



#### University of Denver notables

- rated 3.5/5 on LGBT-Friendly **Campus Climate Index** ([www.campusclimateindex.org](http://www.campusclimateindex.org))
- member of **National Consortium of Higher Education LGBT Professionals** ([www.lgbtcampus.org](http://www.lgbtcampus.org))
- one of the first universities to join the **TONI Project** (Transgender On-Campus Nondiscrimination Information), an online policies and practices self-report re: student experience around gender identity/expression diversity.
- In 1995, DU added sexual orientation to its **non-discrimination policy**. 1997, it began offering **domestic partner benefits**.
- In November 2007, DU joined top 3% of US colleges and universities in that we include gender identity *and* gender expression, in addition to sexual orientation, in our non-discrimination policy.
- participated in first ever **Campus Pride 2010 National College Climate Survey** (see [www.campuspride.org/research/projects-publications](http://www.campuspride.org/research/projects-publications))
- In June 2012, DU Athletics posted 3 **You Can Play videos**, including the first off-ice and first women's videos in the series. See [www.denverpioneers.com/ViewArticle.dbml?DB\\_OEM\\_ID=18600&ATCLID=205437169](http://www.denverpioneers.com/ViewArticle.dbml?DB_OEM_ID=18600&ATCLID=205437169) The Pioneer Hockey Team was honored with an Ally Award by One Colorado in August 2013.
- In May 2013, when **Civil Unions** became legal in Colorado, DU benefits offerings already met all requirements for employees entering this status.
- August 2013: DU Human Resources has initiated a review of how to support same-sex married employees re: new IRS equity on federal taxation.

#### Community Connections

- Hosted 1<sup>st</sup> annual **Colorado Queer Youth Summit** in 2009, and have been involved as sponsor in subsequent Summits ([coqueeryouthsummit.org](http://coqueeryouthsummit.org)). Staffed **CampOUT** weekend in 2011.
- Host Committee NGLTF's **Creating Change Conference** in Denver, January 28-Feb 1 ([creatingchange.org](http://creatingchange.org)). In addition to numerous individual volunteers from DU communities, we were actively involved with Youth subcommittee, raising funds for and coordinating youth suite and Saturday Night Youth Social for younger conference-goers. We plan to be involved in conference's 2015 return to Denver.
- annual **Denver Pridefest** ([denverpridefest.org](http://denverpridefest.org)) exhibitor, supporting Denver's largest annual LGBTIQA communities' event. For at least 6 years (until 2013), were only higher education institution to exhibit other than our neighbor, Iliff School of Theology.
- sponsored first several **Colorado Queer Seders**, with national Keshet LGBT Jewish organization
- sponsored **Colorado Anti-Violence Program** (CAVP, [coavp.org](http://coavp.org)) pancake breakfasts, doing prevention, education, support and advocacy work for LGBT communities
- hosted **Denver Gay Professionals** ([denvergayprofessionals.org](http://denvergayprofessionals.org)) networking events on campus twice
- Fall 2010 LGBTIQA Services Director interviewed by local TV news re: rash of LGBT youth suicides. DU Chancellor and Provost published public letter to campus community.
- participated in Summer 2011 **US Dept of Education conference** on LGBTIQ students, substance use and campus climate (St Paul, MN)
- **National Latino AIDS Awareness Day (NLAAD)** local planning committee member and sponsor

#### Campus organizations: various affinity/action groups for DU community members

- Jewish Rainbow Alliance: student organization is based at the DU Hillel center
- LGBTIQA AlumNetwork: a forming affinity group for LGBTIQA alumns
- Out For Business: Daniels College of Business students
- OUTlaws: Sturm College of Law student association
- Queer & Ally Commission (QAC) advisory group
- Queer Equity Alliance (QEA): Graduate School of Social Work association

- Queer Faculty Association (QFA): faculty/instructor organization
- Queer University Employees (QUE): staff and faculty organization
- Queerbel: Korbel School of International Studies student organization
- Queer-Straight Alliance (QSA): undergraduate student organization
- Trans/Allies working group, focused on implementing DU's gender identity and expression non-discrimination policy, by working on ways to make university procedures, practices and climate more inclusive for transgender, intersex and other gender variant peoples
- TransNet: gathering for transgender and gender variant students and employees

### DU unit resources

In addition the formal LGBTIQ&Ally Services area in DU's Center for Multicultural Excellence, the following other units have dedicated programs and resources focused on LGBTIQ&Ally issues.

