

Documenting the History of LGBTQ+ Life at Tulane University

The timelines below are a work-in-progress and therefore incomplete.

Significant moments currently listed are those that became evident through oral histories and archival research conducted by undergraduate Lauren Kwiatkowski, under the direction of Dr. Red Tremmel.

After 2012, when OGSD was created, records became more detailed; much work was done prior to this period that has not yet been researched and recorded. Dr. Red Tremmel created historical documentation below during his time as Director of OGSD from 2012-2018.

The Office for Gender & Sexual Diversity is committed to continually documenting and housing LGBTQ+ history and experiences at Tulane from 2019 to present day and beyond! OGSD welcomes additions to this work, edits, updates, etc. Please email ppeterson@tulane.edu if you would like to add to this ongoing project!

History of LGBTQ+ Life at Tulane 1974-2014

1974-2014

Where We Have Been, Where We Are Going Gender and Sexual Diversity at Tulane University

Office for Gender and Sexual Diversity

October 3, 2014

Growth of LGBTIQ+ Student Organizations at Tulane University

1974	2009	2010	2011	2012	2013	2014
Gay Student Union (GSU) founded	QSA	QSA	QSA	QSA	QSA	QSA
Renamed GALA		TWORD	SWEET	SWEET	SWEET	SWEET
Renamed biGALA			GES	GES	GES	GES
Renamed MOSAIC				GRL	GRL	GRL
Renamed QSA					QFC	QFC
					TSSHAG	TSSHAG
						FAST

**TOGA is the LGBTIQ+ medical student organization, Lambda is the law student organization and TSSHAG is public Health. Each has historically operated through their schools rather than through Student Affairs. Both are currently operational but to varying degrees each year.

Timeline of Significant Changes in LGBTIQ+ Student Life

1974

- **GSU Founded:** Students advocate for and eventually establish the first gay student organization, the Gay Student Union; after several incarnations GSU (GALA, biGALA, MOSAIC) is renamed the Queer Student Alliance (QSA).

1992

- **OMA Advocates for LGB Student Life Position:** OMA works with Faculty Senate "Committee On Affirmative Action" to represent the needs of LGB faculty, students and staff; together they recommend the creation of a fulltime staff member to serve the needs and represent the issues of LGB faculty, staff and students.

1995

- **Office of LGB Life Full-Time Position Founded in General Council's Office:** After several years of work with the President's Office and Senior Administration, a group of faculty, staff and students were successful in their efforts to create a staff position to address LGB issues. The Office focused its efforts primarily on faculty and staff issues. It was created and housed within the Senior Vice-President and General Council's Office. The primary mission was to serve as a liaison between Senior Management and Tulane's LGB communities. Programming included an LGBT reading group, support group, history group, sensitivity training for peer health advocates, resident hall advisors, finding "common ground with other minority groups," a Rainbow Speaker's Bureau. The office played a primary role in granting the extension of domestic partner benefits to the university's LGB employees. The Office changed its name in subsequent years, first to Tulane University's Resource and Educational Center for Lesbians, Gay Men, Bisexuals, Transgenders, Allies, and the Curious (LGBTAC) and then to The Office of LGBT Life.

2003-08

- **LGBT Position Moves to Student Affairs (OMA) and is Reduced from Full Time to Part Time:** The Office of LGBT Life position is moved from the General Council's Office to the Office of Multicultural Affairs. The focus of this Office was primarily on student life, rather than faculty and staff. Work included a support group for students coming out, sensitivity training for peer health advocates, resident hall advisors, advising for LGBT student organizations, a welcome program for new students, LGBT Awareness weeks, Safe Zone LGB Ally Trainings, campus climate surveys, and resource guides. At the end of 2008, the position is reduced from a full-time position.

2008/09

- **Part-Time Position for LGBT Student Life is Vacated and Frozen:** This year the position went vacant and the economic recession hit; a university-wide hiring freeze went into effect and the position remained vacant until 2012 when Dr. Tremmel was hired. In the interim, OMA recruits staff members Ryan Henne, Megan Karbley and Scott Tims to work with LGBT students on a volunteer basis. They in turn (1) begin advising students (2) create a space for students (MOSAIC Lounge) (3) work with student to represent their needs to the administration (4) work with students to advocate for the reinstatement of the position
- **Dr. E. Patrick Johnson Brought to Campus:** Dr. Red Tremmel collaborates with NCI and the Gender and Sexuality Studies Program to bring Dr. E. Patrick Johnson to campus to speak on his book Sweet Tea: Black Gay Men of The South.

