



ACADEMIC SENATE OF CALIFORNIA STATE UNIVERSITY, LONG BEACH

LGBTQIA+ CAMPUS CLIMATE COMMITTEE

Annual Report AY 2022-23

Prepared by: Shae Miller, Chair

Members: Shae Miller, they/them Chair (Faculty, CLA), Kathryn Perkins, Vice-Chair (Faculty, CLA); Ann Kinsey, Recorder (Staff, AS); Bethany Price (Staff, COTA); Hyowon Ban (Faculty, CLA), Brittany Ransom (Faculty, COTA), Daniel Lopez (Staff, CIE), Karissa Miller (Faculty, CLA); Lauren Jensen, she/her (Faculty, CAPS); Brenden Cashatt (Staff, OMA), Anna Nazarian-Peters (Staff, SLD), Rachel Mendiola (Staff, AA); Laura Bush (Student, ASI)

Ex-Officio: Keith Freesemann (University Ombuds); Siobhan Cullen (Office of Equity and Diversity) and Larisa Hamada (Office of Equity and Diversity)

Officers: Shae Miller, Chair; Kathryn Perkins, Vice-Chair; Ann Kinsey, Secretary

Committee Actions

- **LGBTQIA+ Anti-Discrimination Resolution**
Dr. Kathryn Perkins drafted an AS resolution condemning anti-LGBTQIA+ discrimination, which was collectively revised by committee members. This resolution has been forwarded to the Academic Senate Executive Committee and is attached to this report.
- **Gender-Neutral Language Guidelines**
Rachel Mendiola, Dr. Karissa Miller, and Dr. Shae Miller drafted guidelines for how to engage in campus, departmental, and administrative communications using gender-neutral and gender-inclusive language. These were then reviewed by committee members and turned over to the Trans Advocacy Coalition (TAC), who will post them on their website and the link will be shared across campus. Guidelines will be edited/updated by TAC members on an ongoing basis.

- **LGBTQ Resource Center Collaborations**
During the 2022-23 AY, LGBTQIA+ CCC members served on planning committees, publicized, and volunteered at events organized by Brenden Cashatt.
- **Campus Climate Survey (CCS)**
When the CCS Report was released to the campus community in December 2022, LGBTQIA+ CCC members participated in an open forum hosted by the Campus Climate Committee (CCC), where our committees provided and received community feedback on important climate issues.
- **Administrative-Level and Other Campus-Wide Collaborations:**
Various committee members participated in Administrative-level hiring forums throughout the 2022-23 AY.
- **Office of Equity and Diversity.**
Fall 2022, Dr. Miller attended the Systemwide Title IX_DHR Campus Assessment as a representative for the LGBTQIA+ CCC. Committee members continue to consult with Siobhan Cullen and Larisa Hamada at the Office of Equity and Diversity, collaborating on an ongoing basis to identify resources and strategies for supporting our LGBTQIA+ students, faculty, and staff.
- **LGBTQRC Events.**
The inaugural LGBTQ+ Resource Center AD, Brenden Thomas Cashatt, organized an unprecedented number of events and supportive programs for our LGBTQIA+ student population. Their presence on campus, and as a member of our committee, created new opportunities for our members to better understand and serve our students throughout the 2022-23 AY.
- **Inter-Committee Collaborations.**
Members of our committee worked to increase communications and ensure that work was not siloed across LGBTQIA+ student, staff, and faculty organizations, groups, and committees. Our campus partners included the Queer and Trans Faculty and Staff Association (QTFSA) and other Affinity Groups, as well as with the LGBTQRC, TAC, and the Queer Student Association. Each of our groups shared information and resources to benefit our student, staff, and faculty communities.
- **LGBTQIA+ Cultural Welcome.**
Brenden Cashatt, Dr. Kathryn Perkins and Dr. Lauren Jensen attended the LGBTQIA+ Cultural Welcome for Fall 2022 and provided information about LGBTQIA+ campus resources.
- **Rainbow Café.**
Hosted by Dr. Lauren Jensen in collaboration CAPS intern Megan Ensley. Supported by Brenden Cashatt and OMA by providing space in the Multicultural Center. Approximately 74 unique students utilized Rainbow Cafe during the Fall 2022 semester

and 50 unique students in the Spring 2023 semester. The average weekly attendance was 20 students. This was the ninth consecutive year that Rainbow Café has been running. Rainbow Café will be moving to an undetermined location the next academic year as there are plans to reconfigure the Multicultural Center conference room into workspaces for the Assistant Directors to the Student Cultural Resource Centers.

- **Lavender Graduation.**

Brenden Cashatt Chaired the Lavender Graduation Planning Committee, and multiple LGBTQIA+ CCC members served as volunteers. In total, 54 graduating students registered for the event. Eighteen faculty and staff volunteered to process with the graduates in formal regalia.

- We continued to utilize **BeachBoard** to communicate and as a repository for information and to collaborate with one another and are commuting our resources to Canvas. This page now contains up-to-date resources for students, faculty, and staff, as well as documentation of our work throughout the year.

- **Safe Zone.**

During the 2022-23 AY, we continued to invite collaboration with the Safe Zone Committee and its Chair, Dr. Anand Commissiong. Siobhan Cullen served as Safe Zone liaison and primary contact for the group.