- **Graduate School of Professional Psychology** has long offered gender transition groups for affiliates and community members exploring this process. [www.du.edu/gsp/professional-psychology-center/current-groups.html](http://www.du.edu/gsp/professional-psychology-center/current-groups.html) This academic unit also requires every student in every degree program to attend at least a Level 1 Q&A Training as part of their curriculum.
- DU's considerable **Study Abroad Programs** has a participant information specifically on LGBTIQ experiences, concerns and questions, and holds LGBTIQ-specific info sessions (Study Out & Abroad) connecting out past participants and prospective sojourners. [www.du.edu/intl/abroad/diversity.html](http://www.du.edu/intl/abroad/diversity.html)
- The **Center for Advocacy, Prevention and Empowerment (CAPE)** provides training of staff, inclusive publicity materials, and online resources for LGBTIQ survivors of domestic, sexual and other interpersonal violence: [www.du.edu/studentlife/sexual\\_assault/lgbtiq.html](http://www.du.edu/studentlife/sexual_assault/lgbtiq.html)
- **Career Center** has a dedicate page for LGBTIQ students and their job search: [www.du.edu/career/lgbtiq.html](http://www.du.edu/career/lgbtiq.html)
- **Newman Center for the Performing Arts** regularly host major performances with LGBTIQ themes, and consistently engages artists in educational outreach beyond on-stage presentations. For several years, these efforts have been supported and recognized by the Gay & Lesbian Fund for Colorado, a division of The Gill Foundation.
  - **The Laramie Project: 10 Years Later Epilogue** (Oct 2009) Various campus and community organizations cooperated to bring this world premiere arts event to DU. The Governor, Mayor and DU Provost participated on stage. [www.newmancenterpresents.com/the-laramie-project-10-years-later-an-epilogue](http://www.newmancenterpresents.com/the-laramie-project-10-years-later-an-epilogue) Presented in partnership with DU Theatre and the Matthew Shepard Foundation.
  - **Two Men Talking (Jan 2012) an unscripted performance in which two friends** try to make sense of growing up white, Jewish, gay and privileged under apartheid in South Africa. Accompanied by a storytelling workshop, anti-bullying sessions and work with local medical practitioners on bedside manner. [www.newmancenterpresents.com/detail.php?id=46](http://www.newmancenterpresents.com/detail.php?id=46)

### COMMUNITY-BUILDING & AWARENESS-RAISING initiatives

Annual and occasional opportunities for LGBTIQ & Ally folks to re/connect, build relationships and develop support networks:

- LGBTIQ&A Programs & Services **resource flyer** is in all fall new student orientation packets and mailed to all benefits-eligible employees
- weekly **Qdigest newsletter**, reaching 400+ subscribers
- quarterly LGBTIQA **AlumNetwork newsletter**, reaching ~110 subscribers
- **Sweet Treat Meet & Greet** cupcake mixer (fall)
- **Welcome Back BB"Q"** (fall)
- **HomeComing Out Reception** over Homecoming & Family Weekend
- **Gala celebration**, celebrating accomplishments for and by the DU LGBTIQ&A communities, and motivating continued efforts for sexual orientation and gender identity/expression equity
- QSA spring **Drag Party** has quickly become one of the more popular on-campus dance events
- **rainbow tassels** available for graduations
- **other socials**, including annual Summer Social Series, include:
  - As you Wish: *Princess Bride* potluck and screening
  - Be an Athletic Supporter: Colorado Rockies game attendance
  - *Beautiful Thing* community play fundraiser/friendly takeover
  - CO Renaissance Festival roadtrip (gaye old time)

- *Dixie's Tupperware Party* drag theatre performance
- Frosting the Pastry: Sounds Dirty But It's Not cake decorating workshop
- GALA int'l LGBT Chorus festival concerts
- *Milk* movie screening at the Mayan Theatre
- Mini-pumpkin decorating study break
- Queer Coffee Hour at Kaladi's coffeehouse
- *The Wild Party* (student in community theatre) attendance
- Viewer's Choice movie night at Hillel
- Have worked to coordinate an informal **Colorado Higher Ed LGBT Professional Network**, to increase communication and collaboration among the state's LGBT campus professionals
- out Daniels College of Business alumnus T Ryan Greenawalt ('02) was honored with the **Ammi Hyde Recent Graduate Achievement Award** at the 2013 DU Founders Day gala

