



ACADEMIC SENATE OF CALIFORNIA STATE UNIVERSITY, LONG BEACH

LGBTQIA+ CAMPUS CLIMATE COMMITTEE

Annual Report AY 2021-22

Prepared by: Joshua Palkki, Chair and Shae Miller, Vice-Chair

Members: Joshua Palkki (COTA), Shae Miller (CLA), Nancy De Haro (CED), Hyowon Ban (CLA), Brittany Ransom (COTA), Jose Rivera (COTA), Victoria Bryan (CED), Lauren Jensen (CAPS), Pedro Castro (COTA), Nicole Torres (CLA), Joel Gutierrez (OMA), Clarice Ross (COE), Anna Nazarian-Peters (SLD), Janelle Salas Chung (ASI), Stephanie Castillo (ASI)

Ex-Officio: Keith Freeseaman (University Ombuds); Charlotte Waldo (Office of Equity and Diversity) and Larisa Hamada (Office of Equity and Diversity)

Officers: Joshua Palkki, Chair; Shae Miller, Vice-Chair; Nancy De Haro, Secretary

Committee Actions

1. Changed committee name

- a. In Spring 2022, the committee voted to update our name to match with the language used in ASI and other student organizations on campus. Our new name, the LGBTQIA+ CCC was approved by AS and the President's Office.

2. CSULB LGBTQIA+ Website

- a. We continued to update our website with new information and events throughout the 2021-22 AY. Nicole Torres served as the webhost and facilitated updates and new information.
- b. Dr. Lauren Jensen, who created our LGBTQIA+ history timeline, continued to update the timeline with new events and developments, and worked with Nicole Torres to update the [online version](#). The timeline is now public and community members are invited to submit additions as well as corrections by emailing LGBTQIA-CCC@csulb.edu.
- c. We now have an LGBTQIA+ CCC email address. Nicole Torres currently monitors this email address and responds to requests to the committee.
- d. Brenda Payan-Garcia, a Journalism student, has begun to create Instagram and web content for the committee as part of a project. She started the project late, and was given an Incomplete and wants to work with us over the summer.

3. HERI Survey Analysis and Write-Up (Campus Climate Survey)

- a. As Campus Climate Committee Liaison, Dr. Shae Miller worked closely with the HERI Survey group to develop the structure of the report. During the summer 2021 Dr. Shae Miller, Nancy De Haro (Secretary for the LGBTQIA+ CCC), and Julie Nguyen (student) met as a writing group to work on the LGBTQIA+ section of the report. Dr. Miller continued to work on sections of the report during the 2021-22 academic year.

4. Committee communication and Campus collaborations

- Members of the committee served as consultants for Faculty Search Committees and participated in Administrative-level hiring forums
- We have continued to work with Larisa Hamada at the Office of Equity and Diversity to update on All Gender restrooms and maps on campus
- Committee members served as guest speakers for classes on campus as requested
- We celebrate the fact that a new **LGBTQ+ Resource Center AD, Brenden Thomas Cashatt (they, them, theirs)** was hired. They visited our May meeting to meet committee members.
- We collaborated with the Inter-Affinity Group Council in Spring 2022 to support efforts to hire more tenure-track faculty counselors in CAPS.
- **Instagram account and Collaborations.** Pedro Castro developed an Instagram account for the LGBTQIA+ CCC and produced content for this. We continue to support the work of QTFSA and TAC
- **LGBTQIA+ Cultural Welcomes.** Dr. Joshua Palkki and Dr. Lauren Jensen served on the planning committee for the LGBTQIA+ Cultural Welcome for Fall 2021 and Spring 2022. The spring event, postponed due to the Omicron variant, was held face-to-face. Dr. Shae Miller and Dr. Lauren Jensen attended to represent the LGBTQIA+ CCC.
- **Guidance for Athletics.** Dr. Shae Miller has been working throughout the 2021-22 academic year to give guidance to athletics to be more inclusive of the queer and communities. This included development of training piloted through TAC.
- **Lavender Graduation.** Dr. Joshua Palkki, Dr. Hyowon Ban, Dr. Victoria Bryan, and Dr. Lauren Jensen (Lavender Grad Co-Chair) have served on the planning committee for the 2022 Lavender Graduation. Thirty-eight graduating students registered for the event. Twelve 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. 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 2021-22 AY, Dr. Shae Miller met with members of the Safe Zone Committee to discuss collaborating with the LGBTQIA+ CCC, including housing Safe Zone information on our new website. In Spring 2022, Dr. Anand Commissiong began attending LGBTQIA+ CCC meetings, and we have been working with him to plan the future of Safe Zone.

5. Faculty/Staff affinity group

- a. The LGBTQIA+ CCC and TAC collaborated in developing a framework and completing paperwork to register the Queer and Trans Faculty and Staff Association (QTFSA) to be included as an Affinity Group under the President's Equity and Change Commission (PECC). During QTFSA's initial year as membership was developing, LGBTQIA+ CCC members participated in Affinity Group Open Forums and helped to create the mission for the group. As of Spring 2022, QTFSA now has its own leadership board to lead them into the 2022-33 AY.

Recommendations for the AY 2022-23 LGBTQIA+ CCC

1. Continue to use the new website as a resource and a home for all things queer on campus.
 2. Continue to work to improve/relaunch Safe Zone trainings on campus.
 3. Advocate for Academic Senate-approved gender and pronoun statement for all campus syllabi.
 4. Partner with the new LGTBQ+ Resource Center AD
 5. Continue to promote inclusive campus policies such as the ability for students to add their pronouns in PeopleSoft. The website and social media accounts should help with this.
 6. Work 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.
 7. Advocate for more all-gender restrooms on campus and continually monitor progress on publicizing their location.
 8. Upon completion of the HERI report, contribute to focus group research that ensures that the experiences of LGBTQIA+ students, faculty, and staff are documented.
 9. Continue to monitor campus events/policies that could affect queer and trans students as we repopulate the CSULB campus.
 10. Continue to work with campus partners to update trainings, workshops, and resources aimed at promoting LGBTIQ+ inclusion and awareness on campus.
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