

Out On Campus

The Newsletter of the

Pre-Convention Issue



Greetings from the Chair

Gisela P. Vega, SCLGBTQA Chair

Bienvenidos, Ciao, Jambo, Welcome! We are looking forward to seeing you in Minneapolis for the 2003 ACPA national convention, Educating Students: One Purpose - 10,000 Approaches!

The Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness (SCLGBTQA) has been hard at work planning an impressive array of outstanding events, roundtables and programs just for you. I'd like to take a minute to thank all of our wonderful Directorate Body members for all their hard work. In keeping with the core focus of the conference planning team, SCLGBTQA has prepared an array of programs and events that will assist you as you continue to educate today's college students.

This incredible resource was created specifically for you! It is to help you navigate through the sometimes overwhelming conference experience. Please take some time to acquaint yourself with what we have prepared for this year's convention. Be sure to take advantage of all that ACPA and the SCLGBTQA has to offer.

Please be sure to check out our volunteer opportunities. I would also encourage you to consider running for any of our directorate body positions. Our body is made up of a diverse, energetic group of professionals that enjoy working hard and making a difference.

I wish you all a very happy and memorable conference. See you in Minnesota!

IN THIS ISSUE

Message from the Chair	1
Election Information	1-3
Paul Hart Fund Scholarship	2
AIDS Memorial.....	4
Convention Schedule	5
Diversity Resources	5
Lambda Mentor Program	6
Volunteer Opportunities	7
Employment Tips	8-9
State Liaisons	8
Sponsored Programs	10
Cabaret.....	11

2003-2004 SCLGBTQA Elections & Appointments

We are looking forward to seeing you in Minneapolis & we hope to see you participating in SCLGBTQA open meetings & events! One of the exciting opportunities for you is to run for an elected or appointed position on the Standing Committee!

How do you get elected or appointed, you ask? Simple. Fill out the interest form on page 3. Attendance at open meetings is helpful – particularly our election meeting on Monday, March 31st at 5pm. Your participation helps us get to know you and also helps you get to know the Standing Committee.

Elected positions include:
4 Jr. Members-at-Large (one per area)
Membership & Development
Health & Wellness

Advocacy Visibility & Recognition

These cover the 4 functional areas of the Standing Committee and these positions work with the appointed positions to achieve the overall goals of that area.

Appointed positions open this year include the following:

Local Arrangements
National Public Relations Coordinator
Gender Advocate
Lambda Mentor Coordinator
Co-Newsletter Editor (1)
Standing Committee Intern
Incoming Program Chair
Diversity Advocate

These positions tend to be specific to a particular set of tasks/functions.

Out On Campus is the newsletter of the Standing Committee for Lesbian Gay Bisexual Transgender Awareness of the American College Personnel Association.

It is published on-line three times per year (late spring, early fall and winter) at <www.sclgbta.org>.

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Standing Committee Works Toward Greater "T" Inclusion

Julie Wood, Jr. Member At Large for Membership & Development

As the Annual Conference approaches, one topic has been standing out in the discussions of our committee directorate. We want to know how we can be more inclusive and supportive of our members who identify outside of the male/female gender binary. For the last year, we have been in deep conversation about how we can be more representative, more welcoming, and more supportive of our transgender members. Now it is time for the conversation to become action.

We have been working on changes to our election procedures which will hopefully make it easier and more appealing for transgender, genderqueer, queer, intersex, and every other identification outside of the male/female binary to be elected to our

board. While the changes have not been finalized as of this printing, we will be discussing them in each of our open meetings at the conference, will have information about them at our information tables, and will make them as widely known as we can.

As a directorate, we are extremely excited about growing into a more representative, inclusive, and welcoming board. The work that we are doing is very challenging and fulfilling, and we invite everyone who wants to be on the cutting edge of LGBT work in higher education to come run for one of our open positions, and come learn about the changes we are making to better serve you, our members.

Hope to see you in Minneapolis!

Paul Hart Scholarship Fund

Stacey Shears, Senior Member at Large for Health & Wellness

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.

Recipients are selected following a review by a committee comprised of one representative from each of the following ACPA groups: Standing Committee on Disability, Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness, Standing Committee for Multicultural Affairs, Standing Committee for Women, Standing Committee for Men, the Standing Committee for graduate Students and New Professionals, Commission XVIII and the Affirmative Action Officer.

