

Meeting Minutes Friday, September 11, 2015, 2:00-3:30pm Attendance: Alyse G, Amanda L, April P, Arianne B, Cassandra B, Cassie P, Cher H-N-H, Chris A, Chris S, David R, Dee W, Georgia D, Holly A, Jack N, Jamey H, Jordan J, Julie S, Laura T, Maggie W, Marian M, Marie H, Mark G, Matthew T, Megan D, Meredith H, Pia D-K, Rose W, Sage A, Sarah F, Sara O, Stefan R, Summer S, Taylor B, Will C, Yoleidy R, plus 4 guests Introductions and Overview of the Commission • Due to a heft agenda, several reports were distributed in paper format with time for questions during the meeting. Please see attachment at the end. Campus Reports: LGBTQA Resources & Support: • Please see attachment. Faculty/Staff: • Meredith: Queer Studies minor students need volunteer opportunities so let Meredith know if your organization needs help • Yoleidy: looking to start a Queer People of Color group on campus Student Org Reps: • PRISM: Nov 19th drag show (Auditions October 7th) Community Partners: • PFLAG: this Sunday 9/13 discussing closing the Flagstaff chapter (Flagstaff Federated Church) o They need at least one or two people to take up leadership • World Aids Day at City Hall - Jamie Hasapis o Contact him with questions • Community Center in Flagstaff "The Q": hoping to make the official announcement in February with eventually a physical presence • Coconino County: o Starting Wellness Wednesdays on the 1st and 3rd Wednesdays of the month from 2pm-4pm HLC with Free HIV testing o October 7th - bringing STI team to HLC 12pm-4pm Chair and Vice-Chair Reports: • Please see attachment. New Business: Strategic Planning: Eva Putzova - Director of PAIR • Discussion held re: "Where do you see NAU in 10 years?" • They are on Facebook! • There will be a survey going out to the entire campus community Campus Climate Survey Results Presentation • Matt Tombaugh, Margot Saltonstall, Jared Hopkins, Chris Schlarb presented • Results were shared and distributed • Next year's survey will begin discussions soon for those who wish to join in the efforts • Next Meeting's Agenda: What do we do with the Climate Survey results and what role does the Commission play? Announcements: • Next Commission Meeting will be Friday Oct. 9th, 2:00-3:30pm, Gateway Classroom • First Commission Social will be Thursday 9/17, 7pm at TBD (suggestions were Rainbow Lounge, Firecreek, and Taverna) • Commission work usually happens behind the scenes, please let Matt or Marian know if there's something in particular you'd like to get involved with! Meeting ended at 3:30. LGBTQA Office Updates (Chris Schlarb): • 2014-2015 Office Review: 98.54% increase in attendance, 231% increase in events offered from AY 2013 to 2014, 2014-2015: 139 total events, 3,010 total attendees Programming: 58 events, 1,556 participants Education: 81 events, 1,454 participants • Campus Pride LGBT Climate Index: A committee worked over the summer (Chris Schlarb, Marian Mead, Michael Rulon, Summer Steddom) to update NAU's index profile in response to revised criteria from Campus Pride. This resulted in an index score of 4.0/5.0. <http://www.campusprideindex.org/search/> . o Disclaimer: the report card does not show the question criteria we had to meet to get particular boxes checked, see Chris Schlarb if you have questions. o In Progress: Committee will provide recommendations to each area to increase LGBT inclusion on campus by the end of October. • New Graduate Assistant: Alyse Gray, Programming • Returning Graduate Assistant: Monica Prince, Education and Outreach • Flagstaff Trans Shelter Services: Shelters were surveyed regarding trans-inclusion policies and a resource document was created. See attached. • Flagstaff Trans Group (In Progress): Work is continuing on an agreement, which if agreed to by both parties, would fund the space the group uses in Flagstaff Federated Community Church. • Rainbow Welcome: Tuesday, September 1, 5:30 to 7:30 PM, NACC, 128 participants (172% increase from 47 participants in Fall 2014) • Ignite: Friday, September 4, 12:30 to 5:00PM, Union, 44 participants attended o LGBTQA Identity Breakout Session 2:20 to 3:30 PM & 3:25 – 4:25 PM, 27 total participants • Upcoming Events: Please see attached schedule/fliers. Chair Updates (Matt Tombaugh): • LGBTQIA

