

Academic Senate of California State University, Long Beach

CLGBTQCC Annual Report

YEAR: 2015-2016

Name of Committee: Committee on Lesbian, Gay, Bisexual, Transgender, & Queer Campus Climate

Prepared by: Dina Perrone, CLGBTQCC Chair

Date: June 2016

Membership: Brown, Christopher (UP); Carbuto, Michael (SS); DePaola, Amy-Xiaoshi (ASI Secretary for LGBTQI Affairs); Flores, Enri'que (BUILD), Hung, Pei Fang (CHHS); Griffith, Meghan (ES); Miller, Shae (CLA), Nazarian-Peters, Anna (SLD); Orozco, Cynthia (LIB); Perrone, Dina (CHHS); Span, Sherry (CLA); Sumpter, Kirsten (COTA); Tolbert, Tracy (CHHS); Vaca, Andrew (COTA)

Ex-Officio Membership: Freeseaman, Keith (University Ombuds); Sarcedo, Genice (Office of Equity and Diversity)

Membership Resignation: Lee, Jayy (left Q&A)

Membership Replacement: Student Life & Development (SLD) never replaced Jayy Lee

Officers: Chair: Perrone, Dina; Vice-Chair: Vaca, Andrew; Secretary: Sumpter, Kirsten; Membership Coordinator: Flores, Enri'que

2015-2016 Committee Actions:

- 1) *Preferred Name:* Preferred name now has successfully been included in PeopleSoft for all to use.
- 2) *Safe Zone Trainings:* Safe Zone Trainings for faculty & staff are fully funded via Human Resources. Safe Zone Trainings for students are fully funded via ASI.
- 3) *Updating CLGBTQCC Charge:* The committee sought to change the CLGBTQCC charge to have voting representation from Multicultural Affairs, a new division of Student Affairs. James Saucedo is the Multicultural Affairs Director, who has two Assistant Directors. Multicultural Affairs oversees the five Cultural Centers, including the LGBTQ Resource Center. SLD continues to oversee the student groups, including Queers & Allies (Q&A). The Officers of the committee, in consultation with and under advisement of the members of the Academic Senate's (AS) Executive Committee (EC) sought to also update the charge to include alternate members, a process for filling vacancies, and a description of both the role of the membership coordinator and the communication between the CCC & CLGBTQCC. After AS EC concerns with the Faculty nomination process were brought to light, the

CLGBTQCC, under the guidance of some members of the AS EC, finalized the CLGBTQCC charge, which is ready for Fall 2016 submission to the AS EC agenda.

4) *Periodic Needs Assessment of LGBTQ Campus Climate—Campus Pride Index and Campus Pride Sports Index*: Initiated by Dina Perrone, assisted by Larisa Hamada, Cindy Masner, and Rita Hayes.

- a. Annual data regarding the LGBTQ campus climate from multiple university offices were gathered to complete the Campus Pride Index (<http://www.campusprideindex.org>). The CSULB Campus Pride Index scored an Overall 65% or 3.5 of 5 stars, a Sexual Orientation Score of 65% or 3.5 of 5 stars, and a Gender Identity/Expression Score of 63% or 3.5 of 5 stars. From low to high, the eight category scores for the Campus Pride Index are:
 - i. CSULB LGBTQ Recruitment & Retention Score: 50% = 2.5 of 5 Stars
 - ii. CSULB LGBTQ Housing & Residence Life Score: 60% = 3 of 5 Stars
 - iii. CSULB LGBTQ Policy Inclusion Score: 60% = 3 of 5 Stars
 - iv. CSULB LGBTQ Support & Institutional Commitment Score: 70% = 3.5 of 5 Stars
 - v. CSULB LGBTQ Campus Safety Score: 80% = 4 of 5 Stars
 - vi. CSULB LGBTQ Student Life Score: 80% = 4 of 5 Stars
 - vii. CSULB LGBTQ Counseling & Health Score: 100% = 5 of 5 Stars
 - 1. Low CSULB scores on the LGBTQ Campus Pride Index mark a need for: LGBTQ recruitment and retention; an LGBTQ-friendly housing theme floor and roommate matching; a full-time staff member devoted to support LGBTQ students
- b. Annual data regarding the LGBTQ campus climate in CSULB Intercollegiate (LBSU Athletics) and Collegiate (Club Sports and Recreation) sports were gathered to complete the Campus *Sports* Pride Index (<http://www.campusprideindex.org/campuses/sportsindexdetails/31?campus=california-state-university,-long-beach-or-long-beach-state>). The CSULB Campus Pride *Sports* Index scored an overall 50% or 2.5 of 5 medals, a Sexual Orientation Score of 60% or 3 of 5 medals, and a Gender Identity/Expression Score of 50% or 2.5 of 5 medals. The five category scores for the Campus *Sports* Pride Index are:

Campus Pride <i>Sports</i> Index	Collegiate	Intercollegiate
CSULB Sports LGBTQ Student Life Score	20% or 1 of 5 medals	20% or 1 of 5 medals
CSULB Sports LGBTQ Training and Education Score	20% or 1 of medals	80% or 4 of 5 medals
CSULB Sports LGBTQ Support & Institutional Commitment Score	50% or 2.5 of 5 medals	50% or 2.5 of 5 medals
CSULB Sports LGBTQ Policy Inclusion Score:	70% or 3.5 of 5 medals	60% or 3 of 5 medals
CSULB Sports LGBTQ Campus Safety Score	70% or 3.5 of 5 medals	70% or 3.5 of 5 medals
Average	46%	56%

- 1. Low CSULB scores on the LGBTQ Campus *Sports* Pride Index mark a need for Safe Zone Training for Club Sports and Rec and LGBTQ leadership in sports, multicultural, and transgender Student Life.

- 5) *Special Action Committees*: Based on the needs outlined in the Campus Pride and Campus Pride *Sports* Indices, the 2015-2016 CLGBTQCC created the following subcommittees that accomplished the following:
- a. Student & Faculty Organizations Connections Committee
 - i. Shae Miller (Chair), Jon Higgins & Kirstyn Chun
 - ii. Accomplishments
 1. Determined existing connections and targeted departments/schools/centers that could prove beneficial in coordination with this committee
 2. Developed a list of contacts for affiliated existing organizations
 - b. LGBTQ Pride in Athletics & Club Sports & Rec Committee
 - i. Dina Perrone (Chair), Andy Vaca, & Meghan Griffith
 - ii. Accomplishments
 1. Policy/regulation documents for Athletics have been edited to be more inclusive of LGBTQ students.
 2. Conducted a Safe Zone Training for all coaches in Athletics
 3. Safe Zone Training for club presidents and coaches in Club Sports & Rec is scheduled for September
 4. Hudson Taylor, an ally in Division I athletics, may be coming to campus in Fall 2016 semester for a joint Athletics and Multicultural Affairs event
 - c. LGBTQ-Themed Housing Committee
 - i. Cynthia Orozco (Chair), Genice Sarcedo, Jon Higgins, Shae Miller, & Chris Brown
 - ii. Accomplishments
 1. Gender-Neutral Housing is available at Beachside but only by request
 2. Housing & Residence Life is restructuring their Living Learning Communities (LLC). The Committee advocated for an LGBTQ-themed housing LLC, which now may reside in Parkside/Hillside
 - d. Gender-Neutral Restrooms Committee
 - i. Shae Miller (Chair), Meghan Griffith, Benny LeMaster, and Kirsten Sumpter
 - ii. After meeting with Project Planning & Facilities Management (PPFM), the CLGBTQCC learned that:
 1. Current standards stipulate all new construction and major renovations are to include gender neutral restroom(s) and a mother's lactation room
 - a. Rec Center includes family restroom
 - b. PH-2 will have these facilities added to the main floor
 - c. New CCPE building will also have these facilities
 - d. Two restrooms outside the Theatre box office will be renovated as gender neutral
 2. Need to address consistency in signage on restrooms
 3. If they are made aware of a specific need they are better able to direct funds/speed the process to getting a gender neutral restroom in the specified facility
 - e. LGBTQ Student Success Initiative Committee

- i. Pei-Fang Hung (Chair), Amy DePaola, & Logan Vournas
- ii. Accomplishments
 - 1. Dean of Students Jeff Klaus agreed to implement a Queer Student Success Initiative in collaboration with Student Life and Development.
 - 2. Working with institutional research office to obtain LGBTQ student data from intent to enroll forms.
 - 3. SOAR data from incoming CSULB freshmen were collected. They are reported in the tables below.
 - 4. The CLGBTQCC has not yet completed the analysis of all these data.

