walking distance of the convention center. The phone number is 215-592-0363.

On the way to dinner, we are continuing our tradition of connecting with the local community and plan to visit with the local glbt community youth center, The Attic. The Attic Youth Center is located at 255 South 16th Street. The website for the organization is www.atticyouthcenter.org.

Join the Lambda Mentor Program in Philly! Register Now! Deadline extended until March 12th!!

*Dawn Dooley, Lambda Mentor Program Coordinator
andpd@uaa.alaska.edu*



It my pleasure to serve the Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness (SCLGBTA) as the Lambda Mentor Program Coordinator. In attempts to expand the program's reach across ACPA's population, I ask for your involvement as a Mentor Partner. Whether this is your first year in a professional position or you participated as a Mentee years ago, your experience is needed to assist those up and coming lesbian, gay, transgender, bisexual and ally graduate students and new professionals.

To read more about the program check out the SCLGBTA web site at <http://www.sclgbta.org/> or email me with questions or to sign up. You can also register to be a Mentor Partner through this web site by March 12, 2004 (Extended Deadline). Include the following information if you register via email or fax: Name, Institution, Position/Functional Area, Professional Areas of Interest, Professional areas of experience, Regions or countries of interest, Regions or countries of experience, Gender, Ethnicity, Sexual Identity, Mentor Preferences: Gender, Ethnicity, Country Region, sexual identity, etc., Address, Work Phone, Home Phone, Fax, and E-mail address. Also, please answer the following supplemental questions to help the matching process: What do you expect from your Mentoring partner group? Please describe your definition of a successful mentoring relationship, Tell us about your goals. Why would you like to become a Mentoring Partner? What specific actions would you take to accomplish a positive relationship with your mentoring partners?

After reviewing past coordinator recommendations, I have continued with the new structure of Mentoring Partner Groups that establish realistic expectations of each other as well as continue partnerships after the 2004 Convention. There will be a Mentoring Workshop at the Convention (on the convention schedule as SCLGBTA Lambda Mentor Program Workshop, April 1st, 2pm) to discuss roles of Mentoring Partner Groups as well as a dinner for a group social gathering to assist with networking. The Convention Colleague Program and Convention Orientation, should be a great way to orient anyone new to ACPA, while the Carnival, Coffee House, AIDS Memorial, and the Cabaret Show can highlight the SCLGBTA. Each Mentor Partner will receive a profile sheet to complete prior to the conference to help "break the ice" and create a starting point to discuss mentoring goals. 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!

2004-2005 SCLGBTA Elections & Appointments

Matt Johnson, Member at Large for Membership and Development

Mjohnson@cornellcollege.edu

We're looking forward to seeing you in Philly, 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 7. Attendance at open meetings is helpful – particularly our election meeting on Saturday, April 3rd, at 5 p.m. 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 and the intern, which are one year positions, 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 (usually in late June).

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):

- Membership & Development
- Health & Wellness
- Advocacy
- Visibility & Recognition

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:

- Secretary
- State Liaison Coordinator
- Outreach Coordinator
- Incoming Program Chair
- Local Arrangements Coordinator
- Standing Committee Intern

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



General 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

State Liaison Coordinator

- Recruit a State Coordinator for each state with an ACPA state affiliate
- Maintain regular contact with state coordinators
- Meet with the leadership of State Divisions at the annual convention

Outreach Coordinator

- Recruit diverse general body membership
- Coordinate SC display at Convention Carnival
- Maintain volunteer clearinghouse

Secretary

- Write and distribute minutes of all SC meetings
- Compile and distribute monthly reports from Chair and four Senior MAL
- Ensure that SC records are sent to SCLGBTA Archives and ACPA Archives

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

Intern

- Assist Chair with planning mid-year meeting
- Shadow Chair at Annual ACPA Convention
- Other duties as agreed upon between Chair and Intern

SCLGBTA Election & Appointment Nomination Form

This form is due to Matt Johnson, Member-At-Large for Membership & Development, or Keith Humphrey, SCLGBTA Chair, by the beginning of the **Open Business Meeting on Saturday, April 3rd, at 5 p.m.** (we'll gladly take them earlier, though). Please place an 'X' next to each positions in which you are interested.