The basis for the receipt of funding is the following:

- *Be a member of ACPA at the time of application.*
- *Put the funds towards costs involved in participation in the yearly national ACPA convention.*
- *Indicate how receipt of the scholarship will enable them to attend the convention and lessen the hardship posed by living with HIV/AIDS.*
- *Be a person living with HIV/AIDS or have an immediate family member who is living with HIV/AIDS (partner, spouse, children or other dependents who live with you).*
- *Complete an application for the fund within stated guidelines.*

Confidentiality of applicants and recipients will be maintained at the applicant's request.

For more information on the scholarship, visit the SCLGBTa web site at www.sclgbta.org or contact Stacey Shears, Senior Member at Large for Health & Wellness at StaceyShears@aol.com.

Join the
Standing Committee for Lesbian Gay
Bisexual and Transgender Awareness

with the
Standing Committee for Women
and the
Standing Committee for Disabilities
for the

Sixth Annual Café Pride Coffeehouse

featuring
talented ACPA members
and the Twin Cities' own
Gay, Lesbian & Bisexual Jazz Ensemble

Ovation

Monday, March, 31 8-11 pm
Hyatt Hotel
Nicollet-D 1 & 2

Mark you calendars for
April 1-4, 2004
in
Philadelphia, PA
for the
**80th Annual
ACPA Convention**

It is never TOO early
to start planning
for next year!

General Position Descriptions

Junior Member at Large for Health and Wellness

- Assist Senior Member at Large 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"

Junior Member at Large for Visibility and Recognition

- Assist the Sr. MAL
- Coordinate the Coffee House
- Write articles for "Out on Campus" re: Visibility

Junior Member at Large for Advocacy

- Assist Senior Member at Large
- Work actively to eliminate overt and covert oppression of LGBT and allied ACPA members and on campus
- Educate general membership of ACPA to increase their personal and environmental awareness of LGBT students and colleagues

Junior Member at Large for Membership & Development

- Assist Senior Member at Large
- Recruit candidates & conduct elections for open positions
- Advocate for SC membership & attend to meeting needs of that membership

Lambda Mentor Program Coordinator

- Maintain comprehensive support and networking services for graduate student and new professionals
- Coordinate, match, and evaluate Mentor Partner groups for convention based on interests, identities, and regions.
- Encourage lasting connections between alumni, SC members, and graduate and new professionals.

National Public Relations Coordinator

- Communicate SCLGBTA news and information to appropriate national organization and media.
- Coordinate stickers and pins for convention visibility.
- Develop pictorial history for SCLGBTA
- Assist other areas on special projects.

Local Arrangements Coordinator

- Compile local LGBT Resources
- Coordinate Dinner OUT on the Town
- Coordinate Social Event
- Collaborate with Fundraising Coordinator and secure location for Cabaret

Program Chair

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

Newsletter Co-editor (one new editor elected each year for two year term)

- Solicit and compile newsletter articles and items 3-4 times per year
- Edit submissions into professional web-based document posted at www.sclgbta.org
- Co-editors divide editorial duties as they see fit

Diversity Advocate

- Serve for a term of at least one year.
- Ensure diversity, sensitivity, and inclusion
- Collect resources to share and educate
- Provide a resource list for Handbook on annual basis

Official SCLGBTA Election Nomination Form

This nomination is due by the beginning of the Open Business Meeting on Monday, March 31st at 5pm (but we can take them before).

Please turn them into John Fox or Julie Wood, Members-At-Large for Membership & Development or SCLGBTA Chair Gisela Vega.

Yes! I am interested in being considered for the following positions in the SCLGBTA for 2003-2004.

