

## **Presidential Task Force Strategic Plan for LGBTQIA Inclusion Executive Summary of Updated Progress**

This executive summary highlights the 3 years of progress achieved as a result of the 3-year Institutional Strategic Plan for LGBTQIA Inclusion created in May 2014 by the 14 student, faculty, staff, and alumni members of the 2013-2014 Presidential LGBTQIA Task Force, appointed by Elon University President, Dr. Leo M. Lambert.

The Task Force Report was divided into 4 key goal areas (Support, Welcome, Educate, Communicate) and then distributed campus-wide via the FacStaff email list. Upon completion of the LGBTQIA Task Force's charge to create the report, a new team of students, faculty, staff, and alumni was created to help carry out many of the goals and sub-strategies: The LGBTQIA Implementation & Assessment Team. This team's membership rotated each year to balance continuity of existing membership with fresh, new perspectives.

Successes resulting from the report include student contributions via research, leadership, and activism, a high national ranking on the Campus Pride Index for LGBTQIA Inclusion, increasing the number of academic courses with a primary or ancillary focus on gender and sexuality, advancing the Women's, Gender, and Sexualities Studies program, and the creation of education and collaborations across new and existing LGBTQIA-related groups at the university and in the local community.

Moving forward, the LGBTQIA Implementation & Assessment Team has moved into an LGBTQIA Advisory Committee format, once again with rotating membership to keep continuity and allow newer perspectives. We have a few areas to carry forward for consideration by the new advisory group including professional & faculty development, sustainability and capacity efforts, ongoing assessment and outreach, and communication of needs and successes.

We would like to recognize the members who have contributed service to the Presidential LGBTQIA Task Force, the LGBTQIA Implementation and Assessment Team, and our new LGBTQIA Advisory Committee:

Brooke Barnett	Mary Jo Festle	Toddie Peters
Matthew Antonio Bosch	Eleanor Finger	John Pickett
Kevin Bourque	Tom Flood	Dana Pursley
Hillary Bruce	Gerry Francis	Karl Sienerth
Raechel Brunson	Bryn Khoury	Gabie Smith
David Buck	Claire Lockard	Monique Swirsky
Naeemah Clark	Richard Mihans	Muriel Vernon
Janet Cope	Jessie Moore	Randy Williams
Kim Fath	Rod Parks	

The pages that follow provide a more detailed explanation of the Task Force Report's 4 key goal areas (Support, Welcome, Educate, and Communicate) and the progress made within each of the sub-strategies to advance each goal area.

## MAIN RECOMMENDATIONS

### GOAL 1: SUPPORT

**Improve campus resources and services for current LGBTQIA students, staff, faculty, and alumni, especially through collaborative partnerships.**

**A. *Offer health and counseling services that meet the needs of LGBTQIA students, faculty, and staff.***

- A nationally known transgender public health educator came to Elon to provide interactive student workshops, training for health services and counseling services, as well as a keynote address.
- Health & Wellness and Counseling Services hosted multiple LGBTQIA-related trainings, as well as specific sessions exploring health topics related to transgender and non-binary students led by an external health professional.
- A student led the development of a healthy masculinity group on campus, with particular focus around social identities and fraternity membership.
- Counseling Staff maintain membership in the Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling to stay informed around best practices and emerging trends.
- Counseling Services also sends a staff member every semester to visit the Gender & LGBTQIA Center to discuss emerging health and wellness topics impacting LGBTQIA students on campus.
- Counseling Services offered a support group for LGBTQIA students, however based on very low interest, the group was not offered.
- The entire division of Health & Wellness has completed LGBTQIA Ally Training, including the Medical Services side (many of whom are Cone Health / ARMC employees) as well as Counseling Services staff.
- Cone Health, who supplies our Medical Services to employees, has been recognized by Human Rights Campaign with a “Leader in LGBTQ Healthcare Equality” designation for 4 consecutive years.
- The Gender & LGBTQIA Center maintains a close relationship with Tree of Life Counseling, especially for referrals around transgender and non-binary students who may be in need of guidance around accessing hormones, surgeries, or extended counseling.
- Medical forms now have expanded the list of ways to identify, in line with the American College Health Association regarding expanded terms for gender identity and sexual orientation.
- Health Education brochures specific to LGBTQIA medical needs and ways to talk to your medical provider about being LGBTQIA are provided at Ellington Health Center.
- Counseling Services keeps statistics on percentages of LGBTQIA students who utilize their services and reviews patterns every semester with the Gender & LGBTQIA Center.

