

# *Standing Committee on Lesbian, Gay, Bisexual and Transgender Awareness*



FROM THE  
CHAIR'S CHAIR  
by John Fox

Hello SCLGBTA members!

Hope your holiday season was gay & full of joy! Now as we head into 2007 we have much to be thankful for & much to look forward to.

Welcome to our "mini" newsletter. This one will give you some general updates prior to the joint meeting edition coming in March.

I realized that the Joint Meeting of ACPA & NASPA members will be here before we know it. I am hoping that many of you are able to attend. (Remember that early bird registration ends January 31st!)

This year's joint meeting will include a lot of collaboration with our sister group - NASPA's LGBT Knowledge Community. We are excited to join forces on some events & create a large LGBT & Ally presence. But for now, I will wait for next month's edition to tantalize you with more details....

Our first ever on-line elections will be starting in early February. We will send out an email announcing the start & end dates shortly. This is very exciting & I want to appreciate Alex Thompson, our Equity Officer, for his wonderful work on this new initiative!

We look forward to hearing from you soon with comments, feedback, questions, etc. Until the March edition, I wish you a wonderful February!

Fox

# SCLGBTA Election Information

by Alex Thompson, Equity Officer

As we enter the pre-conference season, we are busily preparing the election slates for our open positions.

For those who may think that this seems different than in previous years, you are correct. We are doing the elections prior to the convention. We think that this will benefit our membership by allowing them to have a greater say in the process and in applying for elected and appointed positions.

The two nominations committees were composed of three members from the current Directorate, three members of the Standing Committee who had never served on the Directorate and myself. One committee was charged with the task of putting together a slate for Chair of the Standing Committee. The other committee was charged with creating a slate for those positions that we had open. I would like to thank those members who submitted applications for a position and those who volunteered to help with the slating of candidates.

Very soon, Fox, our current Chair, will be sending out an email to the body with the slates and how to vote. We are asking that everyone please take time to vote in this important election. If you have any questions, please feel free to contact me at [j\\_alex\\_t@excite.com](mailto:j_alex_t@excite.com).

## Lambda Colleagues Program

by Derrick Gunter, Lambda Colleagues Program Coordinator

As you are all gearing up for this upcoming semester, I would like to remind you all about the SCLGBTA's commitment to supporting and developing professionals who identify as glbtq.

One of the ways in which we do so is the Lambda Colleagues Program (formally known as the Lambda Mentoring Program). This program was established to provide support for professionals of all ages and levels of experience in the field. Each year since its inception, numerous professionals have found mentors, long lasting friends, strong collegial relationships, and most importantly a place of comfort. I urge you to think back to the time (even if the time is now) when you attended your first conference and recall how overwhelming it was. Did you make the connections you had hoped to or find community during your first conference? If you did, what was it like when you returned to your home institution? If you didn't, how did that feel for you?

The Lambda Colleagues program is a remarkable program that I truly believe in. The purpose of the program is to connect professionals who identify as glbtq to others who identify for support and community building. As I mentioned above, the program can truly benefit any professional at any level of professional development as well as personal development. Therefore, why not take some time to connect with other professionals who not only identify as you do, but share similar values. In my opinion, it is a win-win situation with lots of benefits.

If you would like to sign up to participate in the Lambda Colleagues Program or would like more information, feel free to email me at [dlgunter@usfca.edu](mailto:dlgunter@usfca.edu). Good luck as you all begin your spring semesters and be well!!!

## Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness

### Cabaret 2007

by: Rick Moreci

What is the biggest fundraising event put on each year at Convention by the Standing Committee for Gay, Lesbian, Bisexual and Transgender Awareness? What is the hottest event to be at this joint meeting year? Why, it's the annual Cabaret, of course! Mark your joint meeting calendars now for Tuesday, April 3rd at 9pm.

Each year, the Cabaret gains popularity and overall attendance numbers. Imagine seeing this show, not in a crowded, smoky bar; but rather in a beautiful outdoor courtyard space with room enough for everyone to see the show comfortably and still have the opportunity to move around. Only in Orlando, "Where Dreams Come True" is this kind of show possible.

