



ANNUAL REPORT

GAY, LESBIAN, BISEXUAL, TRANSGENDER STUDENT SUPPORT SERVICES OFFICE

July 1, 2012 – June 30, 2013

**INDIANA
UNIVERSITY
BLOOMINGTON**

INTRODUCTION

Whenever students confronts a speaker on a college campus with what they believe to be a message of ignorance or, worse, a message of hate, it is no small thing; and to do so in a thoughtful, creative, and considerate way is really quite remarkable. And should such a student 'go the second mile' and organize a lecture by a nationally known author on the impact of hate in our society and raise \$12,000, pretty much on his own, to bring that speaker to campus is equally impressive. And to do all of that from the confines of a wheelchair is, well, simply amazing.

Aaron (Kaleb) Crain is the student portrayed in the previous paragraph. He is a third-year student majoring in Education. He grew up in Bloomington and last fall he was harassed by one of those 'hate preachers' who, on occasion, occupies the so-called 'free speech' area immediately outside of Ballantine Hall. Kaleb was leaving Ballantine one day when the 'preacher' used him as an example. Pointing to Kaleb the man claimed that he knew why Kaleb was in a wheelchair. God was punishing him...and he was probably gay. Kaleb, of course, knew better. Yes, he is gay, but he happens to be a person of faith, himself, and he knew that this man's "theology of hate" needed to be confronted. So, he wheeled himself home, put on his rainbow T-shirt, wrote on his arms with a magic marker "I am gay" on one arm and "God loves me" on the other. He headed back to where the so-called spokesman for God was holding court, silently wheeled up behind him and sat with his arms outstretch so that the crowd that had gathered could see his message. The students erupted into applause and, when Kaleb's arms got tired, several went up to the sides of his wheelchair and held up his arms for him.



Herald Times Photo – Kaleb Crain

That act of bravery and solidarity earned Kaleb an article in the local newspaper by noted columnist, Mike Leonard, an article which, then, went out to hundreds of IU alumni via the GLBT Alumni Association electronic newsletter. It also led to Kaleb's nomination for the Dick McKaig Dean of Students undergraduate award which he received last April. And it merited the GLBT Office with a contract to bring Judy Shepard, mother of slain University of Wyoming student to campus this fall, a direct result of Kaleb's advocacy and hard work.

Needless to say, Kaleb Crain is a remarkable young man with a solid future as an outstanding educator. And, in fact, the office will be sending him to a week-long leadership training event at Vanderbilt University this summer called Camp PRIDE. That is one way in which we are able to provide Kaleb with some support. That's part of our mission as an office. We also met with him after an earlier incident in which he was harassed for being gay suggesting some strategies for responding to stupidity and hatred. When some would argue that 'hate preachers' are protected by the First Amendment, we encouraged Kaleb to find his own voice, to speak his truth which, indeed, he did

Kaleb's story is a dramatic one, but it is not unique. In a sense it is what the GLBT Office does every day as we seek to enlighten and inform and, sometimes, to inspire students to be the best that they can be. The pages of this Annual Report will, once again, provide the reader with some details about how that is done on the IU Bloomington campus.

SERVING STUDENTS, PARENTS, FACULTY, STAFF, AND ALUMNI

While the majority of our time and energy goes toward providing direct services to our students, our belief is that in responding to the questions and concerns of faculty and staff and, in working with alumni and friends in the larger community we are indirectly fulfilling our mission of providing information and support to our major constituency – the students of the Bloomington campus. The contacts noted below are simply a representation of those individuals whom we serve every day.

The month of **July 2012** gives several examples of the way in which that happens. A graduate student approaching her last semester requested assistance after coming out to her parents and being told that they would no longer support her financially. After meeting with the Office Coordinator, the student applied for an Emergency Scholarship through the GLBT Alumni Association and was awarded \$1500. That same month the Director of the Student Activities Office asked for a meeting to consider ways in which our offices could collaborate more effectively. That conversation led to more effective advocacy work on the part of several students as the year unfolded. We also heard from a retired teacher in the community who wanted to discuss the possibility of establishing a social/support network for older (60+) lgbt individuals. Attended several meetings and assisted with publicity. We also met with a visiting faculty member who was arrested for staging a sit-in at the Red Cross Bloodmobile on campus in response to the policy of not allowing men who have had sex with other men to donate blood. As a result of the personal support we provided to the visiting faculty member, we received a \$1000 gift to be used for library purchases related to advocacy work and we received a phone call from local Red Cross officials to meet to discuss their work with lgbt student groups on other campuses. In the fall, students from our office worked with Red Cross workers on campus to seek signatures on a petition to the FDA (Food & Drug Administration) to end their discriminatory practices against gay men.