**B. *Offer welcoming housing options and more egalitarian housing policies for LGBTQIA students, faculty, and staff.***

- Housing has increased to allow mixed-gender options in Station at Mill Point, Park Place, Oaks, and Danieley Neighborhoods.
- The Gender & Sexuality Living Learning Community was created as a space for students to discuss and explore topics related to gender and sexuality. This residential community is housed in Colonnades and the leadership team included one student RA and two Women’s, Gender, and Sexualities Studies faculty. It shares the floor with the Hall for Social Change LLC.
- Developed a Live-In Partner Policy where LGBTQIA faculty and staff have the same requirements, process, and expectations for living in on-campus facilities as heterosexual faculty and staff, in order to eliminate any inequities.
- The 100+ Resident Assistants as well as professional staff in Residence Life undergo education each year related to gender & LGBTQIA topics, identities, and allyship led by the Gender & LGBTQIA Center.

- Information on requesting mixed-gender housing or the Gender & Sexuality Living Learning Community is available on both the website connected to Residence Life's selection guidelines as well as Gender & LGBTQIA Center's housing options for LGBTQIA students.
- For a number of years, we have hosted many groups of students (incoming and returning) in mixed-gender housing to accommodate LGBTQIA students who feel unsafe rooming with someone of the same gender.
- Resident Assistants have also been trained on the implementation and promotion of the Online Bias Incident Reporting System, in case residents come to them as a witness or target to report any bias-related incidents possibly connected to their actual or perceived gender or sexual identities.

***C. Increase opportunities for LGBTQIA students to expand their support networks by cultivating relationships with peers and peer mentors, faculty and staff mentors, alumni, and organizations at the local, statewide, and national level.***

- Homecoming Alumni Awards Brunch hosted each year brings together LGBTQIA current students, staff, faculty, and alumni.
- The Office of Alumni Engagement (OAE) and Gender and LGBTQIA Center (GLC), hosted the university's first LGBTQIA focused Alumni Mixer with the LGBTQIA Alumni Network and Elon DC chapter.
- More than 50 student monetary awards to LGBTQIA students from donations since 2014.
- Elon is hosting an Alumni Summit in Spring 2018 to bring LGBTQIA students and alumni together to celebrate the LGBTQIA Alumni Network and the 5-year anniversary of the Gender & LGBTQIA Center.
- LGBTQIA Mentor/Mentee Program was created to connect students with faculty and staff mentors.
- SMART Mentor Program offered through the Center for Race, Ethnicity, and Diversity Education includes conversations focused on the intersections of race, gender, and sexuality.
- Students have attended LGBTQIA conferences including NGLTF's Creating Change Conference, Appalachian State University's Equity in Action Conference, and Campus Pride's summertime Camp Pride, in addition to LGBTQIA-focused leadership events held by the Human Rights Campaign, GLSEN, & GLAAD.
- Students have expanded their networks with local communities through collaborations with local LGBTQIA organizations including Alamance Pride, PFLAG Alamance, Red Ribbon Society, A Positive Tomorrow, Alamance Cares, Queer Fish Center, and local K-12 gay-straight student alliances.
- Students have also connected with the Gay/Lesbian Alliance Against Defamation (GLAAD) serving as interns and inviting speakers to present on campus around activism, student voice, and political action.
- Elon University is a key sponsor of the countywide Alamance Pride Festival.
- The GLC and other faculty and staff represented Elon University at 4 Pride Festivals in North Carolina – Alamance, Greensboro, Charlotte, and Raleigh-Durham/NC Pride.

***D. Advance the infrastructure of the Gender and LGBTQIA Center as the primary point of contact for LGBTQIA students by increasing staff, resources, and programming in order to meet students' growing needs.***

- Added an Assistant Director as of June 1, 2017.
- Added a full-year Graduate Assistant.
- Operating budget has increased.
- Elon Day continues to raise thousands of dollars each year to support LGBTQIA inclusion & initiatives across campus, with great support from employee and alumni donations.
- 6 Graduate Student Interns have worked in the Gender & LGBTQIA Center as part of their academic programs across the University of Louisville, Louisburg College, UNC Greensboro, and Appalachian State University.
- Undergraduate paid student assistants have increased from 0 to 6.

- The Center also has a pool of unpaid student volunteers who assist with weekly tasks in the center and serve as welcoming resources for visitors.
- Upcoming renovation of the 2<sup>nd</sup> floor of Moseley Center will allow for expanded space.