Scholarship Fund: We reached our initial \$5,000 fundraising goal, but still need to reach \$25,000 to become 'permanently endowed'. Anyone who is interested in working on this initiative please let Matt or Marian know.

- Council of Inclusion Updates: At our last meeting we discussed opportunities to collaborate regarding faculty development sessions and presented the campus climate survey results. We also interacted with the new Provost, Dr. Coleman, and shared on behalf of the Commission that we wished to see continued promotion of SafeZone and other LGBTQIA trainings amongst faculty, a review of protocols/messaging regarding incidents of bias and hate, a desire to hire more representative/diverse faculty and so on. Matt and Dr. Coleman had a chance to chat about this further at the Multicultural Reception (where the Commission tabled). LGBTQIA Commission Reports Sept. 11, 2015
- Bias Protocol Response: The workgroup finished up its efforts in June creating a proposed framework and website. We await confirmation from Legal Counsel as to whether this can move forward and be implemented.
- Preferred Name on ID Cards: Preferred names began appearing on NAU IDs during late Spring, however concerns were raised regarding the validity of imported data for incoming students, so this ceased during summer orientation. A group began working on a solution, some of which involved checking data points one by one (thank you Summer Steddom!), and preferred name IDs were again issued at the final August orientation. Students are able to update their preferred name via Registrar forms online and then present old IDs to the JacksCard Office to have a new one printed at half-price.
- Strategic Planning Summer Meeting: A discussion was held in July to build on items of interest for the commission identified during the spring semester. A list of those is provided at the end of this report.
- Campus Health Center Policies: Guidelines for transgender care were updated in regards to counseling and medical services during the summer. Per the guidelines, hormone therapy is now able to be initiated with counseling verification etc. Additionally, CHS sent one staff member to be trained regarding transgender care during April and will be sending an additional two employees this year. Previously EMSA has indicated ongoing training will be provided in future years.
- Navajo Nation Human Rights Commission Collaboration: The Navajo Nation HRC recently reached out asking for a meeting to discuss a possible Spring collaboration regarding LGBTQ members within the Navajo Nation. They are drawing up a report to present to the Navajo Nation Legislature and a discussion was had about unique concerns faced by this population as well as further resources. They are looking to hold seminars over the course of the year at various locations, including possibly NAU.
- GA Position: Our intended GA had to withdraw from the position, so Matt and Marian have conducted pre-screening interviews with recommended candidates and will be passing along a recommendation shortly. Possible projects for the incoming GA include initiating an LGBTQ alumni chapter, continued gender neutral restroom mapping, scholarship fundraising, etc.
- Employee Development Day: The commission tabled for this event, making some good connections. We also increased our number of participants in the "Out and Proud List" www.nau.edu/outandproud through this and other efforts to a total of 34 profiles.
- Campus Climate Survey: Chris Schlarb, Dr. T. Mark Montoya, and Matt Tombaugh (principal investigators) began work on this project in the summer of 2014. The survey was administered in Spring 2015 in collaboration with EMSA Analytics & Assessment (Dr. Margot Saltonstall & Jared Hopkins) with results being jointly analyzed until last month. We will be presenting highlights of those results during today's meeting.