## EDUCATION & ADVOCACY INITIATIVES

- DU students, staff and faculty have been among leaders of the **Colorado Trans on Campus (CTOC)** research/advocacy collective (see <https://portfolio.du.edu/ewalls2>), conducting research and engaging in advocacy around the transgender and gender variant experience in higher education across Colorado.
- **& Series**, sponsored by CME, explores the intersection of LGBTIQ and other identities, such as religion, race/ethnicity, nationality and more.
  - **& Athletics**: With DU Athletics, hosted Denver resident and first "**out**" professional baseball umpire **Dave Pallone** ([davepallone.com](http://davepallone.com)) for evening keynote, *Who's Really on First?* on homophobia, trash-talking and other negativity in sports (1/28) ~200 attendance, largely student athletes
  - **& Athletics**: *Invisible Athletes: Out in Sports*, with a panel by Gforce Sports (January 2011, with DU Athletics & Recreation and the USG Diversity Committee)
  - **& Faith**: *More Light: Sharing Stories of Sexuality and Spirituality* discussion (April 2011, with DU Religious Life and Gender & Women's Studies)
- **Queer & Ally (Q&A) Training** (see Safezone): interactive workshops to campus organizations, offices and informal groups to increase awareness and inclusion of peoples of all sexual orientations and gender identities/ expressions
- **Rainbow Know**: CME's ongoing educational series, sharing current Pioneers', DU alumni's and community members' expertise on LGBTIQ-related worklife issues such as financial planning, legal issues, healthy relationships and more.
  - July 2013: webinar *Beyond Binaries: The Experience of Trans\* Identified Student in Campus Residential Environments*, sponsored by the NASPA GLBT Knowledge Community.
  - May 2013: webinar *Working with students beyond the gender binary*
  - fall 2012 conference calls on LGBT History, with the national Consortium of Higher Education LGBT Resource Professionals
  - April 2011: *Legally Queer: Know Your Rights* with DU alumni from The GLBT Center of Colorado and ONE Colorado
  - February 2011: *Adult Love in LGBTQ Relationships*, with Denver Family Institute
  - October 2010: *Planning a path to your financial future for LGBT persons*, with Daniels College alumna financial planner
- **various campus speakers, trainings, screenings and discussions**
  - civil unions/gay marriage open conversation, hosted by DU Interfaith Advocates
  - Colorado Women's College faculty presentation on *Living outside the gender binary: Health concerns & disparities for transgender & intersex people*
  - Don't Ask, Don't Tell speaker , DU Center on Human Rights Development
  - *For the Bible Told Me So* screening and discussion
  - *Gun Hill Road* screening and discussion, by QSA & Sigma Lambda Beta fraternity
  - *La Mission* screening and discussion, by QSA & Latino Student Alliance
  - *Laramie Insight Out* screening and discussion
  - Mangoes with Chili performance, part of Latino Heritage Month 2008
  - *Pariah* screening and discussion, QSA and the Black Student Alliance
  - Samuel Lurie Trans Trainings
  - *SoleJourney* screening and discussion
  - Tranny Roadshow

- *Trans* screening and discussion hosted by an alumni with his church
- *Trans-sister Radio* discussion, as part of Gender & Women's Studies Reading Group
- *Two Spirits* screening and discussion, QSA and Native Student Alliance
- *Valuing Perspectives: Diversity, Inclusion and the Law* series, including a speaker on "This Ain't Your Mom & Dad's Civil Rights Movement" by DU OUTlaws and other Sturm College of Law groups
- CME **Dinner & A Movie discussion series** has included several with direct or metaphorical LGBT ties: *Ma Vie En Rose*, *Brother Outsider: The Bayard Rustin Story* (part of Black History Month), *She's the Man*, *X-Men 3: The Last Stand*
- DU Communication Studies professor Elizabeth Suter and a University of Nebraska-Lincoln colleague published a brochure entitled ***Honoring Family Diversity: Challenges and Lessons from Lesbian Mothers***, based on their research. See <https://portfolio.du.edu/esuter>
- **How to be an Ally workshop**, with training and discussion on working for equity across identities. Held annually by QEA and several other GSSW student organizations
- **Speakers Bureau** provides training to panelists and booking to campus and community courses, offices and organizations interested in learning more about the experiences of LGBTIQA people. Recent audiences have included campus classes (Social Work, Professional Psychology, Counseling Psychology), area schools (St Anne's Episcopal School, Evergreen High School) and community organizations
- Growing set of **online resources** are maintained by the Center for Multicultural Excellence's LGBTIQ&Ally Services, available 24/7:
  - campus all-gender restrooms list and interactive map
  - list of LGBTIQ&A-related courses
  - HIV/STI testing resources
  - terminology Glossary
  - near-campus welcoming religious communities
  - *Guide to LGBTIQA Denver*
- **Resource Collection:** In addition to a growing collection within the University's library system, CME maintains its own collection of LGBTIQA-related books and videos available for check-out.