2009/10

- **The Only Undergraduate Group on Campus, MOSAIC, Changes It's Name to QSA:** Students rename the only undergraduate group on campus the Queer Student Alliance (QSA) (formerly known as MOSAIC, GALA, biGALA, and the Gay Student Union).

2009/10 (cont.)

- **MOSAIC Lounge Created:** Ryan Henne, former staff member in HRL, establishes a safe space for LGBTIQA student organizations in Warren Hall. Named the MOSAIC Lounge, it continues to be the main place where LGBTIQA student leaders convene organizational meetings. (SPECTRUM, the new CAPS facilitated support group for gender-variant students also now meets there on Thursdays).
- **Dr. Susan Stryker Brought to Campus:** Dr. Red Tremmel collaborates with NCI and the Gender and Sexuality Studies Program to bring Dr. Susan Stryker to campus to speak on her books *Transgender History*, *The Transgender Studies Reader*, *Queer Pulp*, and her film *Screaming Queens*.
- **OMA Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride**

2011/12

- **OMA and Students Advocate for Reinstatement of Full-Time Staff Position:** Undergraduate student leaders advocate for the creation of full-time staff position and office devoted to LGBTIQA issues. "When we [Dean Michael Hogg and student leaders] met for dinner, we talked about an assortment of improvements that can be made for the queer community: more programming, more speakers, a university-wide anti-discrimination policy, etc. However, the most needed improvement is, without a doubt, a full-time paid staff member who serves as an advisor, mentor, and assistant specifically and exclusively for Tulane queer, questioning, curious, and ally students. With this letter I hope to first demonstrate why there is such a strong need for this job and what improvements a queer student advisors can bring to Tulane." (Tulane Undergraduate, Class of 2014)
- **Student Women Embracing Equality at Tulane (SWEET) Founded:** Students from QSA create an additional student organization for lesbian and queer women. Originally named Tulane Women for Outrageous Dykedom (TWORD) and later Student Women Embracing Equality at Tulane (SWEET), Lauren Kwiatkowski served as the first president of the organization. (Manali Souda is the current president.)
- **Gender Exploration Society (GES) Founded:** Undergraduate student Dante Desmond establishes the first trans*-focused student organization, the Gender Exploration Society. (Marley Truxillo is the current president.)
- **Tulane University Awarded 4 out 5 Stars for LGBT Friendliness by Campus Pride:** OMA and admissions request to be evaluated by Campus Pride, the national organization of LGBTQ higher education professionals. Tulane receives 4 out of 5 stars.

2012/13

- **Office for Gender and Sexual Diversity Founded:** Dean Michael Hogg of the Division of Student Affairs hires Dr. Red Tremmel to establish and direct a new office focused on the needs of LGBTIQA students and the Office for Gender and Sexual Diversity (OGSD) is created.

- **Gender and Sexuality Advisory Council (GSAC) Founded:** OGSD convenes a meeting of LGBTIQA student leaders and the Gender and Sexuality Advisory Council (GSAC) is established to collaborate and advise the administration about student needs; the council is very active and continues to meet once each month.
- **Student Organizations Advocate for GSAC Representation on USG:** The students of GSAC request a representative, similar to the Multicultural Council (MCC) representative, to inform and represent gender and sexuality related issues on campus to the Undergraduate Student Government (USG); though unsuccessful at first, they continue to advocate for a council position with the support of the Black Student Union and MCC. By the end of the spring semester, GSAC gains a position on USG and GSAC chair begins attending USG.

2012/13 (cont.)

- **Tulane Anti-Discrimination and Equal Opportunity Policies Revised:** OGSD, in collaboration with the faculty senate and Chief Council, successfully revises Tulane University's anti-discrimination and equal opportunity statements to include gender identity and gender expression.
- **Reilly Updates Facilities:** OGSD works with Reilly to establish lockers for students who cannot use sex-segregated locker rooms; Reilly changes the signage on the single-occupancy shower/bathroom and places lockers outside the sex-segregated locker rooms.
- **Campus Compass Resource Guide Created and Published:** In collaboration with students in the Gender and Sexuality Studies Program, OGSD creates and publishes the "Campus Compass: A Guide to Gender and Sexuality on Tulane's Campus"; this 70 page guide serves to gather all resources related to gender and sexuality into one location; it details all of the campus services and facilities available to transgender individuals; provides information on and links to related policies, procedures, and departments; includes Louisiana's procedures for officially changing one's name and gender designation; and, details city and state discrimination and hospital policies.
- **OGSD Meets With Chief Technology Officer About Name Changes:** Dr. Red Tremmel meets with Charlie McMahon to discuss issues facing trans* and international students who use names other than legal ones.
- **TAW and TDOR Created:** Collaborating with student groups, OGSD establishes Transgender Awareness Week and the National Transgender Day of Remembrance to focus attention on the issues that trans*-identified people face.
- **Audre Lorde Week Created to Focus on Intersectionality:** OGSD and student groups collaborate to create a week of programming focused on the intersections of gender, race, class, ability, age, and nationality. Alexis Pauling Gumbs, who worked in the archives of Audre Lorde, was the first keynote speaker and offered two workshops entitled: "At the Edges of Each Other's Battles: Leadership and Alliances Across Race, Sexuality, Class, Dis/Ability" and "Backyard Politics: From Community Service Learning to Community Accountable Scholarship".
- **Student Leaders Elected to USG Senate Positions:** Several members of GSAC run for USG and are elected as senators.
- **Gamma Rho Lambda Founded:** Undergraduate women create the first LGBTIQA sorority on campus, Gamma Rho Lambda (GRL).
- **First Annual Pride Prom:** GRL hosts the first university-wide prom for LGBTIQA students.
- **Relationships Established between OGSD and Citywide Organization:** GRL donates the proceeds of Pride Prom to BreakOUT! the local and nationally recognized grassroots organization that aims to end the criminalization and police brutality against LGBT youth of color; they also establish an ongoing service relationship.