***E. Ensure that LGBTQIA students and staff in Athletics and Greek Life have a supportive and positive experience.***

- Multiple LGBTQIA Edu Sessions have been held for the entire Athletics Division during staff meetings with coaching staff, athletic trainers, academic support, and athletics administrators.
- Ally Trainings for Student Athletic Advisory Committee.
- A new Diversity Committee has been created within Athletics.
- Student Athlete Handbook has been revised to include updated non-discrimination policies that are inclusive around sexual orientation and gender identity as well as contact information for Athletics Staff serving as listed resources who have undergone more extensive Ally Training.
- The Pendulum covered a story on two female student athletes who fell in love during their time in Athletics as student athletes.
- A former NFL player, Esera Tuaolo, was selected as a Liberal Arts Forum speaker to discuss his journey coming out and the intersections across athletic identity, gender, and sexuality.
- Students are considering genderless options such as “siblings” rather than “brothers” or “sisters” for mixed-gender Greek chapters.
- LGBTQIA Ally Trainings are held for all fraternity and sorority House Captains (similar to RAs for every house in the Loy neighborhood) during move-in week in August.
- 45 Pi Chi Sorority Recruitment Leaders trained during Winter Term around inclusion during the recruitment process
- Inter-Fraternity Council (IFC) awarded Becca Johnson '17, the inaugural research grant, funding her senior Leadership Fellows Change Project on assessing inclusivity perceptions within the fraternity and sorority community.
- LGBTQIA Ally Trainings requested by and held for National PanHellenic Council (NPHC) as well as IFC fraternities Delta Upsilon and Zeta Beta Tau and PanHellenic sororities Zeta Tau Alpha, Alpha Xi Delta, Sigma Sigma Sigma, Delta Delta Delta, Phi Mu, and Zeta Phi Beta.
- Fraternity and Sorority Life staff clarified, with various national offices, policies related to trans membership, which included negating the student perception that partners or dates to organization events must be of another gender.
- Students are working with Fraternity and Sorority Life staff around the feasibility of creating and sustaining a gay/bi/trans-affirming fraternity chapter for the future.

***F. Create and deepen partnerships with influential groups/areas of campus including CREDE, Truitt Center for Religious and Spiritual Life, Student Life, and Student Government Association.***

- The GLC, Hillel, Truitt Center, Women’s, Gender, and Sexualities Studies (WGSS) Belk Library, PERCS, CATL and other campus offices co-sponsored LGBTQIA-related programs.
- CREDE, El Centro, Truitt Center, and GLC collaborate with New Student Transition Programs to coordinate Living the Maroon Life diversity sessions for Move-In Weekend as part of Orientation.
- Truitt Center & Hillel have hosted several programs on faith, gender, and sexuality including the Sexy & Genderful God Series, Hijabi Monologues, and Rainbow Shabbat.
- HB2 resolution created across Student Government Association and Spectrum.
- SGA Vice President co-hosted “Global OUTreach: LGBTQIA Topics to consider while Studying Abroad” as a collaboration with Global Education Center and Gender & LGBTQIA Center.
- SGA officially transformed “Homecoming King & Queen” into “Homecoming Royalty” to be more inclusive.
- Many national LGBTQIA speakers across intersections of race, including J Mase III, Geena Rocero, and Lisbeth Melendez-Rivera.

- Many national LGBTQIA speakers across intersections of transgender identity and disability, including Willy Wilkinson, Cael Keegan and Eli Clare.
- Many national LGBTQIA speakers across intersections of faith, including Peterson Toscano, Adam Plant, and Scott Fried.
- Many national speakers focusing across intersections of gender, including Therese Huston, Melissa Harris-Perry, Michael Kimmel, and Michael Messner.
- Women's, Gender, & Sexualities Studies collaborates annually with the Gender & LGBTQIA Center, Inclusive Community, Sexual Assault & Gender Issues Council, and several additional staff offices and academic departments to co-sponsor the Lauren Dunne Astley Memorial Lecture series.
- Convening Offices for Diversity Education (CODE) is a committee created to advance connections, collaboration, and diversity planning across staff offices and academic departments
- Consortium of Diversity & Inclusion Content Experts (C-DICE) is a team of student, faculty, and staff educators who host diversity roundtables and education as part of the Core Curriculum.

***G. Ensure that campus safety and security policies, procedures, and practices meet the needs of LGBTQIA community members.***

- LGBTQIA Ally Trainings for all of Elon's Campus Safety, Police Officers, and Dispatchers.
- Trainings include specific scenarios around violence or stalking across same-sex couples, responding to bias or harassing behaviors targeted at a student's gender or sexual identity, plus topics impacting transgender students around gender markers, Phoenix Cards, and driver's licenses.
- Online Bias Incident Response System was overhauled to respond to bias incidents as they arise.
- SafeLine has been publicized widely as a confidential resource related to bias and gender- based violence.
- Campus Safety & Police held sessions during Spectrum meetings to review the LiveSafe App.
- Students found responsible for perpetrating bias incidents have gone through the Student Conduct system.
- The LGBTQIA Employee Resource Group created a series of resource awareness flyers to publicize SafeLine, Campus Police, and Online Bias Reporting System following an LGBTQIA bias incident.
- A group of faculty and staff serve as Process Advocates to assist students who may have been involved in a bias incident.