In **August** we provided support for a graduate student in the School of Library & Information Science who was organizing a petition-signing event to remove Chic-Fil-A from the Library café based on news that the company's corporate giving supported several major anti-gay organizations on a national level. Several hundred signatures were presented to the President's Office. Ongoing conversation with administrative officials and members of the office Advisory Board led to more discussion regarding campus policies and corporate responsibility. No specific action in relationship to Chic-Fil-A has been taken at this point in time. Later that month, the office received a call from the Director of Athletics on campus apologizing for the homophobic comments tweeted and noted publically by a new assistant coach. We were also asked to recommend several resources for his education in lgbt issues. We referred him to the film "It Takes A Team" available through their offices or our library. We also assisted a journalism student who was writing an article on the so-called 'ex-gay ministries' by referring him to a gentleman who had been forced as a teenager to go through such an experience. This was also the month in which we welcome scores of new students to our office during our annual Block Party and our participation in Culture Fest.

Serving "Rainbow" sherbet to hundreds of students at Culture Fest.



September was the month of resource fairs, training sessions and meetings with old and new colleagues. The graduate supervisors at Eigenmann Residence Hall requested a “Positive Space” training for all Resident Assistants on campus. The program was designed and presented. The office also hosted a potluck dinner for lgbt graduate students and their friends from the HESA (Higher Ed & Student Affairs) program in the School of Education. We also assisted in the re-organization of a social group for graduate students entitled Grad PRIDE. A professor in the School of Religion wrote to seek our assistance in co-sponsoring a lecture entitled “Not Religious, but Spiritual and Queer”. And the Coordinator met with staff in the Opera Department to discuss the possibility of collaborating with the office and the GLBT Alumni Association in sponsoring an event for the lgbt community and friends.

During **October** we were saddened to learn of the death of a long-time supporter of our office and touched by his ongoing commitment to the work that we do by remembering us with a sizable estate gift to enhance the endowment he had begun a number of years ago. A transgender student requested our support in advertising a new group on campus known as Gender Warriors. We offered to assist the group in any way possible. A doctoral student in Education requested information on our office. His research centered on what institutions teach by virtue of the services they offer. We encouraged him to speak to several retired administrators, including our chancellor emeritus whose strong support for the establishment of our services was key to our early success. The Coordinator presented a workshop at the ISAA (Indiana Student Affairs Association) at Butler University for 75 individuals from campuses around the state on ways to support our lgbt students.

In **November** we provided support to an international student from India who returned to campus following a visit with his family depressed over their reaction to his coming out. Among the resources from which he benefitted was a conversation with a colleague at the Kinsey Institute who was able to offer some perspective to him on India culture and homosexuality. Staff also provided support to a former student who, after graduating from Harvard Divinity School was seeking to move from the conservative denomination of his family in which he has been serving as pastor for several years to the more liberal United Church of Christ. After a number of interviews and reference calls, the former student has received a ‘call’ to serve a congregation near Philadelphia. In response to the request of a student intern in the School of Education’s Counseling Program, the office Coordinator and Social Work intern met with the ‘Diversity Club’ at Eastern Green County. The Social Work intern spoke about his experience as an ally in working with lgbt students and the high school students responded very warmly to his comments. We also supported an undergraduate student who offered a day-long workshop on “Being an Ally” by participating in a portion of the workshop.