Please place an 'X' next to any/all the positions you are interested in below:

_____ Member-at-Large (MAL) Position
(requires being elected & you/proxy delivering a brief candidacy speech at Monday's Open Meeting)

_____ Local Arrangements Coordinator
_____ National Public Relations Coor.
_____ Lambda Mentor Program Coor.
_____ Co-Newsletter Editor
_____ Incoming Program Chair
_____ Diversity Advocate
_____ Standing Committee Intern

Name:

Gender Identity:

Institution:

Job Title:

Contact Information

Hotel and Room Number in Minneapolis:

Telephone in Minneapolis:

*Thanks for your interest in the SCLGBTA!
Good luck!*

AIDS Memorial Choir Rehearsals

Saturday, March 29
7-9pm

Hyatt - Regency Room

Sunday, March 30
3-5 pm

Hyatt - Regency Room

Monday, March 31
3-5pm

Hyatt- Regency Room

Tuesday, April 1
3-5 pm

Hilton - Rochester Room

Performance

Tuesday April 1
5 pm

Hilton- Salon D

Make A Difference!



Congratulations to Keith B. Humphrey, the Incoming Chair of the SCLGBTA! Keith is the Director of Orientation and Assistant Director of Admissions at The University of Arizona.

The Changing Faces of AIDS

AIDS Memorial
Tuesday April 1, 2003
5:00pm
Hilton- Salon D



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 we hear representatives from the Minnesota AIDS Project and the Minnesota Youth AIDS Project on the impact of HIV/AIDS in the Minneapolis community and on people aged 18-30. We are also pleased to welcome back the ACPA AIDS Memorial Choir, under the direction of Keith Spears.

Sponsored by ACPA, Standing Committee for Multicultural Affairs, Standing Committee on Disability, Standing Committee for Lesbian Gay Bisexual and Transgender Awareness, Standing Committee for Men, & Standing Committee for Women



Dinner OUT on the Town

AZIA

*The newest, most talked-about
restaurant on "Eat Street"
in Minneapolis!*

26th Street and Nicollet
612.813.1200

Saturday, March 29 5pm

All are welcome to join the SCLGBTA for a stylish meal featuring a variety of Asian specialties. Most dishes \$10-18.

Read these comments from
citysearch.com:

Amazing food!

"The food was absolutely wonderful! The dishes were huge...and the prices are reasonable...I highly recommend."

Don't miss out!

"You definitely can't go wrong with this place! The service was amazing... Any dish you order can be made to your liking..."

AZIA...where have you been all my life??

"I crave the food of Azia...their soups, their potstickers- Chef Tom's choice of cranberries, curry, and heat.... Absolutely fantastic....I know I will go back every week...impressive Tea List...and fantastic coffee..."

New Hot Spot

"I have eaten at Azia 4 times now and each time amazed as I try something new. It appears that anything on the well-planned menu is going to be phenomenal... The atmosphere is soothing and the fountains create a calming sense around you. I would definitely recommend this as a new hot spot."

SCLGBTA Convention Schedule

Saturday, March 29

3:00 pm Lambda Mentors Introduction Hyatt - Lake of the Isles
4:00 pm Meet for Dinner OUT on the town Hilton - Directors Row 1
5:00 pm Dinner OUT on the town AZIA
8:00 pm Joint SC Directorate Meeting Hyatt - Greenway D, E, F, G

Sunday, March 30

12:00 noon State Liaisons Meeting Hilton - Directors Row 1
1:00 pm SCLGBTA Open Meeting Hyatt - Nicollet D2
2:00 pm Lesbian Gay Bisexual & Transgender Job Search Issues Conv. Center 101G
3:00 pm AIDS Memorial Choir Rehearsal Hyatt - Regency Room

Monday, March 31

7:30 am Roundtable: Issues Impacting Women & Lesbians in LGBT Community Hyatt - Nicollet D1
3:00 pm AIDS Memorial Choir Rehearsals Hyatt - Regency Room
5:00 pm SCLGBTA Open Meeting (Elections) Hilton - Conrad A
6:00 pm Convention Carnival
8:00 pm SCLGBTA Coffeehouse Hyatt - Nicollet D 1&2
10:00 pm SCLGBTA Social Hyatt -Nicollet A 1-3, B1-2, C1-2

Tuesday, April 1

7:30 am Roundtable: Job Searching for the LGBT Professional .. Hyatt -Lake of the Isles
2:30 pm SCLGBTA Open Meeting Hilton - Directors Row 4
3:00 pm AIDS Memorial Choir Rehearsal Hilton Minn.- Rochester
4:00 pm Roundtables: Multicultural issues for LGBT individuals Hyatt - Nicollet D1
5:00 pm AIDS Memorial Hilton, Salon-D
9:00 pm Meet for Cabaret
10:00 pm Cabaret The Gay 90s

Wednesday, April 2

7:30 am Roundtable: Responding to hate incidents on your campus Hilton - Salon C
9:00 SCLGBTA Transitional Meeting Convention Center Room 200F

The 6th Annual
SCLGBTA Raffle

Win cash prizes of
\$750 \$500 & \$250

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

Tickets are only \$1 each!