***H. Enhance LGBTQIA students' involvement in Elon's five Experiential Learning Requirement experiences so that students are aware of safe, supportive, and LGBTQIA-related opportunities.***

- For Undergraduate research, students and faculty present approximately 25 Gender and Sexuality related papers and posters during SURF annually.
- Undergraduate research also offers scholarships for students to join the J. Lowry Sinclair Scholars program, where scholarship money is awarded to students engaging in research related to sexual orientation and LGBTQIA topics.
- Center for Leadership collaborated with the Gender & LGBTQIA Center to offer "Is Your Leadership Inspirational, Perspirational, or Desperational?" as a mandatory allyship session for Leadership Fellows.
- Global Education Center collaborated with Gender & LGBTQIA Center to host "Global Outreach: LGBTQIA Topics While Studying Abroad/Away" as one of their pre-orientation sessions students could choose to attend.
- Global Education Center collaborated with Residence Life to review and align their housing practices abroad with the housing practices utilized for LGBTQIA students on campus, including housing options for transgender and non-binary students.
- Global Education Center is working with the Gender and LGBTQIA Center to co-create a helpful webpage of resources for any LGBTQIA students who are interested in studying abroad or away.
- Kernodle Center reviewed their list of organizations to ensure the list was inclusive and affirming of LGBTQIA identities as students journey into service opportunities.

- Kernodle Center also infused an LGBTQIA Ally Training as part of their EV! Elon Volunteers training day on community engagement and service learning across LGBTQIA student and communities.
- Becca Nipper '17 was awarded the Leadership Prize focusing on "Mentorship as a Means of Female Empowerment: A Resolution to Lessen Gender Inequality on College Campuses"
- Monique Swirsky '18 was awarded the Leadership Prize focusing on how to create more empowering campuses for LGBTQ+ students in NC in the wake of HB2 and also was selected as a recipient of GLAAD's Rising Stars Grant.
- Two separate webinars were hosted locally and nationally by the Student Professional Development Center and Global Education Center on LGBTQIA inclusion.
- Student Professional Development Center collaborated with the Gender & Sexuality Living Learning Community to create and facilitate a Colonnades Neighborhood program called "Queer Careers" discussing LGBT issues in the workspace.

## GOAL 2: WELCOME

**Create a more welcoming educational, living, and working environment for new and continuing LGBTQIA students, staff, faculty, and alumni.**

- A. *Reach out to LGBTQIA prospective students in the Admissions process in supportive ways, and communicate to them and to all prospective Elon students that LGBTQIA students are included in Elon's commitment to a diverse and inclusive campus.***
- Attended Campus Pride fairs across the country evaluating which locations are most successful, resulting in continued annual presence at the LGBTQ Student College Fair hosted at Charlotte Pride.
  - Captured data about sexual orientation and gender identity at inquiry and applicant stage of Admissions process
  - Included LGBTQIA students at Phoenix Fusion Weekend and publicity of Dragstravaganza as an alcohol-free late night option for all Phoenix Fusion students to attend during their overnight stay.
  - All Phoenix Fusion Weekend attendees receive rainbow bELONG pins and stickers as part of the welcome swag bags in collaboration with Admissions.
  - The Gender & LGBTQIA Center represents on Student Life panel for Phoenix Fusion Weekend.
  - The Gender & LGBTQIA Center represents on Diversity & Inclusion panels for both Domestic Counselors and International Counselors visits during Spring.
  - Included LGBTQIA resources in Admissions materials for prospective students
  - Delivered email and print communication from the Gender & LGBTQIA Center to students who self-identify as LGBTQIA on inquiry cards and the application for enrollment
  - Continued to benchmark admissions outreach strategies for prospective LGBTQIA students with multiple 5-star universities from the Campus Pride's 2016 Best of the Best list.
  - The numbers of prospective LGBTQIA applicants, admitted LGBTQIA students, and yield of enrolled LGBTQIA students has increased over the past several years.
- B. *Emphasize Elon's values of diversity and inclusion to all students during their first year enrolled at Elon, ensuring that sexual orientation, gender identity, and gender expression are included in those values.***
- The GLC was invited by Orientation Leaders, Resident Assistants and Elon 101 to host presentations on gender identity and pronoun use.
  - The Center for Race, Ethnicity, and Diversity Education hosts "Living The Maroon Life" for all 1500 incoming first-year students during orientation where students share their diverse experiences while at Elon, and all students receive resource cards with information for each of the diversity centers.

- Targeted recruitment for Orientation Leaders and Head Staff occurs as the application process is publicized across the diversity centers to ensure a student leader applicant pool that is diverse and representative across race, faith, gender, socioeconomic status, and sexual orientation.
- New Transition and Student Programs reserve a table for the Gender and LGBTQIA Center during the Orientation Tabling Fair for Students and Families on Move-In Day.
- President Lambert has included in both written communications and Convocation speeches to parents and incoming students that racism, homophobia, and religious intolerance are not welcome and conversations regarding sexual consent and harassment should begin before Elon and continue while here.