The calendar year ended with ongoing opportunities for collaboration in **December**. A request came to the office from a Board member of the GLBT Alumni Association regarding the establishment of a GLBT Office on the South bend campus. A lengthy conversation was scheduled between the Board member and the office Coordinator. Students, faculty, and staff submitted names for this year’s “GLBT ‘Spirit’ Award to be presented at the GLBTAA Celebration weekend in January. An undergraduate student volunteer requested a letter of recommendation for several programs in higher education and staff met with several students from anew student organization called CLEAR (College Lifestyle Excluding Alcohol and Recreational Drug). Discussion centered on the high incidence of alcohol and drug abuse among some individuals who identify as gay, lesbian, bisexual, or transgender.

In **January** we heard from a member of the Registrar's staff and the mother of a former student, no longer living, who received considerable support while here at an undergrad. Mom was writing as the Boy Scouts were debating the inclusion of gay boys in the organization remembering how her son had been involved in a "Scouting for All" organization. We responded by sharing memories of her son and the good work he had done on our campus as an activist and educator. An area physician contacted us seeking resources for a 14-year old patient who was identifying as transgender as well as her mother. We suggested several resources in our library - pamphlets, books, films – as well as a professional in the community who works with many transgender individuals. We also made contact with a former student whose class project as an undergraduate led to the establishment of the PRIDE Film Festival, now in its Tenth year. Student was planning to return for the anniversary. In addition, we received a nice note from the mayor responding to our letter of appreciation for his involvement in the public "wedding" which took place the first day of this year's festival.



Students gather at GLBT Alumni Association Reception prior to PRIDE Film Festival.

February was the month in which 40 students from IU Bloomington and IUPUI attended the Midwest BLGBTQA College Conference. Office staff spent considerable time and energy organizing bus, registration, etc., working with a core group of IUB students over a period of months. A professor in the School of Education requested a speaker for a panel on 'different kinds of families' for a class of student teachers. Coordinator participated. The opinion editor of the IDS invited office staff to their podcast on bisexuality which we helped to organize and to advertise. Working with staff in Student Life and Learning and the GLBT Anti-Harassment Team we responded to a chalking incident in which a number of derogatory terms were used to define gay men and a fraternity was targeted as "the place to get AIDS". Team members addressed the incident at the annual Greek Awards program encouraging participants to move from the IU Auditorium, where the event was held, to chalk positive messages related to diversity and informative phrases regarding AIDS.

During the month of **March**, the Coordinator met over lunch with a faculty member, at his invitation, to discuss the faculty member's relationship with his adult gay son. Resources were offered should the son move back to Bloomington. A graduate student in Counseling and an undergraduate student in the School of Social Work interviewed for the two intern positions for the fall and spring semester. Both students were offered the respective positions. The visiting Dean of Students from Makerere University in Uganda met with the Coordinator and our Social Work intern to discuss ways in which he might provide support for the 'gay' students on his campus. This, in a culture which, traditionally, is fairly homophobic. Fascinating conversation. The Director of 'Fair Talk,' an Indiana-based advocacy group for marriage equality, requested staff presence at a Courthouse rally that month. Coordinator agreed to speak.

With graduation approaching, a student volunteer worked with office staff and staff in the Alumni Association, throughout **April**, to organize this year's "Rainbow" Dinner for graduates. The event was held, for the first time, in the Kelley Dining Room at the Alumni Center and was attended by 40 students and their guests. In addition to this event, office staff and the President of the GLBTAA offered remarks at this year's "Lavender" Reception at IUPUI. The President of the Policy Committee at the School of Education invited the office Coordinator to present information on current trends among lgbt students at IU at their monthly board meeting. An IDS reporter requested an application for an Academic Scholarship. Student was awarded \$500. And 'a student from the 1990's' called to ask about making a donation to the office in memory of a former roommate who had recently died. Sympathy was extended and suggestions for possible gifts were made.

During **May** one of the staff members at CaPS (Counseling & psychological Services) requested a meeting with office staff to discuss the work of the Trans Committee which has been working on campus policy in relationship to preferred names and gender neutral bathrooms and other matters of interest to trans students. A meeting was arranged and information was shared. With the intent of sending an undergraduate student to a summer leadership training event (Camp Pride) at Vanderbilt University in Nashville, TN, our staff spent hours making travel arrangements for a student who uses a motorized wheelchair to get around. Fortunately, financial assistance was requested and granted through the GLBTAA to assist in covering additional expenses for an aid and handicapped-accessible van rental costs. Work continued on assessment figures as a 'headcount' report of those served during the spring semester was completed. And a retired faculty member contacted us to see if we would meet with a former colleague who was moving back to Bloomington and wondered what resources might be available to him as a gay man.