Sexual orientation * Your sex:

Sexual Orientation	Your sex:		Total
	Male	Female	
<i>Heterosexual/Straight</i>	1531	2177	3708
<i>Gay</i>	43	3	46
<i>Lesbian</i>	0	11	11
<i>Bisexual</i>	27	109	136
<i>Queer</i>	5	8	13
<i>Other</i>	15	41	56
Total	1621	2349	3970

TRANSGENDER * Your sex

Transgender	Your sex:		Total
	Male	Female	
No	1605	2336	3941
Yes	5	8	13
Total	1610	2344	3954

Race/Ethnicity/Ethnic Origin	LGBQ & Other
<i>Native Hawaiian/Pacific Islander</i>	4
<i>Other Asian</i>	1
<i>South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)</i>	3
<i>Southeast Asian (e.g., Cambodian, Vietnamese, Hmong, Filipino)</i>	56
<i>East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)</i>	29
<i>American Indian/Alaska Native</i>	5
<i>African American/Black</i>	19
<i>White/Caucasian</i>	89
<i>Mexican American/Chicano</i>	103
<i>Puerto Rican</i>	3
<i>Other Latino</i>	24
<i>Other</i>	9
TOTAL	345

Race/Ethnicity/Ethnic Origin	Transgender
<i>Native Hawaiian/Pacific Islander</i>	0
<i>Other Asian</i>	0
<i>South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)</i>	0
<i>Southeast Asian (e.g., Cambodian, Vietnamese, Hmong, Filipino)</i>	2
<i>East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)</i>	1
<i>American Indian/Alaska Native</i>	1
<i>African American/Black</i>	0
<i>White/Caucasian</i>	5
<i>Mexican American/Chicano</i>	7
<i>Puerto Rican</i>	0
<i>Other Latino</i>	1
<i>Other</i>	0
TOTAL	17

- 6) *Presentation to President Jane C. Conoley*: President Jane C. Conoley attended a Campus Climate Committee (CCC) meeting to learn about its charge and current action items. Since the CLGBTQCC is a subcommittee of the CCC, Dina Perrone was asked to present some of current needs, action items, and proposed solutions of the CLGBTQCC. The presentation first outlined the mission and composition of the committee. It then covered some of the progress made at CSULB, some of the risks the LGBTQ community at CSULB face, and the Campus Pride and Campus Pride *Sports* Indices scores for CSULB. The challenges the committee has faced moving the campus forward and the committee's 2015-2016 action items concluded the presentation.

Continuing Action Items and Suggestions for 2016-2017 CLGBTQCC

1. Submit the updated CLGBTQCC charge (with track changes) to the new Academic Senate Executive Committee (EC) to be added to their agenda;
2. Follow-up on the Queer Student Success Initiative;
 - i. Rely on the incoming freshmen SOAR and *Intent to Enroll* data to advocate for the Queer Student Success Initiative, LGBTQ-Themed Housing, & a full-time LGBTQ Resource Center staff.
 - ii. Obtain the 2016-2017 data from SOAR and Intent to Enroll.
3. Follow-up on the LGBTQ-Themed Housing in Parkside/Hillside and ensure gender-neutral housing has become an option on housing applications and is well-advertised;
4. Work with the Campus Climate Committee on the CSULB Campus Climate Survey;
5. Obtain data via the campus-wide campus climate survey to identify additional areas of need for LGBTQ faculty, staff, & students;
6. Ensure Gender-Neutral Restroom map has been updated;
7. Follow-up on areas of need highlighted in the Campus Pride and Campus Pride *Sports* Indices;
8. Advocate for the hiring of a full-time LGBTQ Resource Center Staff; and
9. Facilitate the development of a CSULB LGBTQ Bias Response Teams (BRT); Dean Jeff Klaus may be interested in this project as well.