**C. *Review and publicize materials and resources related to recruiting, benefits, and orientation for prospective and current LGBTQIA employees in order to increase access to them and communicate Elon's values around LGBTQIA inclusion.***

- Fully accommodated applicants' requests to meet with LGBTQIA faculty and staff during their visits or interviews if they have specific questions pertaining to same-sex couples, raising LGBTQIA children in the community, or locating affirming LGBTQIA resources in Alamance County.
- Human Resources expanded the list of employee title designations to include "Mx." as a genderless option.
- Human Resources added information about LGBTQIA specific benefits to new employee orientation.
- Office for Leadership and Professional Development provides funding and space to support Elon's LGBTQIA Employee Resource Group.
- Office for Leadership and Professional Development helps to publicize and support LGBTQIA Ally Trainings for faculty and staff.
- Employee Handbooks have been revised to remove gender-specific terminology.

**D. *Ensure that benefits offered to LGBTQIA employees are egalitarian, easily accessed, and regularly reviewed, and convey that Elon is proud to offer these benefits.***

- Links added directly to Human Resources website regarding Gender and LGBTQIA Center and the Center for Race, Ethnicity, and Diversity Education.
- Life Status Change forms are easily accessible if employees get married.
- Same benefits offered to different-gender couples are offered to same-gender couples.
- Multiple events are hosted by the LGBTQIA Employee Resource Group, including an August Planning Week Welcome, a December pre-holiday gathering, and a late Spring faculty/staff gathering just before Lavender Graduation.

**E. *Ensure that students and employees in gender transition can utilize their preferred name and gender on university records.***

- The Registrar's Office collaborated with Advising, faculty, and other groups to include pronouns and campus names as part of information students can share with the university to ensure that we are meeting student needs.
- First year students were given the option to include pronouns and campus names on their pre-registration student profile.
- Continuing students were given the option to include pronouns and campus names when updating contact information in Colleague.
- Campus reporting tools were changed to use Campus Name rather than legal name in nearly all circumstances for students and employees.
- CATL and faculty members of the Implementation and Assessment Team created a resource webpage for faculty that answers specific questions about why and how to utilize gender pronouns.
- Human Resources established a one point of contact process for faculty and staff in gender transition. Faculty and staff who request to utilize their preferred name and/or gender can contact

Human Resources, who will initiate the change and coordinate the with Information Technology, Phoenix Card Services, Belk Library, University Advancement and Mail Services.

- In addition, the gender neutral title “Mx.” has been added as an option in Colleague and our applicant tracking system,

***F. Expand campus facilities to provide sufficient, accessible, comfortable restrooms and changing areas for people of all genders.***

- As the result of efforts of colleagues across campus including Physical Plant and Planning, Design and Construction staff increased the number of universal restrooms to more than 100.
- Changed signage designating changing areas to Scott Studios, Campus Recreation in Koury, Harden Clubhouse, and Athletics Field House in the form of lockable, single-stall universal restrooms with added hooks and benches to assist students while changing.
- Webinar hosted on campus by Residence Life “Creating Trans-Inclusive Facilities and Policies”
- Universal restrooms were included in plans for recently constructed buildings, such as Inman Admissions Center and Schar Center. These are a standard feature for future new buildings and renovations.

<b>GOAL 3: EDUCATE</b>
------------------------

**Enhance LGBTQIA education and allyship across campus.**

***A. Expand the array of courses that include a primary or ancillary focus on LGBTQIA topics and identities.***

- CATL Diversity and Inclusion Grants and Teaching and Learning Grants support faculty teams infusing an element of human diversity, including sexuality and gender diversity into courses, pedagogy and curriculum, including, for example, a team of WGSS faculty updating lesson modules for the introductory class.
- New courses have been added including “Lesbian and Gay Literature,” and “Counseling LGBTQ Clients.”
- Faculty members demonstrated how to add courses to the Diversity Course Database at a faculty meeting; Courses are searchable by diversity area (sexual orientation, race, faith, gender, etc.)
- Educational LGBTQIA identity terminology on digital boards was publicized in multiple spaces across campus.
- The Implementation and Assessment Committee assessed the availability of courses with a primary focus or ancillary focus on LGBTQIA topics. Those course options have increased over the past few years with 21 courses listing sexual orientation, including sexual identity, human sexuality, and LGBTQIA studies, as a part of student learning outcomes and 117 listing gender, including gender issues, gender roles, gender identity, and women's studies. For example:
  - **PSY 324** Stereotyping and Prejudice: this course looks at the basic psychological processes that underlie stereotyping, prejudice and discrimination.
  - **HIS 383** LGBT History in America: Students in this course study the experiences of people in the United States sometimes called "homosexual," "lesbian," "gay," "trans," "queer," and other terms and how and why those experiences changed over time.
  - **ENG 346** Tennessee Williams: This course studies the life and representative works of Williams including topics related to sexual identity.
  - **SOC 375** The course adopts an intersectional approach that recognizes the importance of sexuality, social class, and race/ethnicity for understanding men's and women's experiences with crime and justice. Topics include sexual violence; street harassment; feminization of poverty and the gender gap; masculinities and crime; and gender, sexuality, and bias crime.
  - **HSS 378** LGBTQ Issues in Counseling examines current issues related to counseling lesbian, gay, bisexual, and transgendered (LGBT) clients.