In **June** arrangements were made to introduce our Counseling and our Social Work interns to the professionals in the community who have offered to supervise each student. Both community leaders are providing these services because they appreciate the work which the office does and our way of saying "thank you" is to provide each individual with an A-sticker to have access to our office when they provide supervision. Staff participated in the annual Indy Pride event inviting over 100 individuals who stopped by the GLBTAA booth to sign up as members of our affiliate alumni group. We also met and consulted with the staff of several community agencies, including Middleway House, Harmony School, and Beth Shalom to consider ways to collaborate in dealing with issues of domestic violence, to offer insights on a scholarship program for lgbt high school students and to provide support for the new gay rabbi in town. We also provided personal support for several international students and, in response to a request from a colleague in the Division of Student Affairs; we helped to organize a farewell luncheon for a friend on her last official day of service to IU.



**Visitors to the GLBTAA booth at Indy Pride '13.
Over 100 new members signed up.**

MINING THE MINUTES

Members of the GLBT Office Advisory Board include students (undergraduate and graduate, one being from IUSA), IU staff members, and faculty members. The group meets twice each semester to share information and, occasionally, to discuss larger campus concerns and/or office policies, Co-sponsored programs and projects with the office and gbt-themed events are highlighted at these meetings. Here are a few notes from our meetings during the fall and spring semesters (2012-2013).

- Conversation with the Vice President of Procurement Services and the Director of the IMU regarding the place of Chic-Fil-A on campus. Complicated relationship. Mixed views on whether the company's corporate giving to anti-gay causes should justify removing them from campus. This led to ongoing conversations about IU policies and corporate responsibility. No specific action taken.
- The campus received high marks from Campus Pride, a nation-wide organization that rates hundreds of campuses regarding their commitment to its lgbt students, in part, because of the efforts of the GLBT Office
- A Library Committee involving staff from the Wells Library re-convened after years of inactivity, offering guidance to SLIS interns who work in the office
- Trans Committee, involving staff from Residential Programs & Services, Student Advocates, and the GLBT Office met regularly to work on issues like preferred names and gender-neutral restroom.
- Local Red Cross officials informed us of their own efforts to lobby the FDA to end discrimination against gay men in their attempt to 'protect the blood supply'
- Plans continue to bring author and activist, Judy Shepard (mother of slain University of Wyoming student, Matthew Shepard) to campus as part of the 'Culture of Care' Fall 2013.



- Project Homecoming (effort to enlist students to return to the high schools to advocate for the safety of lgbt students and to press for anti-bullying programs) was discussed. Several students have taken up the challenge.
- A \$325,000 estate gift from a retired dentist and IU alum, Don Johnson, was added to the endowment given to the office some years ago
- Assessment efforts continue – How do we compliment the academic mission of the university?
- Sponsorship policies related to student groups was reviewed and the matter of 'sponsoring' support groups as part of the office's mission was discussed
- Coordinator presented at a Public Affairs Conference at Missouri State University along with several IU faculty members

INSIGHTS FROM THE INTERNS

The report below includes the thoughts of two of our graduate student interns (Counseling and Library & Information Science) and one undergraduate student (Social Work) as they reflect on their time with us.

SLIS Intern – Katie French

Working in the GLBT Library this past year has been the highlight of my time at IU as a SLIS student. With the library advisory committee newly re-established, I had the opportunity to collaborate with professional academic librarians about the goals and policies in the library, on how to best serve the Bloomington LGBTQA community.

A new social media policy (an office-specific addendum to the IU Social Media Policy) was created, the collection development policy and library training materials were updated, and the library & the office have expanded their online presence. The library currently has over 600 Twitter followers, and is engaged with local businesses and national LGBTQA agencies & libraries in that forum; the office's Facebook page has grown from around 300 followers to 583 this past year, and our followers are engaged with most of our posts.