"Where Dreams Come True" – This year's Disney theme and our Cabaret theme. Imagine seeing your favorite student affairs professionals up on stage dressed in the most fashionable drag king and queen gear. Imagine sipping cocktails by a pool while watching this year's performance. Imagine being outside in the beautiful Florida weather and being able to move around freely throughout the show. Are you imagining it? It is where your dreams will come true. The planning committee is very excited about this year's Cabaret – the show and the location. We are also excited to this year welcome our NASPA friends and colleagues to the show, both as guests and possibly as performers.

Here are some details:

1. An initial call for performers has already gone out via our SCGLBTA Listserv. Additionally, a notice was sent out to the NASPA Knowledge Community to see if anyone from that group might be interested in performing. There is a deadline this year for folks to let me know if they plan to perform. This deadline is Friday, February 23, 2007. This deadline simply means that folks need to let me know if they are performing. I do not need songs or drag names at this point, but I do need to know who is in the show so I can begin to schedule and let people know how many numbers they may be able to perform.
2. After the 2/23 deadline, I will contact all performers again to see how many numbers they may want to do and start to get music selections from the performers.

3. This year's show will once again be hosted by the always fabulous Wild Cherry Screts and Coretta Scott Queen. These two always have some tricks up their sleeves so I am sure we all cannot wait to see them on stage again this year.
4. There comes a time when all great hosts/MC's begin to think about stepping down. Wild Cherry and Coretta are nearing this point and as a result, the committee will be looking for potential new hosts/hostesses for the Cabaret. If you think you might be interested in one day hosting this show (probably two years from now), please let me know as we will be doing some fun things at this year's show with those folks who let me know they may be interested. What we will be doing is a secret for now, but it will certainly make the show more entertaining!
5. Transportation to the Cabaret site is going to be available this year. The name of the site is the Parliament House and it is close to downtown Orlando, about 30 minutes from the hotels. We have not yet worked out all of the logistics for transportation, but shuttle busses will be provided at an additional cost above and beyond the price of the ticket. At this point, prices are estimated to be the following: Advanced ticket sales - \$5, "Guaranteed Seating" ticket price - \$10, Tickets at the door - \$7 and separately we will be selling shuttle tickets, which look to be about \$15 at this point. (Please keep in mind that \$15 for a shuttle bus in Orlando is actually quite inexpensive, considering a cab ride one way from the hotel to the Parliament House would be \$50 or higher.) If folks want to drive to the Parliament House, this is an option as parking is available. However, in an effort not to promote any drinking and driving, the committee is recommending everyone take the shuttle. We will have enough shuttles to transport everyone that wants to go the show.
6. Finally – the show will start at 9pm. Plan on the show ending around 11:30pm. Once the show is over, shuttles back the hotel will be available. Additionally, for those that wish to stay out awhile longer, our group will have its own DJ and dance party by the pool and the club inside will be hosting R&B night with hot Hip Hop music, which our group will be welcome to attend. Shuttles will continue to run until 2am when the club closes.

The committee is hoping that this year's Cabaret will be one of the best ever. By best, we mean: well-attended, an enjoyable venue, great performances and amazing fundraising potential. We hope to see you at the Cabaret and remember, consider getting up on that stage!

# New Year's Resolutions

by Colleen Schmidt

*Colleen Schmidt is a hall director at the University of Colorado, Boulder.*

Each year millions of people across the world New Year's resolutions. According to some, making a New Year's resolution is a tradition that dates back to ancient Babylon almost (<http://www.kclibrary.org/guides/localhistory/index.cfm?article=read&articleID=335>) where the number one resolution was to return borrowed farm equipment. As time advanced, Romans sought forgiveness from enemies, and Chinese opted to clean their houses. Regardless of the culture or time, resolutions still persist, with many variations, but a number of consistencies.