- **PCS 122** Collaborative Conflict Resolution: Students are required to participate in a four-hour prejudice reduction workshop which helps them to see ways they judge other people.
- As part of our offerings for Elon students abroad, the course **International Perspective on Sexuality and Gender** is offered in the Netherlands, Amsterdam. In this program, students can select topics including queer, LGBT, and feminist movements; migration, gender, and sexuality; sex education; same-sex marriage rights; sex work; and transgender issues. Students in this program also serve as volunteers in an international community organization.
- Courses sometimes offer LGBTQIA topics as part of a course with another primary focus:
  - **HSS 412** Advanced Theory and Intervention: Students look at topics surrounding managing cross-cultural cases and services.
  - **COM 256** Entertainment Media: The course addresses television and cinema industry structures and business models, ownership and regulation, programming and content including the evolution of transgender characters in the media and LGBT characters on television.
  - **FRE 321** French Conversation: This course offers a more focused approach to the spoken French language including topics related to sexual orientation.
- The University hired new faculty with scholarly or research interests in gender and sexuality.

***B. Advance the Women's and Gender Studies program.***

- The program expanded to become "Women's, Gender, and Sexualities Studies" to reflect the growth of sexuality content in many of the WGSS courses.
- More sections of WGSS 110 were added due to popular demand.
- Nearly 100 courses are eligible to count towards the WGSS Minor.
- The number of students who declared WGSS Minors surpassed 50.
- The WGSS Advisory Council expanded to include the existing faculty members plus staff members connected to Health Promotion, Inclusive Community Development, and the Gender & LGBTQIA Center.
- WGSS hosts Faculty Scholarship Events each semester to highlight faculty research across gender and sexuality topics.

***C. Cultivate allyship and education by infusing education around LGBTQIA topics and identities into the curriculum via guest lectures, educational sessions, visiting experts, and academic speakers.***

- WGSS, Law, Cultural programs, the GLC, The School of Communications, College of Arts and Sciences, and others hosted national speakers on gender and sexuality for public lectures and classroom engagements (e.g., Willy Wilkinson, J Mase III, Lisbeth Melendez-Rivera, Geena Rocero, Eli Clare, Arthur Chu, Danielle Citron, Adam Plant, Peterson Toscano, Scott Fried, Therese Huston, Esera Tuaolo, Melissa Harris-Perry).
- Gender and LGBTQIA Center has led LGBTQIA educational sessions in classes, by faculty request, for courses in 11 academic departments: Communications, Core Curriculum, Education, Elon 101, Honors Program, Human Service Studies, Psychology, Public Health Studies, Religious Studies, Sociology, and Women's, Gender, and Sexualities Studies.

***D. Cultivate allyship and education across student peers by providing opportunities for student-led education around LGBTQIA topics and identities.***

- Students have presented on topics including identity, allyship, intersectionality, and collective solidarity across Intersect Conference, Black Solidarity Day Conference, and COR 110 Diversity & Inclusion Roundtables.
- Students have collaborated on events including Rainbow Shabbat (with Hillel), Holocaust Remembrance Vigil (Truitt Center), Sexy and Genderful God Series (Truitt Center), Dragstravaganza (Student Involvement, SUB, Friday Night Live), How To Be an Effective Ally (BSU, CSA, LASO,

ASU, and many others), LGBTQIA Topics to consider while Studying Abroad (Global Education Center), and events on being LGBTQIA & Latinx (CREDE, El Centro.)

- Student Government Association created a resolution against HB2 and received favorable support asking that multi occupancy gender neutral bathroom options be considered in future construction.

***E. Cultivate allyship and education among high-impact student groups by infusing education around LGBTQIA topics and identities.***

- The GLC provided education across Fraternity & Sorority Life including HB2 & LGBTQIA allyship sessions across all Greek house captains, 45 Pi Chi Sorority Recruitment leaders, 7 fraternities and sororities, as well as National Pan-Hellenic Council.
- The GLC provided Ally training for the Law School (faculty & staff, plus all second year graduate students) and the President’s Senior Staff and Academic Deans.
- The GLC provided Ally trainings and LGBTQIA educational sessions for:

Resident Assistants	Greek House Captains
Orientation Leaders	Pi Chi Sorority Recruitment Leaders
Head Staff	8 fraternities and sororities
Elon Volunteers	National Pan-Hellenic Council
Leadership Fellows	Student Government Association
Odyssey Scholars	Student Athletic Advisory Committee
Teaching Fellows	Young Alumni Council

***F. Include an LGBTQIA focus in campus-wide professional development and campus climate activities.***

- Student Professional Development Center held a session on interviewing and professionalism and intersections of identity across gender expression, sexual orientation, faith, and race.
- Student Professional Development Center added a genderqueer mannequin at Student Fall Career Expo to educate students and employers on professional dress for those that don't identify themselves as male or female.
- Fireside chats about bias incidents included discussions of LGBTQIA bias.