The instructional outreach program has been continued, with library workers visiting several classes to share information about the library and the office with students. About 5 professors per semester also request resource lists of class-relevant materials from our library. We are hoping to expand this program further by reaching out to professors earlier in the semesters before the classes begin, so library materials would be able to be included in syllabi if desired.

This year also saw a high level of donations, many of which were new or almost-new materials, and our library has expanded despite weeding the expansive fiction section (Poetry, Biography, and Plays have moved upstairs and quite a bit of the older general fiction & romance novels have been donated to Boxcar Books or given to patrons) to make room for our growing film collection. Not only have we been able to purchase new films, documentaries, and TV series, but the Buskirk-Chumley Theater also donated all of their copies of previous PRIDE Film Festival movies and shorts to the library, and we are in the process of cataloging and making these rare items available.

During spring semester, one intern and one volunteer from SLIS (now ILS) worked on digital projects and online outreach. The online catalog in Library Thing is fully updated to match the internal catalog, and now includes call numbers for each item. The current library intern and 2 volunteers are working on ordering new materials, getting screening rights for some of our documentaries, and adding summary descriptions of all library materials to the catalog.

At the end of spring semester 2013, I was invited to participate in a panel at the ACRL 2013 (Association of College and Research Libraries) conference. The panel, titled "Queering the Library: What are YOU doing to serve your LGBTQ community?" was attended by over 50 academic librarians, and discussed how to serve students and faculty in an academic setting, especially in LGBTQA-hostile areas (an unfortunate aspect of many academic communities).

It has been an excellent year; I look forward to applying what I have learned at the GLBT Student Support Services Office in my future career in library services, and will remain active in the LGBTQA community after I leave in part due to the extremely positive experience I have had during my time in this office.

Social Work Intern – Matt Hutchison

I can confidently say that my time at the Indiana University GLBT Center was the most educational and enjoyable experience of my academic career. When I first began my internship, I was pretty unprepared. I didn't have much relatable experience, and I didn't really understand the role of the office on campus. Over the course of the school year, I met amazing people and was able to take advantage of some unbelievable opportunities, and now that I've graduated, it's difficult for me to find the words to express how much the office helped me grow.

Maybe an example will help: As the GLBT center's social work intern, I facilitated a support group on Wednesday nights for gay men at IU. I felt that I was extremely unqualified for the position, and had some serious doubts about my ability to lead the group (I think I hid them pretty well). The reception I received from the rest of the office was incredibly supportive, and with the help of my colleagues, the group doubled in size and became very close. It was sad to have to end the group in April, but it was an experience I will draw from for the rest of my life. The 2012-2013 school year was full of these types of opportunities for me, and I will always be grateful to Doug for the experience he and the office gave me. (This note was received a few weeks after graduation from Matt's mother. The Coordinator had an opportunity to meet Matt's family in the office the day before graduation.)

"I just wanted to thank you for arranging your Friday so that we could meet you. You'll never know how much it means to us. Matthew has spoken so highly of you and his time working at the GLBT office. It's great to know that his time at IU was spent in a family-like atmosphere with people who really care. Thank you for being such a positive influence on the fine young man he's become."

Counseling Intern – Brandon Muncy

Within the Counseling and Counselor Education program there are a plethora of internship opportunities that run the gamut of experience in the mental health field. I can say in all honesty that the GLBTSSS provides the best of these opportunities. The site effectively runs as a miniature private practice, counseling interns are provided with their own space and complete freedom in not only how many or what types of clients they will accept, but also in what types of therapy they will provide. From the outset we are given a wonderful balance of support and autonomy that fosters the refinement of counseling skills, growth as an individual, and immersion in GLBT community. Furthermore, the office has gone as far as to bring in volunteer supervisors who are experts in GLBT counseling to guide trainees. From the very first week we begin learning from the best.