The three most common themes that occur in North American culture typically involve weight, debt/money and relationships with others. Even if by the time you are reading this typically a resolution is a healthy choice one is trying to make. Even if it is a bit past New Year's, it's okay to revisit that resolution. It is a healthy choice that, once started regardless if it's January 1st or March 20th, will have a positive impact on your life.

The internet provides a number of resources that can help one re-visit their resolutions, enhance what they are already doing, or provide insight into a technique that might work. Below are some useful weblinks that are worth visiting.

## PHYSICAL WELLNESS

[www.pueblo.gsa.gov/cfocus/cfweight02/focus.htm](http://www.pueblo.gsa.gov/cfocus/cfweight02/focus.htm)  
Healthy Hints and Tips

[www.khpa.ks.gov/healthquest/pdfs/OneYearofHealthilyLiving.pdf](http://www.khpa.ks.gov/healthquest/pdfs/OneYearofHealthilyLiving.pdf)

Worksheet that allows one to focus on specific goals. It also includes a wellness inventory test, tips and links to additional sites.

[www.lgbthealth.net](http://www.lgbthealth.net)

National LGBTQ Health Organization. Provides specific information to LGBTQ individuals.

## FINANCIAL WELLNESS

[www.ftc.gov/bcp/online/pubs/credit/kneedeep.htm](http://www.ftc.gov/bcp/online/pubs/credit/kneedeep.htm)  
Federal Trade Commission pay off debt website.  
Offers small steps to paying off debt.

## Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness

*New Year's Resolutions continued*

[articles.moneycentral.msn.com/SavingandDebt/ManageDebt/10BadHabitsThatLeadToDebtDisaster.aspx](http://articles.moneycentral.msn.com/SavingandDebt/ManageDebt/10BadHabitsThatLeadToDebtDisaster.aspx)

[financialplan.about.com/od/creditcarddebt/a/EliminateCCDebt.htm](http://financialplan.about.com/od/creditcarddebt/a/EliminateCCDebt.htm)

Step by step plan to tackle credit card debt, also includes other financial links.

[www.allbusiness.com/personal-finance/credit-cards-credit-card-debt/2442-1.html](http://www.allbusiness.com/personal-finance/credit-cards-credit-card-debt/2442-1.html)

Another condensed step by step on how to improve your financial situation

## RELATIONSHIP WELLNESS

[www.geocities.com/sappho802911/Healthy.html?1168195212792](http://www.geocities.com/sappho802911/Healthy.html?1168195212792)

Most definitive website on the web regarding healthy relationship building.

# Call For Donations

The Standing Committee is currently accepting donations for the Silent Auction at the conference in Orlando. Money raised from the silent auction will go to the Orlando Youth Alliance, a peer based youth group dealing with issues concerning LGBT Youth in Central Florida.

If you would you like to donate an item for the auction or have contacts with a Major company/organization that you think will donate, please contact Rob Anderson, Director of Marketing at [rob.anderson@wartburg.edu](mailto:rob.anderson@wartburg.edu) or by phone at 319-352-8553.



## **Queering Leadership: Toward A New Model for LGBT Identity and Leadership Development**

by Khristian Kemp-DeLisser

*Khristian Kemp-DeLisser is the Assistant Director of the Office for LGBT Resources at the University of Illinois, Urbana Champaign, where he is enrolled in the Educational Policy Studies PhD program. He can be reached at [kkempdel@uiuc.edu](mailto:kkempdel@uiuc.edu)*

Recent research into the nature of LGBT/Queer leaders offers an answer to critiques of current and traditional identity and organizational models educators commonly apply to LGBT students. This article offers a new understanding of LGBT/Queer student leaders as a remedy to address issues such as racism, misogyny and narrow focus of traditional forms of LGBT leadership and identity development models.

### Intervening Early

LGBT students are arriving on our college campuses out of the closet at higher rates than ever before. Anecdotal reports put 13 as the typical age youth are coming out of the closet (Hatred, 2001; Gay.com, 2006) High School Gay/Straight Alliances (GSAs) are offering those LGBT students early forays into leadership. Participation in GSAs positively impacts several things necessary to produce leaders; namely increased perceived ability to contribute to society and an enhanced sense of belonging (Lee, 2002).