Vice-Chair Updates (Marian Mead):

- Commission "Office": We have access to an office space within the Graduate College (for our GA). We share this space with the other commissions, but we've also gotten our name listed on the front window of Ashurt/Old Main!
- New Directions in Diversity Series: This new collaborative effort between the commissions, will involve a series of development sessions geared for faculty members, particularly around intersectionality. We will

incorporate our previous efforts in this regard. If you're interested in helping, please let Marian know! •

- HR Updates: Marian serves on the Benefits Committee and conversations continue regarding the current medical cap of reimbursable transgender health benefits (currently \$75,000 lifetime cap). Stay tuned.
- Flagstaff PRIDE: The commission tabled during this event and received a lot of interest from attendees in what was happening at NAU. This included a large number of incoming students who were excited to hear of the progress occurring. Thank you to Chris, April, Katelyn, and Michael for helping out!
- OSU Speaker/Grad College: We are looking at a tentative date of Wednesday, February 24th to jointly bring this speaker to campus with the Graduate College. Brenda McComb, Dean of the Oregon State Graduate College, is looking to come and speak about holistic diversity initiatives, particularly around transgender concerns.
- Cline Library Gender Neutral Restroom: A joint letter was submitted to the President from our commission, Commission on Ethnic Diversity, and Commission on Disability and Access Design, to request a gender neutral/ADA accessible bathroom on Cline Library's first floor. The initial cost estimates of \$15,000 have risen to approximately \$35,000. This remains under discussion.
- Commission Social: Next Thursday (September 17th) at 7pm, we will hold our first group social off-campus at a location that is to be determined. Stay tuned and we hope to see you there!

Excerpt from Counseling Service's policy manual regarding the provision of Trans* Care: When students who identify as Trans* seek counseling to discuss issues not related to gender, they can be seen by any mental health clinician at Counseling Services (CS). There are also specially trained Trans* care counselors who can provide psychological assessment, and, if appropriate, counseling and letters/documentation for gender-related medical interventions such as hormone and surgical treatment. CS trans*care counselors are committed to providing specialized Trans* care as it fits into the CS scope of service. One of the goals of this care is to build a collaborative working relationship with Medical Services and other relevant departments/providers. Trans* care counselors and other providers will meet as needed for case consultation and continuing education. -Excerpt provided on September 10, 2015

Catholic Charities Shelter and Housing: 460 N. Switzer Canyon #400, (214-7154), 8 am - 5 pm, # of Beds: N/A Description of Services: Emergency and Transitional for families. Permanent supportive housing for individuals in situations of homelessness. Call for information. Fill out application to be placed on waiting list. Trans Policy & Procedure/Response: family shelters: child under the age of 18 and literally homeless; permanent supportive housing: for families and individuals must qualify under Housing and Urban Development standards as having a qualifying disability (mental illness, substance use, PTSD, HIV/AIDS) and they provide other resources: sack lunches, homeless outreach hand out basic supplies and motel vouchers for up to a week under special circumstances, have transgender clients now

Coconino County Community Services: 2625 N. King Street, (679-7425), 8am - 5pm, Mon – Fri, # of Beds: N/A Description of Services: Rental assistance, mortgage assistance; utility assistance, motel assistance, food box referrals, transportation, senior citizen programs, prescription assistance

Trans Policy & Procedure/Response: "We can provide a motel voucher based on income and situation. We would not discriminate on someone's gender/class/race/religion. On the other hand, we would not simply provide such a voucher just because someone was transgender. They would have to qualify under the areas that are our normal operational procedures. Therefore, I cannot give you a blanket yes or no. It would depend on the individual's financial situation and/or crisis situation."

Flagstaff Shelter Services: 216 W. Phoenix, (225-2533), 7:30 am - 12 am, closed on Thursday, # of Beds: N/A Description of Services: Operates a Day Drop-In Center featuring a phone with long distance, agency referrals, and showers. In 2014, FSS began operating year round as an emergency shelter. We provide overnight shelter for all individuals experiencing homelessness regardless of sobriety or any other medical conditions so long as

they do not present an immediate threat of harm to our staff or clients. Two meals are provided, in partnership with the Flagstaff Family Food Center each day as well as access to snacks and beverages. In concert with our vision, FSS is developing further programming that will move people in crisis towards housing permanency through housing focused case management. We also operate the Overflow Shelter in partnership with The Refuge and our community faith-based partners in the winter months. This additional shelter allows FSS to serve even more of Northern Arizona's most vulnerable neighbors.