Buy yours from any
SCLGBTA
Directorate Member

Resources for People of Color and Under-Represented Groups

Mark R. Martell, Diversity Advocate

BLK Homie Pages

www.blk.com/

This service provides news and information about black people in the life as well as about activities related to the BLK family of publications. This site represents the work of writers, photographers, researchers, and others. This site contains additional links to other resources.

Arenal

www.indiana.edu/~arenal/Homepage.html

This bilingual site has information about the laws in Latin America and Spain, places to go and places to avoid, and articles in both English and Spanish.

HRC's Coming Out Resource

(Spanish Version: Guía de Recursos Para Salir Del Clóset)

www.hrc.org/ncop/sp_guide/snog.pdf

The Human Rights Campaign's resource on coming out for people of Latino decent.

The Khush Page

www.umiacs.umd.edu/users/sawweb/sawnet/khush.html

A site for gay, lesbian, bisexual South Asians and their friends—defined as people from or descending from countries such as Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri-Lanka.

Sister Congregation

www.etz-chaim.com/sister1.htm

A list of gay or lesbian Jewish organizations.

Twice Blessed

www.usc.edu/isd/archives/oneigla/tb/index.html

A resource page on GLBT-related material for Jewish GLBT.

Disabled GLBT Veterans

www.geocities.com/Pentagon/1151/enter.html

A site focusing on disabled GLBT veterans and resources.

Malejole.net

www.malejole.net/

This site's mission is to build a vibrant interactive online community of lesbian, gay, bisexual and trans-gendered (LGBT) people of South Asian (people from India, Nepal, Bhutan, Pakistan, Sri Lanka, Bangladesh, and Maldives) heritage, and people who support them.

HRC's Resource on Immigration

www.hrc.org/issues/immigration

The Human Rights Campaign is working with its allies in Congress to pass the Permanent Partners Immigration Act, a measure that would amend current immigration law to cover same-sex relationships.

Lambda Mentor Program

Jessica Pettit, Lambda Mentor Program Coordinator

It is 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.

As the program grows, I hope to be able to pair Mentor Partners on three levels; these levels being the graduate student and new professional, the new professional and mid-level professional, and possibly mid-level professional with seasoned professional. This can only happen with alumni support, cooperation, and solicitation. I would encourage folks at all levels of their professional development to participate in our mentor program. I also encourage you to spread the word! By you talking about the Lambda Mentor Program, I hope to recruit Mentors as well as Mentees from your institutions. As a new professional myself, I feel that I have a lot to offer a graduate student and still have a lot to learn from my mentors.

To read more about the program check out the SCLGBTA web site at www.sclgbta.org or email me with questions or to sign up. 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? 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 mentee?

After reviewing past coordinator recommendations, I have attempted to develop a structure for the Mentoring Partners to establish realistic expectations as well as continue a partnership after the 2003 Convention. There will be a Mentoring Workshop at the Convention to discuss roles of Mentoring Partners as well as a dinner for a group social gathering to assist with networking. The first Annual Stories of Involvement, should be a great way to orient a Mentee to the Convention 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!

I look forward to hearing from you and appreciate your support of the SCLGBTA and the Lambda Mentor Program.

For more information, contact Jessica Pettitt Lambda Mentor Program Coordinator at jessica.pettitt@nyu.edu or by fax at (212) 995-4796.



Visit the ACPA
web site at
www.acpa.nche.edu

Lambda Mentor Program Schedule of Events

March 29

3 pm Lambda Mentor Introduction
4 pm Meet for Dinner OUT on the town
5-7 pm Dinner OUT on the town

March 30

4-5:30 pm Establishing a Relationship
with ACPA
6-8 pm Opening Session

*Signed up to be a Lambda Mentor
Partner?*

We will see you at these events!

The "introduction" 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 a meeting just before the Opening Session. Bring your Mentor Partners!