***G. Create a series for faculty and staff supervisors on creating LGBTQIA-friendly workplace environments, highlighting challenges faced by LGBTQIA faculty and staff, employee rights related to identity, how to address instances of bias and harassment, and ways to advance safety and acceptance of all employees.***

- In fall 2017 the Office of Inclusive Community Development will begin Phase II of our anti-bias curriculum for faculty and staff.
- In Fall 2017 a cultural consciousness certificate cohort for faculty and staff begins.
- We hosted a year-long supervisor inclusion series that covered a variety of topics related to identity and inclusion in the workplace.

***H. Expand the Anti-Defamation League’s ‘A Campus of Difference’ trainings to students, faculty, and staff.***

- The Office of Inclusive Community Development developed a new Anti-Bias Curriculum “Why We Won’t Wait” and implemented it in Winter Term 2016. Faculty and staff from across campus facilitated this series of programs, similar to the prior ADL’s cadres of trained faculty and staff.
- The Anti-Bias curriculum was revised based on student and colleague feedback and is now the Inclusive Community Conversations offered throughout the year to students and colleagues. We begin

a phase II of this work to deepen the dialogue starting in fall 2017 as we continue the beginning conversations with student groups and new faculty and staff.

- Starting in summer 2017, all first year students will take Diversity EDU, an online training.

***I. Educate the campus on Elon's step-by-step process for reporting and responding to incidents of bias and discrimination.***

- The “See Something, Say Something” campus campaign informed students and Elon community members around education and responding to bias incidents.
- Several educational open forums and fireside chats have been held for students to learn about the reporting process and to discuss the types of bias incidents that sometimes happen in our community.
- The website was revamped to make reporting options clearer.

<b>GOAL 4: COMMUNICATE</b>
----------------------------

**Convey strong and supportive institutional messages across the Elon University campus for LGBTQIA community members.**

***A. Communicate positive messages about Elon's LGBTQIA students and employees while denouncing acts of bias and harassment in messages of campus-wide inclusion.***

- Campus Pride recognized Elon for 2 consecutive years in their “Best of the Best” LGBTQ-Friendly Universities in the U.S.
- Senior Administrators continue to include messages around gender and sexuality in writing and in speeches.
- Elon offered statements from the university and information panels around HB2 Legislation.
- Specific emails from Elon administrators around LGBTQIA bias incidents and reporting have brought attention to increased education, prevention, and reporting.
- In light of bias incidents, a gathering of solidarity was held at College Coffee where 200+ signatures were collected on posters, pledging to stand up against bias incidents.
- Two banners on gender and sexuality created by students were featured prominently in the Moseley Center main atrium: Trans Day of Remembrance quilt in the colors of the transgender flag and How Do We Create a Campus Free from Sexual Assault.
- The Task Force on Social Climate and Out-of-Class Engagement Report listed recommendations to support the ongoing work of the LGBTQIA Implementation & Assessment Team.
- Dana Pursley (Center for Leadership) and Matthew Antonio Bosch (Gender and LGBTQIA Center) co-authored a book chapter published in *Trans People in Higher Education* on Elon's LGBTQIA best practices implemented for students and employees.

***B. Offer ways for faculty and staff to effectively show support of LGBTQIA community members.***

- Thousands of rainbow “b-ELON-g” pins and stickers have been created and distributed to students, faculty, and staff via College Coffee, Ally Trainings, in the Gender & LGBTQIA Center or upon request.
- Identity stickers for bisexual, transgender, genderqueer, pansexual, and asexual identities are readily available in the Gender & LGBTQIA Center.
- Ally Training attendees earn both a framed certificate to showcase in their office, as well as a door placard stating they have completed the training. This iconography is a quick show of support for our LGBTQIA students.
- The Employee Resource Group hosted a lunchtime session for faculty and staff on building a living history of LGBTQIA inclusion at Elon.

- Faculty have spoken at monthly meetings of the full faculty regarding LGBTQIA topics including gender pronouns, how to update and highlight LGBTQIA research, and to provide updates on the Implementation and Assessment Team's work.
- Faculty created a resolution against HB2 and held a vote in support of this resolution.

**C. *Review university publications to assess and include representations of LGBTQIA campus life in materials sent to Elon's current and prospective students, current and prospective employees, alumni, parents, and community members.***

- Elon News Network and The Pendulum also featured numerous LGBTQIA-related articles throughout the year on topics such as gender pronouns, student activism, HB2, and a human interest feature of a couple who met at Elon.
- Admissions materials highlight diversity resources, specifically listing the Gender & LGBTQIA Center, Spectrum, and EFFECT (Elon Feminists) as 3 key resources around gender and sexuality on campus.
- Housing materials include information about the Gender and Sexuality Living Learning Community.
- The offering of egalitarian benefits across same-gender and different-gender couples has been added to the employee orientation given by Human Resources.
- Elon Magazine has featured LGBTQIA alumni in a number of issues, including the LGBTQIA Alumni Network Retreat, LGBTQIA Alumni Mixers in other cities, and LGBTQIA Alumni Award recipients from Homecoming.