Trans Policy & Procedure/Response: serve 3-4% Transgender individuals annually, no barrier to accessing help, have both sex segregated sides and the middle is where everyone else goes when they are full, you can ask to have more security in a smaller area, have an overflow shelter in the winter time (churches allow them to use their space), sometimes they have to turn people away due being full and fire codes but they allow them to , shelter is only for 18 or older folks, arrive at 4 - 4:30 pm for the best chances to get a bed

Northland Shelter (HALO House, Women's Shelter): (527-1900), Open 24 hours, # of Beds: 24
Description of Services: Crisis intervention; Women's shelter; Children's shelter; Counseling. **Trans Policy & Procedure/Response:** Identify and present as female (physically present as female), case by case in order to not trigger other individuals. Does not discriminate based on sexual orientation or gender identity. More likely to be turned away due to availability of space.

Northland Shelter (Youth Shelter): (527-1900), Open 24 hours, # of Beds: 12
Description of Services: Children's shelter (0 - 18 years old)
Trans Policy & Procedure/Response: More open, houses both males and females, would be placed where they feel the most safe and comfortable

Sunshine Rescue Mission (Hope Cottage): 3 East Cottage Street (774-9270), 4 pm check in for lodging, Beds: 20 for single women, 9 rooms for moms with kids
Description of Services: Dinner at 6pm; Lodging (check-in @ 4pm). **Sunshine Rescue Mission (Men's Shelter):** 124 S. San Francisco Street, (774-3512), 5pm check in for lodging, Beds: 20, floor space for overflow
Description of Services: Breakfast at 6am; Lunch at noon; Dinner at 7pm; Overnight Lodging; emergency food boxes; clothing (for all); other - call. **Trans Policy & Procedure/Response:** "As a rule, we do not take NAU students – we are a homeless shelter for temporary emergency shelter. We have a maximum limit of 30 days stay, so it wouldn't be a good fit for a student. Also, it's a dorm setting – no privacy for study & lights out at 9. If you had a DV case, we'd consider. All people, regardless of their sexual identity, are welcome here. Saying that, the person would stay at the shelter that matches their body parts." "Our guests do not have to have our beliefs to stay here. They are not required to attend chapels. They don't have to accept religious counseling; however, if a guests asks for counseling, it would be Biblically based." **Flagstaff Trans Shelter Services Summer Strategic Planning Recap, Priorities Discussed:**

- Complete the Bias Protocol work
- Fund the scholarship
- Continue gender neutral restroom/space retrofitting
- Prioritizing/completion of Cline Library
- New employee Gender ID 101
- Ensure continued success of Queer Studies Minor
- Find permanent funding for the program
- Explore ambassadors program to promote the minor, incorporate peer mentoring supporting students' retention, possible internship?
- New employee Gender ID 101
- Campus Climate Survey: helping that inform our future work
- SafeZone: getting more peer mentors, countering pushback from offices
- LGBTQ counseling group: providing option for students
- Hiring counselor with transgender specific experience
- Discussing/improving Campus Health Services Standards of Care
- Transgender support group: questions to answer. Possible student org?
- LGBTQ Orientation: what does that look like?
- Forms and outreach to new and incoming students:
- Transgender option on admissions form
- Attract more LGBTQ transfer students
- Survey all new students at orientation
- Create alumni group
- Emergency student fund establishment
- Incorporating data: Commission needs to establish "positions"
- Strengthening the community: Routine public forum b/w students & admins
- Increased outreach to

students re: ways to get involved • Advocating for requirement of using preferred names in classrooms etc via SWALE • Researching updated Title 9 information regarding policies around pronouns, attire, preferred names, etc.