Questions?

Feel free to contact Jessica Pettitt!

**Acoustic Guitarist
and
Electric Guitarist**

**NEEDED
by the
ACPA AIDS Memorial Choir**

**Simple Accompaniments
but an
IMPORTANT
Contribution**

**Please join us at
choir practices.**

**For more information,
contact Keith Spears.**

How Can You Help?

Melissa Pon, Outreach Coordinator

Thank you for your interest in volunteering for the Standing Committee on Lesbian Gay Bisexual and Transgender Awareness! Listed below are many opportunities to get involved. Involvement opportunities include the 2003 ACPA conference in Minneapolis and opportunities throughout the year.

If you are interested in volunteering for one or more of the opportunities or for more information, please contact Melissa Pon, SCLGBTQA 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!

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 Tuesday, April 1, 2003 at 5 pm.

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. The AIDS Memorial is on Tuesday, April 1, 2003 at 5 pm.

Cabaret Volunteers – This well attended off-site fundraising event includes volunteer opportunities of set-up for this big event. The Cabaret is on Tuesday, April 1, 2003 with the show starting at 10 pm.

Carnival Table Volunteers – The Annual Commission/Committee Carnival is a great opportunity for individuals to learn more about SCLGBTQA while meeting lots of members. Volunteers distribute information about SCLGBTQA, maintain materials on the table, and sell raffle tickets. The time commitment for this opportunity is a one hour shift during the carnival. The Convention Carnival is on Monday, March 31, 2003 from 6-8 pm.

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. The Coffeehouse is on Monday, March 31, 2003 from 8-11pm.

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 SCLGBTQA 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.

Information Table Staff – Volunteers are needed to staff the information table where SCLGBTQA information is made available to conference attendees. The time commitment will vary based upon lengths of shifts at the table. Location: to be determined.

Lambda Mentors and Mentees – 1998 was the successful introduction of the SCLGBTQA'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. The Lambda Mentor/Mentee meeting is on Saturday, March 29, 2003 at 3 pm.

Program Session Hosts – Every year the SCLGBTQA 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. Sponsored programs are on Monday, March 31 and on Tuesday, April 1, 2003.

Social Set-up and Clean-up – Truly one of the largest conference activities, the SCLGBTQA 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. The Social is on Monday, March 31, 2003 from 10pm-11:45 pm.

State Liaisons – The SCLGBTQA 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. The State Liaison meeting is on Sunday, March 30, 2003 at 12 pm.

Volunteer Opportunities

Sunday, March 30
Information Table Staff

Monday, March 31
Information Table Staff
Program Session Hosts
Carnival Table Staff
Coffeehouse Set-up
Coffeehouse Talent
Coffeehouse Clean-up
Social Set-up
Social Clean-up

Tuesday, April 1
Information Table Staff
Program Session Hosts
AIDS Memorial Assistant to the Director
AIDS Memorial Rehearsal Assistant
AIDS Memorial Choir
AIDS Memorial Set-up & Greeters
Cabaret Set-up

Wednesday, April 2
Information Table Staff

On-Going
Directorate Positions
Lambda Mentors and Mentees
State Liaisons

Do people encourage you to sing when you go out for karaoke?
Have a hidden talent as a comedian?
Want to share your best poetry & verse on the microphone?

We are looking for seasoned talent for the 6th Annual Cafe Pride Coffeehouse!

Monday March 31
8 – 11 PM
Hyatt Hotel
Nicollet D 1 & 2

Leave a message for Anika Summers, SCLGBTQA Jr. Member at Large, at the Hilton if you want to perform!

SCLGBTQA is grateful for the support of the Standing Committee for Women & the Standing Committee for Disabilities

Employment and Interviewing Tips for Lesbian, Gay, Bisexual, and Transgender Professionals

LUCY BOOTH

The Placement Center will host a Lucy Booth. The primary function of the booth will be to consult with candidates on problems they may have encountered during an interview. Specific issues may include inappropriate questions from employers, employer noncompliance with ACPA discrimination clause, or general feeling of discomfort created by an employer. The booth will be located outside of the resource area.