**D. *Review university policies and forms to review instances of inaccurate terminology or extraneously gendered language which may appear less inclusive of LGBTQIA identities.***

- The Athletic Student Handbook has been reviewed and updated.
- The Faculty and Staff Handbooks have been reviewed to eliminate inaccurate or less inclusive terms.
- The Student Handbook has been updated to include sexual orientation and gender identity in alignment with our non-discrimination policies.
- Admissions has updated their forms to accurately reflect the demographic listings for LGBTQIA.
- Campus Recreation has expanded their policies to further include transgender and non-binary individuals participating in sports, including accommodations for overnight stays.
- Health & Wellness forms, as well as Counseling Services forms have been updated with additional options for sexual orientation and gender identity to align further with guidelines provided by the American College Health Association.

**E. *Increase opportunities for LGBTQIA employees to connect with the senior leadership on campus-wide topics impacting the experience of LGBTQIA students, employees, alumni, and community members.***

- The President's Office hosted a community reception for senior staff and LGBTQIA employees.
- Senior leaders plan on an annual engagement with the leadership of the employee resource group.
- Members of the Implementation and Assessment Team have held meetings with Senior Staff members regarding LGBTQIA inclusion, serving as conduits and pulse-takers among LGBTQIA employees.
- Members of the Senior Staff and LGBTQIA employees serve together on several committees impacting LGBTQIA topics (e.g. the Provost's Inclusive Community Team and Inclusive Community Council).

**F. *Increase Elon's LGBTQIA alumni engagement by actively promoting emerging LGBTQIA campus resources, events, alumni spotlights, current student spotlights, and donor giving to Elon at large.***

- Over the past 3 years, Elon has had successive years of the largest amount of Elon Day donations ever for the LGBTQIA fund.

- The Leadership Team for the LGBTQIA Alumni Network has expanded into double digits.
- Homecoming Alumni Awards continue to be awarded, with nominations entering the double digits.
- Students have presented to the LGBTQIA Alumni Network on their research around gender and sexuality.
- Alumni stories have been posted across social media platforms and eNet articles.
- 10 LGBTQIA students across Spectrum members and GLC Student Assistants were featured in 3 separate videos to promote Elon Day and the LGBTQIA fund. A fourth video featuring students was created and sent following Elon Day to everyone who donated to the LGBTQIA fund as a thank you.
- LGBTQIA alumni have received LGBTQIA Community Enrichment Awards as well as Elon's Top 10 Under 10 for alumni who have gained notable success within the first 10 years of graduation.
- LGBTQIA stories and photos have also been added to the Elon Magazine sent to all alumni.
- The success of the first LGBTQIA alumni mixer in DC has prompted discussion for future outreach to cities with larger alumni populations, including New York City and Atlanta.
- LGBTQIA alumni attend regional chapter events and bring rainbow b-ELON-g pins to share.
- Ally Trainings have been held for the full leadership teams of Young Alumni Council as well as Regional Chapter leadership.
- Planning is underway for the creation of a 2018 Alumni Summit to bring alumni, students, faculty, staff, and community together to celebrate the LGBTQIA Alumni Network and the 5-year anniversary of the Gender & LGBTQIA Center.

***G. Increase LGBTQIA visibility on the Elon website through photo representation, text of various pages, and e-Net articles.***

- The Implementation and Assessment Team continues to share its updates with Inclusive Community Council, and with faculty and staff via email and the President's Office Moodle site.
- Increased number and visibility of LGBTQIA-related articles on E-Net highlighting educational speakers, student activism, and signature programs such as the Homecoming Alumni Awards Brunch and Lavender Graduation.
- The J. Lowry Sinclair research scholarships are highlighted on the Undergraduate Research page, which are eligible to students with particular interest in research related to sexual orientation topics.
- University Communications ensures visibility for LGBTQIA events throughout the year.
- Elon News Network has covered an array of LGBTQIA stories and posted to the larger Elon website.
- An "LGBTQIA Today" section highlighting faculty and staff mentors with particular research around LGBTQIA topics was added to the academic WGSS website.
- A category of recorded LGBTQIA videos and presentations has been added to Elon's OnDemand video series online.

***H. Annually assess and report progress of this multi-year LGBTQIA Strategic Plan to key stakeholders each year.***

- Based on assessments and concerns from the community, in summer of 2016, a Trans Inclusion Squad of faculty, staff, and students was created to examine needs of transgender and non-binary students and colleagues and offer suggestions for action.
- Executive Summaries of each year's progress for the Strategic Plan are sent via the Facstaff email list, as well as posted on the Inclusive Community website.
- A number of colleagues vetted a new campus climate survey that will begin a three year rotation this fall and will assess among other things, LGBTQIA campus climate.