

Executive Summary of updated progress on strategic plan for LGBTQIA Inclusion Completion of Year 1 – May 2015

Goal 1: Support - *Improve campus resources and services for current LGBTQIA students, staff, faculty, and alumni, especially through collaborative partnerships.*

Put out a bid for an LGBTQIA health professional consultant

Established housing availability in all neighborhoods for LGBTQIA students to live with students of another gender

Created policy to allow LGBTQIA partners of Faculty In Residence and Residence Life staff to live on campus

Opened Gender and Sexuality Living Learning Community and doubled applicants for 2015-16

Gained 20 new donors to the LGBTQIA-designated fund on Elon Day

Hosted LGBTQIA New Student Welcome, multiple Homecoming events, alumni-student mixers and Lavender Graduation

Created LGBTQIA Employee Resource Group as additional network of advocates for students

Created a pool of 25 student volunteers to ensure a volunteer in the Gender and LGBTQIA Center during business hours.

Held a LGBTQIA trainings for all NCAA student team captains on Student Athletic Advisory Committee, all Head Coaches for Elon's NCAA Athletic teams, full University Athletics with Head Coaches, Assistant Coaches, Athletic Trainers, & Academic Support Staff for student athletes

Held 7 LGBTQIA trainings for Fraternity & Sorority Life chapters

Created and deepened programming partnerships across the student life division, academic departments and SGA to host national speakers and workshops.

Trained all four squads of Campus Safety and Police, including dispatchers and campus police met with Spectrum students to discuss LGBTQIA topics and safety on campus

Earned Gold Ranking certification from national "Out For Work" Center Certification Program for the Student Professional Development Center

Goal 2: Welcome - *Create a more welcoming educational, living, and working environment for new and continuing LGBTQIA students, staff, faculty, and alumni.*

Created an optional demographic category for LGBTQIA identity on Elon's Application for Enrollment and prospective student inquiry cards

Participated in LGBTQIA Student College Fairs to recruit LGBTQIA students, reflecting a collaboration by Admissions and Gender & LGBTQIA Center

Increased administration's visible commitment to LGBTQIA community, with President Lambert giving the keynote address at LGBTQIA new student welcome, alumni awards brunch and Lavender graduation.

Added Human Resources direct link to the Gender & LGBTQIA Center for prospective applicants

Equalized benefits for employees across same-gender and different-gender couples across all areas of benefits

Added webpages on Registrar website and Gender & LGBTQIA Center website to publicize the system for using a preferred name, which students have utilized

Increased number of universal restrooms across campus

Goal 3: Educate - Enhance LGBTQIA education and allyship across campus.

Increased the number of academic offerings around gender and sexuality for 2015-2016

Celebrated twenty-one Student Undergraduate Research Forum (SURF) presentations on gender and/or sexuality

Facilitated LGBTQIA EduSessions by the Gender & LGBTQIA Center in 14 academic departments and programs:

Hosted national speakers, including Geena Rocero, Eli Clare, Brian Herrera, Justin Lee and Robyn Ochs

Integrated LGBTQIA topics into Burst the Bubble and Intersect Diversity Leadership Conference, as well as Spectrum, SPARKS, and EFFECT events

Observed National Day of Bi Visibility, Trans Awareness Week, National Coming Out Week, and Day of Silence in addition to spring Pride Week

Held LGBTQIA educational trainings for the following high-impact student groups: Orientation Leaders, Resident Assistants, Watson & Odyssey Scholars, NCAA Student Team Captains, Fraternity & Sorority Life, Teaching Fellows, Center for Leadership Scholars, SMART Mentors, and University Tour Guides

Offered Ally Trainings for almost 200 faculty and staff

Held a “Teaching While Gay” session for LGBTQIA and Ally faculty as well as a “Teaching LGBTQIA Students” session

Conducted ADL Trainings with six hundred first-year students during Winter Term

Increased transparency in bias reporting system through education incorporated into RA training and multiple fireside chats held for students, staff, & faculty to share information about campus bias incidents

Goal 4: Communicate - Convey strong and supportive institutional messages across the Elon University campus for LGBTQIA community members.

Included messages around gender and sexuality in writing and in speeches delivered by senior administrators

Distributed 4,000 “b-ELON-g” rainbow pins and stickers across campus as visible signs of support for LGBTQIA individuals

Increased the number of LGBTQIA-related articles in The Pendulum, Elon’s student newspaper and on E-Net

Updated Campus Recreation guidelines and player handbook regarding Intramurals and Club Sports to incorporate more gender-inclusive language and inclusion of transgender identities

Facilitated an annual meeting among President Lambert & Senior Administrators and the LGBTQIA Employee Resource Group

Earned a Campus Pride ranking of 4.5 out of 5 stars.