



ACADEMIC SENATE OF CALIFORNIA STATE UNIVERSITY, LONG BEACH

Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual+
Campus Climate Committee (LGBTQIA+ CCC)

Annual Report AY 2023-24

Prepared by: Shae Miller

Membership: Shae Miller (they/them Faculty, Sociology), Kathryn Perkins (Faculty, Political Science), Ash Preston (Assistant Dir., LGBTRC), Ann Kinsey (Staff, Academic Senate), Kelly Sanderson (Faculty, ASEC), Hyowon Ban (Faculty, Geography), Karissa Miller (Faculty, Psychology), Christian Bracho (Faculty, Teacher Education), Bethany Price (Staff, COTA), Raul Pacheco (Staff, Human Resource Management), Rachel Mendiola (Staff, Office of the Provost), Anna Nazarian-Peters (Staff, Student Life and Development)
Ex-Officio Membership: Keith Freeseemann (University Ombuds), Sara Dozier (Faculty, Science Education)
Officers: Shae Miller, Chair 2023-24; Kathryn Perkins, Vice Chair (F'23); Ash Preston, Vice Chair (Sp'24); Ann Kinsey, Recorder (23-24)
Summary: The DEIA-CCC held 8 meetings over the course of the 2023/2024 academic year. Members also participated in additional DEIA meetings and activities throughout the year as part of their work with the DEIA-CCC.

Prepared by: Shae Miller, Chair

Committee Actions

- **LGBTQIA+ Anti-Discrimination Resolution**
Dr. Kathryn Perkins drafted an AS resolution condemning anti-LGBTQIA+ discrimination, which was collectively revised by committee members. Dr. Miller presented this resolution to the Academic Senate Executive Committee, and to the Academic Senate, where it was approved on April 18, 2024.
- **Gender-Neutral Language Guidelines.** Rachel Mendiola, Dr. Karissa Miller, and Dr. Shae Miller continued building guidelines for how to engage in campus, departmental,

and administrative communications using gender-neutral and gender-inclusive language. These have been reviewed by committee members and turned over to Dr. Miller who will continue to work on these guidelines through the Trans Advocacy Coalition (TAC) and will be building a website to house these guidelines. This project is currently under development through the Provost's Director of Strategic Communications, Miranda Bates. TAC representatives will continue to edit/update guidelines regularly.

- **LGBTQ Resource Center Collaborations**

During the 2022-23 AY, LGBTQIA+ CCC members served on planning committees, publicized, and volunteered at events organized by former AD Brenden Cashatt and current AD, Ash Preston.

- **Administrative-Level and Other Campus-Wide Collaborations:**

Various committee members participated in administrative level hiring forums throughout the 2023-24 AY.

- **Inter-Committee Collaborations.** We continued to work towards increased communication and ensure that work was not siloed across LGBTQIA+ student, staff, and faculty organizations, groups, and committees.

- **QTFSA:**

- On Dec 8, 2023, we co-hosted an LGBTQIA+ mixer with the Queer and Trans Faculty and Staff Association (QTFSA). Ann Kinsey, Bethany Price, Dr. Sara Dozier, Dr. Hyowon Ban, and Dr. Shae Miller organized the event and used this opportunity to increase awareness of our groups' unique functions.
- We invited the 2023-24 AY Faculty Chair of QTFSA, Dr. Sara Dozier, to serve as a committee liaison to the Association. She attended our monthly meetings and Dr. Hyowon Ban and Dr. Shae Miller collaborated with Dr. Sara Dozier on QTFSA documents, infrastructure, and association work.
- Dr. Hyowon Ban, as former Faculty Co-Chair of QTFSA and current webmaster built the website for QTFSA and served as an additional liaison between the two groups.

- **President's DEIA Collab:**

- At our March meeting, the Associate Dean of Students and Senior Diversity Officer in Student Affairs, and Dr. Evelyn Klaus, Project Specialist in the Office of the President, provided our committee with a presentation on the President's DEIA Collaboration. We discussed first steps for developing a reciprocal relationship with the DEIA Collab and established the role of the LGBTQIA+ CCC in supporting enforceable academic policies and procedures through Academic Senate.
- Our committee was formally invited to send a representative from our committee to the twice monthly DEIA Collab meetings. Dr. Miller served as rep during this first year. It is recommended that a staff member serve as at least alternate rep given the year-round meetings that the Collab

holds (faculty may not be under contract during the summer and may therefore be unable to attend if they have a 9-month AY contract).