GSAs are not perfect, however. They and other LGB groups are commonly criticized for the misogyny and racism they harbor. McGready (2003) and Perrotti & Westheimer (2001) studied race and gender bias in high school GSAs. They found that GSAs frequently normalize whiteness and a narrow expression of gender. They argued for organizing GSAs with explicit attention to intersectionality, or the impact of racial and sex on the gay identity. Without that understanding, the students who participate in those GSAs and continue to college may carry the same nonchalance about power and privilege.

### Leadership

LGBT people may be born leaders. In the business world, Snyder (2006) identified a “G Quotient,” which gave a clear advantage for gay men. Gay men were found to have higher performance evaluations of their leadership from their employees. Snyder theorized that gay men possessed “learned skills such as adaptability, intuitive communication and creative problem solving. (Snyder, 2006)” Research from a college context also yields high rates of leadership, sometimes at unexpected places. A study of LGB fraternity and sorority members revealed LGB college students to be more likely to be in a leadership position than their straight peers. Although lesbians and gays were estimated to make up only 3–6% of the membership of Greek-letter organizations, 84% of gay and 65% of lesbian respondents held at least one executive position in their chapter (Case, et al, 2005).

Case attributed this in part to the “best little boy” syndrome, in which LGBT youth, acutely aware of their deviant status, will strive to achieve “respectability” by exceeding in as many areas as possible. This idea is no doubt rooted in *The Best Little Boy In The World*, John Reid’s 1973 memoir about growing up gay. More research is needed to lift the idea of gays and lesbians as overachievers from myth to fact.

Although the “best little boy” syndrome may lead to higher leadership percentages, it can also produce problematic consequences, such as a normalization of certain traits, as observed in GSAs. Student affairs’ reliance on identity-developmental models and traditional leadership models are similarly problematic.

Research concerning the leadership practices of LGBT college students tend to borrow from if not focus on LGBT identity development process (Bilodeau, 2004; Bilodeau & Renn, 2005; Renn & Bilodeau, 2005). However, theorists have critiqued development models suggesting that the theories encourage assimilation and mollification of the very identity that brings meaning and definition to individuals. The inevitable final stage of such models usually include “synthesizing” or “assimilation” which means the abandonment of qualities such as questioning authority, resistance, and re-imagining of the status quo by association with other LGBT people. Forcing youth into models that do not reflect their experience can be damaging. Looking at the implications of stage models for Black youth, Duncan (2005) noted that “the ideology of respectability shapes the direction and endpoints of stage models and constrains what passes for healthy ...” (p 4).

Clearly new models of leadership are needed in order to nurture student organizations and student leaders that will be inclusive and responsive to the full breadth of the LGBT community. Renn (In Press) identified three distinct categories of LGBT student leader: LGBT Student Leader, LGBT Activist, and Queer Activist.

*Continued on page 6*

These categories are not stages or phases and no one is inherently any more effective than the others, however they capture the prevailing approaches to leadership common to LGBT students. Those three categories are:

**LGBT Student Leader.** The LGBT Student Leader subscribes to a fairly traditional, positional conception of leadership as something that “leaders do,” and publicly acknowledges LGBT identity. LGBT Student Leaders “got things done” within the context of formal leadership positions. Their outness becomes incidental to their involvement and they may see themselves as more useful if they are working on an LGBT-related issue as a member of an organization that is not identity-focused.

**LGBT Activists.** These students tended to see themselves as activists guided by a particular passion. These students were interested in a more transformational leadership approach that was not dependent on positional leadership. Their role was to facilitate the work of the group. It was more common for them to have non-student adult mentors in the LGBT community.

**Queer Activist.** These students represent a public gender and/or sexual identity in opposition to normative, “straight” culture and a move away from a positional view of leadership. For them, social change requires a commitment to transformational leadership and a de-centering of authority. In Renn’s (In Press) study, these students would be most likely to identify as transgender. They demonstrated fluid understandings of sexual orientation, gender identity, and leadership.