DOMESTIC PARTNER'S PROJECT

The Domestic Partner's Project (DPP) was initiated to survey college and university domestic partner's benefits. The project is designed to assist Student Affairs professionals in personal job searches by providing profiles of individual institutions with information about the campus environment for lesbian/gay/bisexual/transgender professionals, about domestic partner employment benefits offered, and about campus policy regarding live on staff apartments. Campus environment questions examine whether the institution has included sexual orientation in its nondiscrimination and/or harassment policies, whether there are support organizations for lesbian/gay/bisexual/transgender students or faculty/staff and other factors such as whether there is a lesbian/gay/bisexual/transgender student services office. Additionally, the DPP lists institutions offering domestic partner benefits or permitting live-in domestic partners for those involved in attempting to change institutional recognition of domestic partners. For survey results or questions about specific institutions, you may contact any of the SCLGBT members.

ACPA DISCRIMINATION STATEMENT

as stated in THE ACPA STATEMENT OF ETHICAL AND PROFESSIONAL STANDARDS (ADOPTED NOVEMBER 6, 1980):

"Employers do not discriminate on the basis of race, color, creed, sex, national origin, affectional/sexual preferences, age or handicap and should work (to) actively modify discriminatory practices when encountered" (section B.5 General Responsibilities)

Any concerns or questions regarding issues of discrimination should be immediately directed to the ACPA Ethics Committee.

LIVE -IN POLICIES & CONSIDERATIONS

During your interviews at the ACPA placement center you will be given the opportunity to ask questions of potential employers. We would like to encourage all candidates to ask potential employers what are their current policies/practices are regarding live-in/on staff and their ability to have significant others live with them. Employers should be able to provide this information in regards to married spouses, children, non-married opposite sex partners and same sex partners. This information should be important to all candidates interested in working in organizations that appreciate diversity and are working towards multiculturalism.

As Lesbian, Gay, Bisexual and Transgender (LGBT) professionals within ACPA, we face varied barriers with regards to the job search process. Those of us who are "out" may experience different forms of discrimination than those of us who are selectively "out". Just what are your rights as a LGBT professional seeking new employment opportunities? What resources are available to you should you encounter discrimination during the job search process? This brochure has been designed to answer basic questions around discrimination of professionals within ACPA who are LGBT. In addition, the brochure will outline questions which are indeed discriminatory and outline what resources are available to you as a LGBT professional.

GAUGING AN INSTITUTION'S CLIMATE TOWARDS LGBT STAFF, STUDENTS & FACULTY ISSUES

This can be a delicate task. Hopefully the following guide questions can help!

"What is the climate like on your campus for students of diverse backgrounds? For example, students from different cultural backgrounds, racial backgrounds, sexual orientation, etc." (See where the interviewer goes with this. Hopefully she/he will focus, in

part, on the sexual orientation aspect of the question, and then you can continue with the other questions in this brochure.) If sexual orientation is not mentioned in the interviewer's response some subtle prompting maybe useful.

For example:

- "How do you address issues of diversity?"
- "What is your staff training like in relation to issues of diversity?"

If, in response to question # 1, the interviewer does respond specifically to issues of sexual orientation, you can begin to narrow the focus to sexual orientation and racism (or any other "ism"), or to sexual orientation alone.

For example:

- "What is the climate like on your campus for LGBT students and other under represented or under-served groups?"
- "What services exist?" "Is there a black student organization for example?" "A gay student organization or support group?"

If by now, you have a good feeling or any feeling for the institutional climate, you may wish to contact the LGBT student organization at the school in which you are interested, if one exists, and speak with someone there; or you may wish to ask more direct questions!

For example:

- "I have experience working with LGBT students. What support and opportunities would be available to me for pursuing my desire to further this experience?"
- "Are there any support groups on campus for LGBT staff and faculty?"

JOB SEARCH DISCRIMINATION SURVEY

During the 1992 ACPA convention, Croteau & von Destinon distributed a survey to LGB Student Affairs professionals. The survey was the first empirical study of job search discrimination among LGB Student Affairs professionals. The study provides a descriptive overview of the variety of job search

Employment Tips (continued)

discrimination perceived and reported by participants. The themes are organized into three major categories: (1) reactions of the LGB job seekers toward discrimination or possible discrimination, (2) the actions of potential employers during the interviews, and (3) the job search decision of employers. The following descriptives are not inclusive of all of the study's findings.

