

September 5, 2014

Memorandum

To: Jamie Moffitt, Vice President of Administration

From: Chicora Martin, Convener of the Standing Committee for LGBT Concerns
Maure Smith-Benanti, Assistant Director LGBTESSP

Subject: Annual Report for the SC –LGBT Concerns for AY 2013-2014

The Standing Committee for LGBT Concerns serves the University of Oregon by ensuring the concerns of the LGBTQ campus community are acknowledged and addressed. The Committee strives to ensure the UO is a welcoming and supportive campus for LGBTQ students, faculty, and staff.

The guiding aims of the committee are: a) to create a safe and secure campus for lesbian, gay, bisexual, and transgender persons; b) to foster a sense of community among lesbian, gay, bisexual, and transgender people at the University of Oregon; c) to work to eliminate all types of discrimination based on sexual orientation and gender identity in university programs, facilities, and services; d) to sponsor and encourage educational programs that promote increased understanding on issues of sexual and gender diversity.

- Committee reviewed the history and timeline of the work this standing committee has been able to accomplish since its inception in 1990.
- Members identified a gap in services for LGBTQ faculty and staff. They feel that LGBTQ students are served phenomenally, and members reported repeated incidents of microaggressions toward LGBTQ identified faculty and staff. The committee recommends a campus climate survey.
- Update regarding the governor's request for OUSystem's progress on the collection of LGBTQ data. The committee respectfully requests that Enrollment Management and Admissions work together to ask the LGBTQ community question on the admissions application.
- Support of campus wide Preferred Name Committee in the implementation of the inclusive preferred first name policy for UO students, faculty, and staff continues.

- Development of new resources of LGBTQ identified faculty and staff, the committee asked Human Resources to prepare and print the document, to be available for incoming faculty and staff in fall 2014.