During my time as an intern I treated approximately 45 IU students, staff, or Bloomington community members. Clients often arrived at my office because they had been turned away from other counseling centers on the IU Campus, such as CAPS, after a set number of sessions or because the availability of therapists equipped to work with GLBT clients is alarmingly small, even in a place like Bloomington. It is important to note that there is an incredibly large difference between clinicians who are GLBT *affirming* and GLBT *knowledgeable*. Tolerance and acceptance are absolutely necessary but they do not necessarily equate to competence. I like to think that the counselors who've completed internships at the GLBTSSS, including myself, have set a very high standard for care in regards to this population. It is a standard that is desperately needed by the GLBT community, but often not found elsewhere on campus or the wider community. I was told repeatedly in my time as a counseling intern that the free counseling services of the office were a deep relief after working with less-than-knowledgeable counselors, and some people even remarked that the services were life-affirming and life-saving. My goal is not to downplay other community resources; rather it is my hope to illustrate how invaluable the GLBTSSS and its services are to the GLBT community of Indiana University and Bloomington.

WISDOM FROM THE WASHROOM

(When our building was renovated two years ago a handicapped-accessible bathroom was added and we included a small bulletin board near the toilet for folks to scribble any messages they wanted to leave while using the facilities. Here are several that were left this past year.

- Everybody is so kind and friendly here. Thanks!
- The biggest things I will miss when I graduate is this office. ☺
- The free counseling this office provides has been the best thing to happen to me in the last year. Thank you all.
- Hell, yeah! Brandon is one of the reasons I'm still alive today. Thanks, man.

CONCLUSION

As we approach our 20th anniversary year (2014) we are exceedingly proud of our contributions to the IU campus in enhancing the diversity dialogue and we are especially proud of the students with whom we work and from whom we learn. Our efforts to provide information and support to all those who contact us, with a special emphasis on students, continues to be at the heart of what we do. That said, we are always looking for better ways to fulfill our mission.

During the past year, the efforts of the Assessment Committee of the Division of Students Affairs, on which the Coordinator has served, have provided us with resources for doing a headcount of those who utilize the services of our office. Suggestions for determining the satisfaction of those individuals and their learning outcome will be a special focus in the coming year. We are excited about what we can learn by surveying those who stop by our office or call us on the phone or email us or check out our web page. We are equally excited about the direction the Division has taken to celebrate the successes of each DSA office in working with students. Inspired, in part, by the monthly overviews which are prepared by the GLBT Office staff, we see this focus as important as we try to collaborate together to serve the growing needs of this generation of students.

Our small office continues to play a significant role in the life of our Division, the campus and, even the larger IU system. Later this summer a financial campaign will be launched by the GLBT Alumni Association – one of many student projects of the office which have taken on a life of its own. The thrust of the campaign will be to support students through scholarships – Academic Scholarships for those who excel academically and advocate for LGBT issues and Emergency Scholarships for those who lose the support of their family when they come out. Some monies will also be set aside to support the work of our office. A significant contribution has already been committed to this campaign and we are grateful because each dollar committed to these efforts suggests that hearts are being touched and minds are being opened. That is what our office was dedicated to do when its doors opened in November 1994. The work goes on.

Doug Bauder, Coordinator
GLBT Student Support Services
Indiana University

The following individuals assist us in our work:

Advisory Board 2012-13:

Students

David Bredenkamp
Lauren Dula
Shaily Hakimian
Steven Junkersfeld
Gopinaath Kannabiran (Gopi)
Andrew Nielson, IUSA Representative
Kyle Straub, IUSA Representative
Rick Stark

Staff

Craig Dethloff
Chelsea Rood-Emmich
Jen Gray - GLBTAA Representative
Trish Kerlé
Barry Magee
Rachel Knoble
Stacy Konkiel
Melanie Payne
Brad Stepp
Anna Vanderzee
Jain Waldrip

Faculty

Angela Courtney
Kim Davis
Thomas Nelson-Laird
George Pinney
Laura Scheiber
Rex Sprouse
Barbara (Bobbie) Van DerPol
Carolyn Wiethoff
Liana Hong Zhou

GLBT Office Staff

Doug Bauder (Coordinator)
Carol Fischer (Office Supervisor)
Office Assistants: Xander Harty and Jeffrey Hunnicutt
Social Work Intern/Vol. Coordinator: Matt Hutchison
Counseling Intern: Brandon Muncy
Library Coordinator: Katie Paul French