REACTION TO DISCRIMINATION

- * A number of respondents told of uncertainty in determining the existence of discrimination.
- * A large number spoke of apprehensions about discrimination and decided to remain closed about their sexual orientation due to apprehensions.
- * Several respondents reported limiting the jobs for which they applied due to certain job environments being too homophobic.

ACTIONS OF EMPLOYERS DURING INTERVIEWS

- * A number of respondents perceived the interviewers were uncomfortable during discussions of LGB issues or following a job candidate's disclosure of their sexual orientation.
- * Several respondents reported employers, tried to figure out their sexual orientation.
- * Some respondents reported that colleagues or supervisors had been asked to disclose the sexual orientation of a job applicant.
- * Some respondents reported employers encouraging or even directing candidates to be closed on the job.
- * One respondent reported being directly told that "there would be no support for lesbian/gay/bisexual students or staff."

JOB SEARCH DECISIONS OF EMPLOYERS

- * A relatively large number of respondents reported incidents of candidates being evaluated negatively, screened out of the job search process, or even having offers rescinded because of the candidates' sexual orientation.

Croteau, J.M. & von Destinon, M. (1992). *A national survey of job search experiences of lesbian, gay, and bisexual students affairs professionals.*

State Liaisons Needed!

Bob Coffey
State Liaison Coordinator

Greetings! I'm the State Liaison Coordinator for the SCLGBTA. Through this position, I have the privilege of working with one of the most dynamic and diverse communities within student affairs!

Our committee works best when we are in touch with our highly diverse membership: when our work is informed by the critical issues our LGBTQA colleagues are facing at work and in their communities; when they, in turn, are familiar with the advocacy, support and services the SCLGBTA provides. The State Liaisons program has the potential to be an effective and powerful way for the voices of our community to be heard in shaping the Committee's work.

We're currently in the process of rebuilding our corps of State Liaisons members. I'm on the lookout for movers and shakers in every state! State Liaisons act as critical communication links between the Standing Committee for LGBT Issues and the LGBT student affairs community in their state. They are knowledgeable about the role the SCLGBTA plays within ACPA and can share that with colleagues. State Liaisons keep in regular contact with their network of colleagues, and pass news and other critical information along to the State Liaison Coordinator (me!).

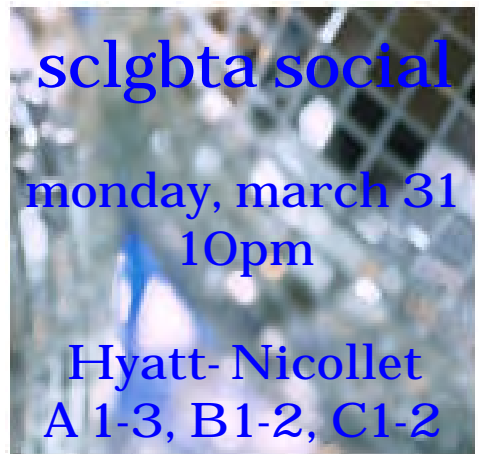
Through their efforts, State Liaisons contribute to a tradition of leadership through service. If you're interested in becoming a State Liaison, please contact me via phone at 603.862.4528 or via email at bob.coffey@unh.edu. We can't do it without you!

Need a ride around town?

Select Area Taxicab Companies

ABC Taxi	(612) 788-1111
All American Taxi	(612) 850-8888
Apollo Taxi	(952) 921-0017
Blue & White Cabs	(612) 333-3331
Checker Cab CO	(612) 588-1111
Crosstown Taxi	(612) 867-9478
Discount Taxi	(612) 723-5500
Lotus Taxi	(612) 865-7939
Metro Checker	(612) 824-4000
Metropolitan Taxi	(612) 272-7515
Minneapolis Taxi	(612) 339-4227
North Star Taxi	(612) 333-3133
Olympic Taxi	(612) 867-1725
Paramount Taxi	(612) 865-7453
Progressive Taxi	(612) 910-4865
Suburban Taxi	(952) 884-8888
Town Taxi	(763) 533-3936
United Cab Service	(612) 991-8876
Yellow Checker Taxi	(763) 586-9999
Yellow Taxi CO	(612) 824-4000

Take your pick!