Yes! I am interested in being considered for the following positions in the SCLGBTA. By submitting this form, I agree to:

- Fulfill the full term of my position
- Commit a minimum of five hours each month to SC business
- Attend the 2005 ACPA Convention April 2-6 in Nashville and the 2006 ACPA Convention March 18-22 in Indianapolis (two-year appointments only)
- Attend the 2004 SCLGBTA Mid-Year Meeting June 29-30 in Tuscon, AZ and the 2005 SCLGBTA Mid-Year Meeting – date and location to be determined (two-year appointments only)

Elected Positions

___ Junior Member-at-Large (MAL) (two year)
You or your proxy must deliver a brief candidacy speech at Saturday's Open Meeting. Individuals elected to MAL positions will be appointed to an area by the Chair.

Appointed Positions

___ Secretary (two year)
 ___ State Liaison Coordinator (two year)
 ___ Outreach Coordinator (two year)
 ___ Incoming Program Chair (two year)
 ___ Local Arrangements Coordinator (one year)
 ___ Intern (one year)

Name: _____

Gender Identity: _____

Institution: _____

Job Title: _____

Contact Information

Hotel/Room in Philly: _____

Telephone in Philly: _____

Thanks for your interest in becoming more involved in the SCLGBTA and good luck!

Convention Sponsored Roundtables

Danielle Licitra, Program Chair

dlicitra@massart.edu

Rob Anderson, Incoming Program Chair

Robert-anderson-1@uiowa.edu

The SCLGBTA 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.

No box to check? The needs of gender queer populations

Saturday, April 3 7:30 AM - 8:30 AM
Marriott, 407

The Fetishization of Race in the Queer Community

Saturday, April 3 7:30 AM - 8:30 AM
Marriott, 402

Mirror, Mirror on the Wall: Body Image within the Queer Community

Sunday, April 4 7:30 AM - 8:30 AM
Marriott, Grand Ballroom Salon L

Passing on the Flame: A Roundtable for LGBT Seasoned Professionals

Monday, April 5 7:30 AM - 8:30 AM
Marriott, 306

If you are interested in volunteering for one or more of the opportunities, please contact Melissa Pon, SCLGBTA Outreach Coordinator, at mpon@uclink.berkeley.edu to sign up! Include your name, conference hotel, institution, e-mail and volunteer position that you are interested in. Thank you!

Saturday, April 3, 2004

Program Session Hosts
Carnival Table Staff
Coffeehouse Set-up
Coffeehouse Talent
Coffeehouse Clean-up
Social Set-up
Social Clean-up

Sunday, April 4, 2004

Program Session Hosts
AIDS Memorial Choir
AIDS Memorial Set-up

On-Going Volunteer Opportunities

Directorate positions
Lambda Mentors and Mentees
State Liaisons

Lend a Helping Hand: Convention Volunteer Opportunities

Melissa Pon, Outreach Coordinator
mpon@uclink.berkeley.edu

Description of Volunteer Opportunities

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 Sunday, April 4, 2004, 4:30-6pm.

AIDS Memorial Assistance – The success of the AIDS Memorial depends on many volunteers to help set-up, welcome and seat guests, and distribute programs. The time commitment for this opportunity is about an hour prior to the Memorial and the length of the Memorial.

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. Saturday, April 3, 2004, 6-8pm, Marriott Grand 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. Saturday, April 3, 2004, 7-10pm, Convention Center 114 Auditorium

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. Saturday, April 3, 2004, 10pm-1am, Marriott Grand Ballroom, Salons C, D, & E

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.

Reaching out...how are we meeting your needs?

*Patrick I. Romero-Aldaz,
Diversity Advocate
promeroa@vt.edu*

From time to time, we should check in with those we serve to find out how we're doing. As we prepare for the Annual convention in Philly, standing committee members are busily preparing to help make the convention experience the best possible for our constituents. Over the past few months we on the standing committee directorate body have been having discussions on how we are reaching our membership, meeting the needs of those within our mission, serving the association, and how we can continue to grow and develop as we move to the future.