- **Student Feedback.**

Student leaders attended our April 2023 LGBTQIA+ CCC meeting to share concerns and recommendations for fostering a more inclusive and affirming campus for LGBTQIA+ students. These informed large portions of our recommendations to the campus (below). LGBTQIA+ student leaders expressed feeling supported by the Assistant Director to the LGBTQ Resource Center and OMA. They emphasized the significance of having stable and continuous support by a staff member on campus. They noted feeling connected to LGBTQIA+ and allied faculty and staff during OUTober and Trans Week of Joy programming but otherwise feel disconnected from the campus community. They reported experiencing larger campus events (e.g., ASI's Speed Dating event) as not inclusive of LGBTQIA+ identities. They reported concerns about the upcoming loss of the FO4 building which currently houses five of the student cultural resources centers, including the LGBTQ Resource Center. They reinforced the importance of having access to a reliable and consistent safe space for LGBTQIA+ students to gather. They noted that trans and non-binary students continue to experience faculty being unwilling to use their correct and affirmed name and pronouns in the classroom. They recommended a review of how LGBTQIA+ campus resources are introduced during SOAR for incoming students.

- **Pride Index.**

Spring 2023 Dr. Shae Miller connected with Hector Infante in Strategic Communications regarding upkeep and use of our Campus Pride Index scores and information. We will be working with Strategic Communications to establish how to best use the Pride Index and other publicity materials in the upcoming year.

LGBTQIA+ Campus Climate Committee Recommendations to Academic Senate

1. Creation and Sustainable Funding of an Independent LGBTQIA+ Resource Center and Permanent Staff.

Most LGBTQIA+ Centers at CSU and UC Campuses operate independently of campus cultural centers. This is primarily due to the many identities within the community and the propensity for these spaces to center white queerness when they are underfunded and understaffed. Additionally, having the resources to support individual students, student organizations, and annual campus events is integral to the well-being and sense of belonging of our LGBTQIA+ students, staff, and faculty. Dr. Jensen facilitated Rainbow Café for the 9th consecutive year, this time with the support of LGBTQRC Assistant Director, Brenden Cashatt. Brenden Cashatt facilitated Gender Universe, and worked with students to develop Color Me Queer; a student-led queer and trans BIPOC (QTBIPOC) group. In addition, they hosted OUTober, The Trans Day of Remembrance (TDoR), The Trans Week of Joy (TWOJ), along with educational and community building programs that enhance student engagement and resilience. However, the immense success of these events relied on labor and resources that are not sustainable over an extended period. *We therefore recommend that the University allocate sustainable and permanent resources to fund The Center's operation, including a programming budget of at least \$10k per semester (\$20k annually). We also recommend that the University staff The Center with permanent Director and Assistant Director positions.*

2. Placing LGBTQIA+ programming and associated funds into the hands of community members.

While Queer Bingo, Queer Prom, and Queer Speed Dating occur annually, they are hosted by Beach Pride Events, whose members are not adequately equipped to plan programming that challenges heteronormative assumptions and centers the needs of LGBTQIA+ students. *We therefore recommend that these programs be conducted in collaboration and under consultation with LGBTQRC whose staff have the expertise to implement programs that decenter hetero- and cis-normativity, and that instead center the needs of LGBTQIA+ students.*

3. Provision of an Annual Budget for the LGBTQIA+ CCC

To support annual LGBTQIA+ mixers, which contribute to the sense of belonging and community engagement of LGBTQIA+ people on our campus, and to maintain consistent membership in communities such as the Campus Pride Index, we request an annual budget of \$750. Provision of this budget will allow us to access resources integral to building the strengths of our community and to ensure more consistent annual practices.

4. Resources to Combat Anti-LGBTQIA+ Discrimination.

In just the past year we have witnessed unprecedented incidents of hate and discrimination on our campus. In addition, students continue to inform us that they experience misgendering in the classroom and in other campus spaces, and that understanding of LGBTQIA+ terminology, needs, and experiences is lacking across campus. We therefore recommend allocation of dedicated resources to identify and implement effective strategies for combatting anti-LGBTQIA+ discrimination on our campus.

Recommendations to the 2022-23 AY LGBTQIA+ CCC:

1. Continue to use the new website as a resource and a home for all things queer on campus. Recommendation that a specific committee member be designated as webmaster to update each semester and respond to emails.
2. Advocate for Academic Senate-approved LGBTQIA+ anti-discrimination statement for all campus syllabi.
3. Continue to promote inclusive campus policies, resolutions, and resources in collaboration with Academic Senate as needed.
4. Use findings from the HERI Campus Climate Report to inform strategies and goals for the year, and to identify areas of need on our campus.
5. Continue to explore and improve policy language in all campus programs, specifically as they pertain to gender inclusivity. Elements to explore include, but are not limited to, documents/policies/handbooks from: academic departments, colleges, athletics, ASI, Campus Health, CAPS, Risk Management, Student Affairs, Faculty Affairs, Academic Affairs, and Residence Life.
6. Advocate for more gender inclusive restrooms on campus and continually monitor progress on publicizing their location.
7. Continue to monitor campus events/policies that could affect queer and trans students as we repopulate the CSULB campus.
8. Continue to work with campus partners to update trainings, workshops, and resources aimed at promoting LGBTIQ+ inclusion and awareness on campus.