Special Program

Breakfast with the Standing Committee for Men

Monday, March 31, 7:30 a.m.

Location TBA

This breakfast will be an opportunity to talk with the Standing Committee for Men about issues that relate to both of our standing committees.

Sponsored Programs

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.

Expanding Definitions of Diversity: LGBT Inclusive Practices Within Admissions

Monday, March 31
9:00 – 10:15 a.m.
Minneapolis Convention Center, 205B

Three different institutions will discuss their attempts to create an inclusive environment for LGBT students within their admissions office. J. Bradley Blankenship, American University, Beth Zemsky, University of Minnesota, and John-Michael Warner, University of Colorado will be presenting this program.

Fluid Identities: Understanding Bisexuality and a Model of Identity Development

Monday, March 31
12:30 – 11:45 p.m.
Minneapolis Convention Center, 103E

This session will address varying bisexual identities and a grounded theory model of bisexual identity development will be introduced. This presentation will be by Michele L. Richey, Bill McCoy, and Tina Maciano of New York University and Theresa Forget of SUNY-Stony Brook.

On the Margins: Transgender College Students on Campus

Monday, March 31
12:30 – 11:45 p.m.
Minneapolis Convention Center, 205B

A presentation of a qualitative study begins to explore the experiences of transgender students. Include will be a review of the literature and discussion of responses to a 10 question survey administered to 141 diverse institutions. Jeff McKinney, Indiana University, will present this session.

OUT Placement: Career Planning and the LGBT Student Population

Monday, March 31
12:30 – 11:45 p.m.
Minneapolis Convention Center, 101D

This program explores the intersection of developmental and career issues facing LGBT students and strategies and models for more responsive Career Service Centers. Matthew DeGrushe of the University of Southern California will present this program session.

SAFE Ally Program Assessment: Advancing Learning within the Field

Monday, March 31
3:30 – 4:45 p.m.
Minneapolis Convention Center, 102D

Results of Duke University assessment of a LGBT Safe Space Ally program: areas in which it is meeting its stated goals and areas where it needs to improve. Assessment design strategy will be discussed. Kerry J. Poynter, Duke University, is the presenter for this program session.

Somewhere Over the Rainbow: Study Abroad Advising for LGBT Students

Tuesday, April 1
10:45 – 12:00 noon
Minneapolis Convention Center, 101F

The unique issues to be considered in advising LGBT students about study internationally will be discussed. General information country-specific information will be addressed. Wanda L.E. Viento, Kalamazoo College, and L. Andrew Howe, DePaul University will be presenting this program session.

Sponsored Roundtable Discussions

The Standing Committee 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 three discussion groups at this year's conference. These are informal conversations and all are invited to join. A member of the SCLBTA will facilitate each discussion group.

Issues Impacting Women and Lesbians in the LGBT Community

Monday, March 31
7:30 – 8:30 a.m.
Hyatt – Nicollet D1

Job Searching for the LGBT Professional

Tuesday, April 1
7:30 – 8:30 a.m.
Hyatt – Lake of the Isles

Multicultural Issues for LGBT Individuals

Tuesday, April 1
4:00 – 5:00 p.m.
Hyatt – Nicollet D1

YOU WILL NOT WANT TO MISS...
THE FIFTH YEAR ANNIVERSARY

DRAGS TO RICHES

THE SCLGBTQ CABARET

TUESDAY, APRIL 1

DOORS OPEN AT 9 PM \$5 COVER

THE GAY 90'S

408 HENNEPIN AVE. 612.333.7755

WHAT MAKES THIS YEAR'S SHOW SO SPECIAL?

IT IS THE FIFTH YEAR ANNIVERSARY
BIGGER AND BETTER VENUE
NEW FRESH TALENT
MORE EXTRAVAGANT NUMBERS
AUDIENCE PARTICIPATION OPPORTUNITIES

THE PASSING OF THE GUARD

CORETTA & WILD CHERRY SIGN-OFF AS HOSTESSES
SYDNEY SAYS FAREWELL AS SHOW DIRECTOR
OTHER CAST MEMBERS ALSO SAY THEIR GOODBYES

AN EVENT NOT TO MISS!

Looking for some information on our host city?

Check out Gay Minneapolis

on the web @

www.gaympls.com