The mission of the Standing committee as outlined on our web page is four-fold:

- 1) To educate to increase awareness of social, psychological, health-related, political, economic, professional, legal and spiritual realities of LGBT persons;
- 2) To work to eliminate overt and covert oppression of LGBT persons within ACPA and on college and university campuses;
- 3) To protect and advocate for the basic human rights of LGBT students and colleagues;
- 4) To provide support for LGBT members as well as allies of ACPA by reducing professional isolation.

The standing committee works hard to present information, connection, and education through myriad ways to reach out to our constituent body and the association as a whole. The question that we are asking is "How are we doing?" or better yet, "What could we do better?" Through our

various levels of involvement in the association, members see that we do some great things, but the desire of the directorate body is to continue to grow upon the foundation that is set. This is where you come in. We would like to solicit some feedback from you, the membership. Please feel free to speak with people on your campuses and get their feedback as well, the more information we can get the better we can meet our mission.

As you consider what to share with us, please be frank, we know there is always room to improve. Feel free to celebrate the great things we do, but PLEASE, don't forget to give constructive feedback and suggestions. We are but a group of colleagues trying to help make the most of your professional experience. Help us help you. Some thoughts to ponder...

- I really would like it if the SCLBGTA would....
- I feel welcomed at SCLGBT A events because...
- I don't feel welcomed at SCLGBT A events because...
- The SCLGBT A could expand their resources by...
- I appreciate the SCLBGTA for....

Please feel free to send any and all feedback to lgbta_advocate@yahoo.com. We will be discussing your feedback at the Directorate body meeting so that we can better serve you.

Paul Hart Scholarship Fund

*Claire Williams, Member at
Large for Health & Wellness
clairegw@umd.edu*

The Paul Hart Scholarship Fund, administered by the American College Personnel association, was established in 1995 to provide convention scholarships for members of ACPA currently living with HIV/AIDS. This includes persons who have family members or dependents living with HIV/AIDS (including partners, spouses, children or other dependents who live with you). Funds are made available from Paul Hart's estate and donations received throughout the year. Scholarships are awarded to those persons who would not be able to attend the annual convention without such assistance.

Confidentiality of applicants and recipients will be maintained at the applicant's request. For more information on the scholarship, visit the SCLGBT A web site at www.sclgbta.org or contact Claire Williams at clairegw@umd.edu.

SAVE THE DATE!

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

ACPA 2005 marks the 20th Anniversary of the SCLGBT A and is guaranteed to be filled with extra anniversary celebration activities! We plan on celebrating together!

The Annual SCLGBT A Raffle

Win Cash Prizes of \$250, \$500 & \$750

You don't have to be present to win...

Tickets are only \$1 each

Buy yours from any SCLGBT A Directorate Member in Philadelphia or contact John.Fox@colorado.edu prior to the conference



The SCLGBTA Hosts

6th Annual Cabaret

Sunday, April 4th

Time TBD \$5 cover

Club Pure

1221 Saint James Street
215-735-5772
www.purephilly.com



Check the Conference Brochure in Philadelphia for more information!



SCLGBTA Social

Saturday, April 3
10pm – 1am
Marriott Grand Ballroom
Salons C-E

Great music, dancing, cash bar
and lots of fun!

Wellness Spotlight: Keeping Your New Year's Resolution

Steve Crudup,
Co-Wellness Coordinator
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I realize it's been some time since most of us have made those New Year's Resolutions. However, how many of us have actually succeeded in keeping them to their full intent? Along with perhaps cheating on them, we may also find ourselves feeling bad when we aren't able to achieve some of those lofty goals we set for ourselves.

Considering we're in Student Affairs, one of the things that we often do is set goals. Some of us are great at doing this for our departments or programs, but do we do the same thing when we're looking at our personal goals. Now that we're some time into the year, perhaps it's a good idea to review your New Years Resolution to see if you're actually attaining them. [How-to-keep-your-new-years-resolution.com](http://how-to-keep-your-new-years-resolution.com) (yes, that is the name of the site) has some extremely insightful comments that you can check yourself against to see if you're doing it right:

Don't Try Everything at Once! There's a temptation, with the New Year, to run off a list of everything we've ever wanted to change. Don't fall for it! You'll have better luck fulfilling one or two goals than you will with a list of fifty. You can always add new resolutions to your list later. Take one thing at a time.