## Conclusion

Renn’s research will be useful to resolve the issues identified with existing GSA and other LGBT student organizations because it resists narrowly defining what a student leader is. Educators who are advising LGBT student leaders should share this perspective with the organizations’ membership in order to underscore the importance of building an organization in which Queer Activists, LGBT Activists and LGBT Leaders can be welcome and find a voice.

Further research incorporating the voices of LGBT students will help to flush out Renn’s research. The fact that the Queer Activist category was the one most likely for transgender students to fall under, only serves to further illustrate the need for intersectionality in organizing around LGBT organizations and issues since they clear represent the intersection of gender and sexual orientation. Jones and McEwen warned of their research on multiple identity models: “The inclusion of students’ voices in this kind of research cannot be understated” (p. 412).

The more we know about the conditions and environment that produces LGBT college students, the better equipped we will be to reach them when they reach our campuses.

## Standing Committee for Lesbian, Gay, Bisexual, and Transgender Awareness

Work with GSAs will offer educators a look into the experience of pre-college LGBT youth. Additionally, programs that link college student leaders with GSA members can provide those high school students with much-needed role models.

Even as we work on the high school environment, it is our primary duty to ensure the college campus climate doesn’t resemble that of the high school our students left. Faculty and administrators must work together to change climate. Renn (2000). reminds us that students’ involvement in extracurricular activities is influenced by the atmosphere of tolerance in the classroom and outlines specific steps faculty can take to support LGBT students.

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# ACPA – MultiRacial Network Awards

Within the Standing Committee of Multicultural Affairs, the MultiRacial Network (MRN) seeks your nominations for professionals, institutions, and initiatives that advance dialogue on multiracial issues on college campuses.

This year, the MultiRacial Network has gained the ability to present awards in any of 9 categories.

Nominations, questions, and inquiries are always welcomed and may be sent by Monday, February 5 to: Matthew Antonio Bosch [mbosch@nhcc.edu](mailto:mbosch@nhcc.edu) or 763.424.0850

## NOMINATION CRITERIA

The following criteria should be submitted to strengthen the nomination:

- Letter of support, demonstrating qualifications that meet or exceed the criteria of the award.
- Nominator's and nominee's contact information (name/title/institution/email/phone)
- Any additional attachments you feel would strengthen the nomination (résumé/sample publication)

## AWARD CATEGORIES

The MRN Awards focus both on service to campus communities as well as advancing multiracial awareness:

### Professional of the Year (~5+ years of experience)

The recipient will exemplify a well-documented history of significant achievements and contributions to their institution(s) regarding the promotion and encouragement of multiculturalism.

### New Professional of the Year (~1 to 4 years of experience)

The recipient will exemplify significant promise and potential to exceed in Higher Education leadership as well as an interest in promoting and encouraging multiculturalism.

### Undergraduate and/or Graduate Student of the Year

The recipient will exemplify significant promise and potential to exceed in Higher Education as well as an interest in promoting and encouraging multiculturalism.

### Outstanding Service to MRN

The recipient will exemplify outstanding service to MRN and demonstration of MRN's core values: Inclusion, Discovery, Education, Advocacy, and Support.

### Outstanding Service to ACPA

The recipient will exemplify outstanding service to ACPA and demonstration of ACPA's core values: Student Development, Multicultural Competence, Mutual Respect, Advancement of Knowledge, Professional and Personal Development, and Advocacy.

### Research of the Year

The recipient will exemplify cutting-edge research devoted to the enhancement of multiracial education. Some topic examples may include student success, identity theory, academic inquiry, and campus climate.

### Educational Institution of the Year

The recipient will exemplify intentional efforts to promote awareness and celebration regarding concerns, accomplishments, or advancement of multiracial dialogue on campus.

### Outstanding Initiative for Multiracial Awareness

The recipient will exemplify an innovative approach to exploring the unique experiences of multiracial students or professionals.

### Outstanding Conference Program (to be nominated and awarded post-conference)

The recipient will exemplify the most engaging conference program with regards to advancing multiracial education through research, student development, or identity theory.