- **LGBTQRC Staff and Events:**

- Members of our committee continued to work with the campus LGBT Resource Center, inviting the new Assistant Director, Ash Preston, to join our committee as the Office of Multicultural Affairs Representative.
- Dr. Miller, Dr. Sara Dozier, and Dr. Kathryn Perkins met with Ash Preston to discuss the previous year's events and connect them with other LGBTQIA+ staff. Dr. Miller attended Gender Universe in Spring 2024 to visit with trans and nonbinary students in attendance.

Members of the LGBTQIA+ CCC participated in the Trans Week of Joy, attending a Boba mixer with faculty, staff and students, which was coordinated by Ash Preston and Dr. Sara Dozier of the LGBTQRC and the QTFSA.

- **Lavender Graduation.** Led by Ash Preston, Dr. Sara Dozier, and Dr. Hyowon Ban volunteered to serve on the planning committee and volunteered on the day of the 2024 Annual CSULB Lavender Graduation. .
- **Queer and Trans Educators Group:** Dr. Kelli Sanderson, participated in the Queer and Trans Educator's group in the College of Education, which aims to create a safe and welcoming space for LGBTQIA+ students, faculty, and staff in the College of Education.
- **Pride Parade**
 - Members of our committee participated in the planning committee and signed up to march in the 2024 Long Beach Parade, representing CSULB. Specifically, Ash Preston, Dr. Sara Dozier, and Dr. Shae Miller provided input during the planning process. Ash Preston and Dr. Sara Dozier volunteered in the weeks leading up to and on the morning of the event. Committee members participating in the march included: Dr. Shae Miller, Dr. Kathryn Perkins, Dr. Sara Dozier, Ash Preston, and Raul Pacheco.
- **Documentation and Online Presence**
 - **Canvas.** We updated our Canvas to reflect the change to our name and charge a couple of years ago. We continued to use Canvas for committee-related communications, as a repository committee documents, and to document our work throughout the year. We also used Canvas to collaborate with one another on projects, such as our gender guidelines. In addition to minutes, agendas, and events, this page continues to house up-to-date resources for students, faculty, and staff.
 - **Website.** Our website remains a repository of important LGBTQIA+ resources for students, faculty, and staff. Dr. Miller is currently working with Strategic Communications to migrate our website from Wordpress into Drupal, and from CLA to One Beach.

- **Long Beach Health and Human Resources (LBHHR).** Ryan Maganini, LGBTQIA2S+ Health Equity Coordinator for the LBHHR, contacted Dr. Miller regarding the city's LGBTQIA+ community needs assessments. After meeting with Ryan Maganini to discuss potential collaborations and opportunities for mutual support, Dr. Miller invited him to attend our December committee meeting. He shared details of his work and extended an invitation for committee members to contribute to ongoing research and outreach efforts.
- **Pride Index.** Our committee has historically maintained the Pride Index, often in collaboration with other groups, such as the Office of Equity and Compliance (OEC formerly the Office of Equity and Diversity). While we successfully collaborated with the OEC to increase our Pride Index Score in 2020, our committee recognizes that the Index has limited utility as an accurate indicator of LGBTQIA+ student well-being and support on a given campus. On the contrary, the Pride Index serves to catalogue specific aspects of campus infrastructure that serve to brand institutions as LGBTQIA+ friendly. Therefore, when Hector Infante, Brand Strategy Specialist from Strategic Relations, requested access to the Pride Index in Fall 2023, Dr. Miller transferred the Pride Index account to his office.

LGBTQIA+ Campus Climate Committee Recommendations to the President (via 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 10th consecutive year and became official liaison to the LGBTRC in collaboration with the center's new Assistant Director, Ash Preston. Ash Preston continued to host Gender Universe, and Dr. Miller attended one of their meetings as a guest. Because we lost our inaugural LGBTRC Assistant Director in late Fall 2023, consistent programming and support for students was disrupted until the current Assistant Director, Ash Preston, was hired. While our Brenden hosted OUTober and The Trans Day of Remembrance (TDoR), Ash was faced with organizing The Trans Week of Joy (TWOJ), along with educational and community building programs that enhance student engagement and resilience, on an extremely short timeline and with limited support. The success of these initiatives once again relied on labor and resources that were 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). This recommendation is*

based on the budget required for 2022-23's successful programming, which relied heavily on temporary external funds and collaborations. This year, programming 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 have occurred annually in the past, they have been 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 acknowledge that Beach Pride Events included the LGBTRC staff and the QTFSA in the planning process for CSULB participation in Long Beach Pride during the 2023-2024 academic year, which is a positive development. *We continue to recommend that these programs be conducted in collaboration and under consultation with representatives from LGBTQIA+ groups across campus. These include the LGBTQIA+ CCC, QTFSA, and the LGBTRC whose staff have the expertise to implement programs that decenter hetero- and cis-normativity, and that instead center the needs of LGBTQIA+ students.*

3. Resources to Combat Anti-LGBTQIA+ Discrimination. In the past two years we have witnessed unprecedented incidents of hate and discrimination on our campus. Students continue to inform us that they are misgendered 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.

