

DATE: May 6, 2016  
TO: Trish Jones, Temple Faculty Senate President  
FROM: Scott Gratson, LGBTQ Faculty Concerns and Issues Committee, Chair  
RE: Annual Report

The LGBTQ Faculty Concerns and Issues Committee was formed through the Faculty Senate Steering Committee at the end of the fall, 2015 term. Members include: Hiram Aldarondo, Jeffrey Boles, Jeremy Jordan, Carmelo Galati, Robert Bettiker, Richard Pomerantz, Michelle Scarpulla, Michael Sheridan, Jeremy Sivek, and Dorothy Stringer. Initial meetings occurred in February and thereafter in April.

Action Items:

- 1) Campus Climate: A campus wide survey was conducted in 2011 to ascertain campus inclusion of and attitudes toward the LGBTQ community (results are included here: [Temple LGBTQ Inclusion Report](#)). Believing that it is prudent to not only measure Temple's campus climate since 2012 but to also determine future efforts, the committee will be working to conduct a new survey by spring, 2017.
- 2) Campus Inclusion Efforts: Nationally, college LGBTQ inclusion efforts are ranked by Campus Pride, an independent organization that evaluates the efforts of hundreds of campuses regularly. To date, Temple University has not submitted any materials for evaluation. A submission will be forthcoming in Fall, 2016.
- 3) Labor Resources: Realizing that collaboration across platforms is vital for increased progress, the committee will be working alongside TAUP to ensure equitable and fair labor practices for LGBTQ faculty members and librarians. A meeting between the chair of the committee and the vice president of TAUP occurred in the spring term, with expectations for increased TAUP and committee collaboration on labor measures.
- 4) Admissions: Nationally, recruitment efforts have increasingly featured LGBTQ inclusion and programming. Upon meeting with the director of admissions, increased presence by members of the committee will be featured at open houses for prospective students starting in the fall term.
- 5) Student outreach: Several meetings and conversations occurred with student groups. These groups included QSU (Queer Student Union), QPOC (Queer People of Color), Out Law (LGBTQ Law School Student group), Out TU (welcoming event for LGBTQ students in the fall), and representatives from Temple News. Students expressed concerns over visibility of the LGBTQ community on campus and are hopeful for increased faculty and staff involvement in promoting inclusion efforts both in and outside of the classroom.
- 6) Student Athlete inclusion efforts: A survey to measure levels of LGBTQ awareness and inclusion efforts are underway through the Department of Athletics. Students have also expressed interest in seeing the survey being conducted. The survey is currently under consideration with the Faculty Athletics Representative (FAR).
- 7) Facility inclusion efforts: Committee members discussed the increased need for Temple University to ensure equitable access to physical facilities for transgender members of the campus community.
- 8) LGBTQIA Welcoming Event: Along with the Wellness Center and several organizations on campus, the committee is excited to take part in the 2016 LGBTQIA Out TU second annual welcoming event at the start of the new academic term. The committee will be included in a resource guide for incoming students.
- 9) Cross-Collaboration on Campus: The committee, along with other LGBTQ associations on campus, held an information event at the IDEAL office in April. Additional collaboration is being planned across organizations for the upcoming year. The committee helped sponsor this event following an allocation of \$3,000 from the Faculty Senate. The committee discussed additional possible expenditures, including financing the campus climate survey noted above as well as the possibility of other campus wide events.

10) Finally, the committee proposed and the Temple University's Faculty Senate passed the following resolution in response to anti-LGBT legislation from North Carolina and Mississippi. It is our hope that other institutions of learning will do the same. We are proud to stand with our colleagues and the citizens of these states, and hope that our solidarity can bring about much needed change and inclusion.

Whereas: The purpose of a just society is to promote well-being among its citizens while also advocating for a position of inclusion and empowerment; and:

Whereas: Recent legislative measures in the states of North Carolina and Mississippi are targeting the Lesbian, Gay, Bisexual, and Transgender (LGBT) community, effectively allowing for discrimination against the LGBT community in the public sphere; and

Whereas: Academic institutions have a responsibility to ensure that all members of a university community are dealt with in a civil and decorous manner; and

Whereas: Current anti-LGBT legislative measures in the States of North Carolina and Mississippi are antithetical to the principles of higher education; and

Whereas: These measures can effectively legitimate discrimination against the LGBT population on campuses of higher education; and

Whereas: Students, faculty, and staff are viable and important members of a community that deserve to be regarded with the same civil rights and safety of other citizens; and

Whereas: The current legislation of North Carolina and Mississippi prohibits the free and safe expression of identity related to sexual orientation and gender identity; and

Whereas: These measures remove the agency of individual communities to enact local legislation; and

Whereas: Communities of scholars are concerned with the impact of this legislation on the experience of campus life; and

Whereas: Institutions within these states, including Duke University, several cultural venues, and international governmental bodies have raised ongoing concerns with the impact of these acts of legislation; so

THEREFORE: On behalf of the Temple University's Lesbian, Gay, Bisexual, and Transgender Concerns Committee, and the Temple University Faculty Senate Steering Committee, and the University Faculty Senate stand in solidarity with other academic, civic, and corporate organizations against House Bill 2 of The State of North Carolina and House Bill 1523 of the State of Mississippi.

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