

Presidential Task Force Strategic Plan for LGBTQIA Inclusion

Executive Summary of Updated Progress – Year 2

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

- Health & Wellness hosted 2 LGBTQIA-related trainings, including a specific training exploring health topics related to transgender students led by an external consultant.
- Residential Life added Park Place neighborhood as an additional gender-inclusive housing option.
- 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.
- The GLC, Hillel, Truitt Center, Women's, Gender, and Sexualities Studies (WGSS) Belk Library, PERCS, and other campus offices co-sponsored LGBTQIA-related programs.
- Elon successfully expanded staffing for the Gender & LGBTQIA Center with a new Graduate Assistant for the 2016-2017 academic year.
- The new Athletics Diversity Committee formed with LGBTQIA identities as a focus.
- A student led the development of a healthy masculinity group on campus, with particular focus around social identities and fraternity membership.
- Elon University participated in NC Pride and co-sponsored 1st ever Alamance Pride Festival.
- The Winter Term theme planning group has enlisted a trans public health educator to provide interactive student workshop, training for health services and counseling and a keynote address during winter term 2017.
- This summer a trans inclusion squad team met to examine needs of trans students and colleagues and offer suggestions for action.
- The GLC received its largest amount of donations on Elon Day 2016. Those funds will be used to bring speakers to campus in the upcoming years.

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

- 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.
- The GLC was invited by Orientation Leaders, Resident Assistants and Elon 101 to offer presentations on gender identity and pronoun use.
- Human Resources expanded list of employee title designations and added information about LGBTQIA specific benefits to new employee orientation.
- The LGBTQIA Employee Resource Group created an LGBTQIA Mentor/Mentee program to pair faculty/staff mentors with LGBTQIA students to help students navigate their time at Elon.
- 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, and changed signage and added universal restrooms and/or dressing rooms to Scott Studios, Campus Recreation in Koury, Harden Clubhouse, and Athletics Field House.
- CATL and 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 for students.
- The GLC and other faculty and staff represented Elon University at Alamance, NC, Greensboro and Charlotte Pride festivals.

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

- The GLC provided education across Fraternity & Sorority Life including HB2 & LGBTQIA allyship sessions across call Greek house captains, Delta Upsilon, and 45 Pi Chi Sorority Recruitment leaders.
- The Office of Inclusive Community Well-Bring developed a new Anti-Bias Curriculum “Why We Won’t Wait” and implemented it in Winter Term 2016. Faculty and staff from across campus facilitate this program.
- The GLC provided Ally training for the Law School (faculty & staff, plus all second year graduate students).
- The GLC provided Ally training for the President’s Senior Staff and Academic Deans.
- WGSS, Law, Cultural programs, the GLC, The School of Communications, College of Arts and Sciences, and others hosted national speakers on gender and sexuality including Arthur Chu, Danielle Citron, J Mase III, Scott Fried, Melissa Harris-Perry, Matteo Lane, etc.
- Student Professional Development Center held a session on interviewing and professionalism and intersections of identity across gender expression, sexual orientation, faith, and race.
- 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.
- The University hired new faculty with scholarly or research interests in gender and sexuality.
- The Implementation and Assessment Committee worked to ensure the campus community was knowledgeable about terms and the course database
 - 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.).
 - Created a timeline for the publicity of educational LGBTQIA identity terminology on digital boards in multiple spaces across campus.
- Students and faculty presented 25 Gender and Sexuality related papers and posters at SURF.

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

- CampusPride recognized Elon for 2 consecutive years in their “Best of the Best” LGBTQ-Friendly Universities in the U.S.
- Elon offered statements from the university and information panels around HB2 Legislation
- The “See Something, Say Something” campus campaign informed students and Elon community members around education and responding to bias incidents.
- The President’s Office hosted a community reception for senior staff and LGBTQIA employees.
- 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.
- 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.
- Senior Administrators continue to include messages around gender and sexuality in writing and in speeches.
- The GLC distributed 6,000 “b-ELON-g” rainbow pins and stickers across campus as visible signs of support for LGBTQIA individuals.
- The GLC increased the number and visibility of LGBTQIA-related articles on E-Net.
- 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.