- a. **Safe Zone** should be provided with annual funding, with specific resources allocated to update the current Safe Zone training to be more culturally responsive, especially given our status as minority-serving institution and specifically an HSI and AANAPISI.
- b. **Compensation.** Assigned Time (faculty), Release Time (staff), and Academic Credit (students) are needed to support the work required to continue to educate and provide resources to the campus community; for example, to support collaborative, interdisciplinary research projects with LGBTQIA+ topics.

4. Provision of an Annual Budget for the LGBTQIA+ CCC. The resources we have outlined should include an annual budget for the LGBTQIA+ CCC. LGBTQIA+ mixers, events and programming by LGBTQIA+ students, staff, and faculty contribute to the sense of belonging and community engagement of LGBTQIA+ people on our campus. To this end, we request an annual budget of \$1,250, which we will use to sponsor LGBTQIA+ events and programming that

build the strengths of our community and ensure more sustainable engagement between our committee and the broader campus community.

5. **LGBTQIA Projects/Programming:** We recommend that, when initiating DEIA projects, the Administration invite a representative from the LGBTQIA+ CCC, QTFSA, and the LGBTRC to **participate and advise** throughout the planning and implementation process.
6. **Academic Policies and Institutional Transformation:** We recommend that, when attempting to develop academic policies, resolutions, and other enforceable institutional transformations that impact LGBTQIA+ students, staff, and faculty, the President's Office and other campus divisions direct these efforts to the Academic Senate Executive Committee, the DEIA-CCC and the LGBTQIA+ CCC. We make this recommendation because it falls within the purpose and scope of the Academic Senate and its subcommittees, and we are therefore the campus representatives authorized for these efforts.
 - a. We also recommend that efforts be undertaken to account for gender and sexual identity demographics across our campus. This is because existing measures have failed to accurately account for and represent our campus community, with serious implications for our ability to assess LGBTQIA+ students, staff, and faculty presence and needs.

Recommendations to the 2024-25 AY LGBTQIA+ CCC:

1. **Collaborations:** Nominate members to be liaisons to the following committees/groups and to advocate for policy changes where appropriate.
 - The President's DEIA Collab
 - QTFSA
 - The DEIA-CCC (usually the purview of the Vice Chair)
2. **Intergroup Reports:** Incorporate monthly reports from our committee's DEIA-CCC, DEIA Collab, and QTFSA liaisons into the agenda for our monthly meetings. And encourage our liaisons to provide monthly updates to their respective groups.
3. **Campus Assessment:** Work with the DEIA-CCC to revise and distribute the Campus Climate Survey in Spring 2025. Participate in Analysis and Distribution. Continue to work with the DEIA-CCC on the Campus Climate Assessment Processes, including the Campus Climate Survey(s). Continue to monitor campus events/policies that could affect queer and trans students as we repopulate the CSULB campus.
4. **Programming:** Continue to work with LGBTRC and QTFSA to establish regular annual programming calendars so that there is sustainable and ongoing practice in service of student needs and enrichment.

- 5. Documentation and Web Presence:** Continue to use our website as a resource and a home for all things queer on campus.
 - Designate/nominate one committee member to serve as webmaster, updating the site each semester, and responding to website-directed emails.
- 6. Policies.** Continue to promote inclusive campus policies, resolutions, and resources in collaboration with Academic Senate as needed.
 - Advocate for Academic Senate-approved LGBTQIA+ anti-discrimination statement for all campus syllabi.
- 7.** 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.
- 8.** Continue to explore and improve policy language in all campus programs, specifically as they pertain to gender inclusivity. Elements to explore include documents/policies/handbooks from academic departments, colleges, athletics, ASI, Campus Health, CAPS, Risk Management, Student Affairs, Faculty Affairs, Academic Affairs, and Residence Life.
- 9.** Advocate for more gender inclusive restrooms on campus and continually monitor progress on publicizing their location.
- 10.** Continue to work with campus partners to update trainings, workshops, and resources aimed at promoting LGBTIQ+ inclusion and awareness on campus. In particular, the committee should support revising the Safe Zone training materials to be more responsive to the needs of Black, Latine, Asian, Pacific Islander, and Indigenous queer and trans community members, and develop strategies for increasing the visibility and availability of these trainings.