Word it Carefully. Let's say your resolution is to relax more in the coming year. Word this carefully. Try not to think of it as "This year I am going to relax." That's a stress-inducer waiting to happen. It forces you into thinking of the resolution as something you must do, not something you want to do. Try to make it sound a little gentler: "This year I'm going to explore different ways of relaxing." It also suggests more of a plan—you'll fulfill the resolution by experimenting with relaxation techniques. The first resolution sounds as if you're going to force yourself to relax by sheer willpower.

Make a Plan. Once you know what your resolution is, try to break it down. Nobody accomplishes anything of sig-

nificance by trying to do it all at once. This doesn't have to be a complicated plan; just brainstorm enough to give you a place to start.

For relaxing, you might devise a plan like this:

- 1) Surf the Internet to find different relaxation techniques.
- 2) Make a list of all the techniques that interest you.
- 3) Pick one of these techniques—meditation, progressive relaxation or self-hypnosis, for instance—and try one for a month.
- 4) Try a different technique every month until you find one you like.

Write it Down. Write down your resolution and your plan of action. Stick it up on the fridge, in your locker, wherever you know you'll see it. That way you'll have a constant reminder of the resolution. You may want to change the wording as time passes and your goal changes.

Don't feel bad if you're not actually achieving your goals right away. Remember that your changing habits and often times trying things that you may have failed at before. The Texas Medical Association (<http://www.texmed.org>) sums it up by saying that most people falter because they don't make plans for dealing with inevitable temptations. Specifically, they recommend the following to ensure your success:

- Form a support system of friends and family, who will cheer you on and also challenge you to stick to your goals.
- Make a list of the benefits of changing and put it someplace where you will see it every day.
- Pay attention to your thinking and try to counter negative ideas like "I'll never succeed" with positive thoughts, like "Today, I made some progress."
- Get plenty of sleep. If you're trying to quit smoking, for example, adequate rest and exercise are especially important.
- Surround yourself with people

and situations that encourage you in good habits. Join a support group, get an exercise partner, or spend more time with friends.

- Have a contingency plan for when you are tempted -- if you want to cheat on your goal, go for a walk instead, or call a friend.
- Give yourself rewards and pats on the back for your progress.

As you're working toward your goals, there are a great deal of resources out there to help. Resolutions aren't always health related, but the following sites are good resources for not just medical or health, but personal growth, as well:

ABCs of Self-Help

<http://www.helpself.com>

This site contains links to a wide range of Wellness related topics. From Abuse to Zyban, it has links to many sites that can provide information you might be looking for. It also has free personality and IQ tests, if you're looking for something fun to do in your downtime.

Home of the Wellness Letter - <http://www.berkeleywellness.com>

This site relies on information from the University of California at Berkeley's School of Public Health. It translates the research into practical advice for daily living. In particular, their Basics for Healthy Living Guide at <http://www.berkeleywellness.com/html/fw/fwIntro.html> has simple to understand guides that can help you develop practical goals!

Gay Health - <http://www.gayhealth.com>

The first health and wellness site dedicated to lesbian, gay, bisexual and transgender men and women. Staffed by professionals within the LGBT community, the site provides easy access to accurate, current and vital health information.

All in all, good luck with achieving your goals! If there is anything Will or I can do to help or if you're looking for any specific Wellness related information, let us know!

Gender Bending your ear!

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Most people think gender is fixed and immutable and that everyone is either a man or a woman, male or female. Gender identity is complex and determined by many factors, the most important of which is considered by some to be psychological, even spiritual, rather than physical. As transgender/gender variant people "come out of the closet" of rigid gender roles and identities, both the general public and professionals within the health care and social service professions find themselves lacking even a basic understanding gender identity, gender expression, and gender perception.

"Why is the sudden presence of transgender/gender variant voices?" Where were these individuals 10, 20, or 30 years ago?" The "recent" appearance of trans/gender variant people is due to several factors. One of the most important is the increased availability of surgical procedures and/or hormonal therapies that enable people to transition (physically alter their bodies) fully. Many of these techniques were unavailable just a couple of decades ago.

Another factor in the increased visibility of transgender people is perhaps a direct result of both the women's movement and the gay and lesbian movement. Both have given our country a legacy, and a blueprint for activism and advocacy. Indeed, many (but by no means all) transgender people came of age in the gay and lesbian rights movement.

It is my hope that this information will provide the reader with a basic understanding of the transgender/gender variant community and the issues faced by those individuals

within it, as well as an opportunity to learn more about this vibrant and diverse community. It is not intended to be the final word in this multi-faceted and ever expanding story. There are many voices within the transgender community which reflect rich diversity and some of them contradict, and even conflict, with each other.

Of course, not all people who transgress cultural norms in regards to gender are, or should be, considered gender variant. The Sexuality Information and Education Council of the United States uses training modules where sex, gender, and sexual orientation are three separate and unrelated identities of each individual. Trans activists and authors, like Leslie Feinberg, Kate Bornstien, Judith Bulter, Alexander John Goodrum, and Riki Anne Wilchins conclude that a person can identify with personal feelings and express any identification as desired and that the key is that we must examine our perceptions of people and recognize that most of us have been socially trained to connect these three distinct identities based on socially constructed norms. Culture, names, appearance, clothes, jobs, dreams, aspirations, partner status, hobbies, etc., all have socially constructed meanings attached to sex, gender, and sexual orientation. Often times, sex and gender are even used as synonyms.

WHAT ARE SOME OF THE ISSUES TRANS/GENDER VARIANT PEOPLE FACE?

* Of the fifty states, only Minnesota (1993), Rhode Island (2001), New Mexico (2003), and California (will take effect January 1, 2004) protects trans/gender variant people discrimination on the basis of gender identity or expression. The State of Kentucky, New York State Office of the Comptroller, Pennsylvania State Government, and the Pennsylvania Department of the

Auditor General currently have executive orders to prohibit discrimination in public employment on the bias of gender identity and expression. (*source: www.transgenderlaw.org*)

* Legal protections do not generally cover trans/gender variant people. Very few communities explicitly state "gender identity" and/or "gender expression" in their protection ordinances. (*source: www.nglff.org*)

* Due to transphobic administrative regulations and practices around using medical professional staff using birth names, pronouns, offering gender neutral changing rooms, as well as refusal to acknowledge medical services that may be needed regardless of gender identity (i.e. self-identified man needs a pap smear, etc.), trans/gender variant patients have difficulty receiving medical treatment, insurance, and regular physical examinations. (*source: www.gaycenter.org/program_folders/gip/index_html/program_view*)

* Most insurance companies, employee health plans and HMOs specifically exempt coverage for sex reassignment surgery, hormones, counseling and electrolysis. This decision, according to the insurance companies, is based on their designation of Sexual Reassignment Surgery as cosmetic in spite of the fact that the medical necessity of SRS for transsexuals is well documented by the leading medical professionals (*source: www.gaycenter.org/program_folders/gip/index_html/program_view*)

* Trans/gender variant homeless youth are more likely than other youth to engage in prostitution or consensual sex with a variety of partners without using safer sex techniques. (*source: www.hmi.org*)

* In most cases, pre-operative

transsexuals are classified according to their birth sex for purposes of prison and shelter housing. This classification often places them at risk of physical and sexual violence from other inmates and residents. (source:)

* Trans/gender variant people, unable to access or afford appropriate treatment for their transition, often must bypass traditional medical care and inject "black-market" hormones or steroids obtained off the street or across the border in Mexico, putting them significantly at-risk for severe health problems. (source: www.tgnetarizona.org)

* Trans/gender variant people with children are often denied custodial or visitation rights in divorce settlements. (source:)

* The Portland, Oregon based Survivor's Project's 1998 Gender, Violence, and Resource Access Survey of transgender and intersex individuals found that 50% of respondents had been raped or assaulted by a romantic partner, though only 62% of these individuals (31% of the total) identified themselves as survivor of domestic violence when asked. Trans/gender variant and intersex individuals may be less likely to utilize university services for similar reasons found in this study and the 2002 National Coalition of Anti-Violence Programs Domestic Violence Report, Trans/gender variant and intersex individuals reported that they may be less likely to use university services because of fear and consequences of coming out, internalized homophobia, transphobia, biphobia, reinforcing binary gender roles of the weak victimized woman and strong self-reliant independent man, confusion with victimization and submissive roles in sexual encounters, complications with financial aid, housing policies, academic pressures, and heterosexist university wide culture and enforced policies. (source: www.avp.org)

HOW DO I INTERACT WITH A TRANSGENDER PERSON?

* It is important to refer to a trans/gender variant person by the pronoun appropriate to their presented gender. In other words, if someone identifies as female, then refer to them as she; if they identify as male, refer to them as he. If you are not sure, ask them. Once you know, be as consistent as possible. Never use the word "it" when referring to someone who is transgender, either in their presence or to others when they are not present. To do so is incredibly insulting and disrespectful. Some trans/gender variant people prefer the pronouns "ze" instead of he or she and "hir" as opposed to her or his. These pronouns may help create a more gender neutral and welcoming environment for trans/gender variant people.

* When someone's transgender status comes to your attention, do not assume that it is a fad or trend - something that will be discarded when it is no longer fashionable. While public discussion about transgenderism and transsexuality is a relatively recent phenomenon, most trans/gender variant people, particularly transsexuals have dealt with their gender issues for many years - many times at great personal and professional cost. It is important to trust that their decision to present themselves in a gender different from their birth gender is not one made lightly or without due consideration.

* Do not share the gender identity of individuals without his or her permission. Do not assume that everyone knows. The decision to tell someone about their gender issues should be left to the trans/gender variant person.

* Never ask a trans/gender variant person how he or she has sex or what their genitals look like. That is

inappropriate in every situation.

* Do not assume the sexual orientation of a trans/gender variant.

* Take the initiative to review your campus policies (housing, non-discrimination, employment, etc.) for the inclusion of gender identity/expression. Work towards the inclusion of your student community in a proactive manner. Introduce trainings, readings, and other resources to your colleagues to continue educational efforts to deconstruct social norms around gender, sex, and sexual orientation.

IN PRACTICE

ACPA's Standing Committee for Lesbian, Gay, Bisexual, Transgender Awareness (SCLGBTGA) recently decided to dissolve the position of Women's Coordinator to create a Gender Advocate position. The Gender Advocate will focus on gender inclusion and serving transgender/gender variant members. The Advocate position will address assumptions regarding gender roles in student affairs and provide safe spaces for gender identity/expression. The Gender Advocate will also serve on the SCLGBTGA Directorate Board. The Board hopes to increase awareness and greater inclusion in the SCLGBTGA, the Board, and ACPA for the trans/gender variant membership. The Gender Advocate will also develop and share resources to help further discussion around gender identity/expression, intersex, and transgender related needs for SCLGBTGA and ACPA members.

At the annual convention the SCLGBTGA will be hosting a Gender social. We will provide a supportive environment for trans/gender variant folks and allies to meet one another, network, and have a good time! We expect this event to reoccur at future conventions. SCLGBTGA has also been busy working with the national office to

provide gender-neutral bathrooms at the convention. Several members of the standing committee are developing a resource list to distribute and are creating an additional web page for the SCLGBTa website (www.sclgbta.org). We hope to have these resources available before the convention. Lastly, the Internet Resources Coordinator is exploring listserv opportunities with our new web host to provide direct links from the trans/gender variant membership and their allies to others in higher education that may be transitioning, have discussion topics, and just a desire to chat.

While attending ACPA in Philadelphia, encourage if not push yourself to attend on of the many trans/gender variant related programs, roundtables, seminars, workshops, and social events. Talk to you colleagues about the Gender Neutral Bathrooms and how that advocates a safe place for individuals perceived to be in the wrong bathroom that face violence and discrimination while at the convention. Investigate your city, county, state jurisdictions for the inclusion of trans/gender variant community members. Upon your return to your home campus, keep up the momentum by pulling together a work team to review your campus's policies.

For other action steps you can take at your college or university, visit the National Consortium of Directors of LGBT Resource sin Higher Education website (www.lgbtcampus.org). Remember that anything you do is important. Our culture created these social norms, and they change over time. With energy, action, and initiative, these changes can decrease oppression and discrimination against trans/gender variant students, faculty, and staff members. Change begins with you.

Special thanks to TNet Arizona and New York University's Office of LGBT Student Services, Coordinator, Todd M. Smith, for providing information and encouragement for this article.

For more information including definitions and resource lists, visit www.sclgbta.org



Safe Travels....

See you in
PHILLY!!!!