- **Artist in Residence to Work with Gender Variant Students:** OGSD and the Office of Student Resources (Erica Woodley) collaborate to bring an artist to campus for an eight-week arts program for gender variant students. This program focused on the creativity and self-representation of gender variant students and culminated in a final public presentation entitled, “Every Time I walk Outside My Body is a Public Object”.
- **Student Participation in National Leadership Conference:** Jessica Callahan, LGBTIQQA leader and chair of GSAC, receives funding and attends the National Gay and Lesbian Taskforce’s “Creating Change” conference.

2012/13 (cont.)

- **Student Leaders win USG Awards:** USG gives the following Crest Awards to GSAC members: Outstanding Emerging Leader to Preston Mills
- **Student Leaders win National Awards:** Mark Labadorf, president of QSA, receives an outstanding leader award from Camp Pride, a national leadership organization for LGBTIQQA undergraduates; GRL receives the “Chapter of the Year Award” from their national office.
- **Director of OGSD Receives Citywide Award:** New Orleans Magazine names the director of OGSD, Dr. Tremmel, to their “2012 People to Watch” list.
- **OGSD Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride**

2013/14

- **LGBTIQQA 101:** Dr. Red Tremmel advises five social work students to update and revise the “LGBTIQQA 101 Workshop” (Safezone).
- **USG Recommends & Passes Resolution to Recommend that Tulane Use Preferred Names on Identification:** GSAC chair represents to USG the difficulties posed by Splash Cards and class rosters that do not accurately represent the chosen names of trans and international students; USG votes to recommend to the university that students be able to use their chosen names on Splash cards, class rosters, and other databases throughout the university.
- **Trans* Students Inducted into GRL:** GRL induct its first trans* identified students.
- **QFC Founded:** Undergraduate students establish the Queer Feminist Collective (QFC), with Jessica Callahan serving as the first President. (Sherrill Harris and Christine Jackson are the current co-presidents).
- **Trans* Guide to NOLA Health Care Providers:** Dr. Red Tremmel begins advising two social work students to develop a guide to competent mental and physical health care providers for trans* identified people in the New Orleans area. They will develop a tool to measure competence, distribute surveys, and publish a guide that can be used both by students and the broader New Orleans community.
- **National Leaders Brought to Campus:** GSAC members encourage TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP directions committee brings Lavern Cox to campus. OGSD collaborates with HRL, SWEET, theWELL, and GeSS to bring educator Robyn Ochs to campus; she lectures and provides workshops on gender and sexual fluidity, as well as bisexuality. OGSD collaborates with NCI and GES to bring filmmaker Sam Feder to campus; they speak about and premier their film Kate

Bornstein: A Queer and Pleasant Danger. OGSD collaborates with CELT and QFC to bring Aishah Shahidah Simmons to speak on her film No! The Rape Documentary and how racism and homophobia can create silences within black and queer communities on this issue; NCI brings lesbian author Alison Bechdel to campus to discuss her books.

- **TSSGH Founded:** Dr. Red Tremmel begins advising a graduate student in public health who wants to create an organization downtown for public health students; graduate students establish the Tulane Society for Sexuality, Gender and Health. (TSSGH)
- **Audre Lorde Research and Art Symposium:** Undergraduate students organize the first annual Tulane student research symposium and art exhibition. Students presented their research and displayed art at this daylong symposium focused on the intersections of sexuality, race, gender, ability, and class.
- **NOLA Relationships Expand:** Jessica Callahan begins working with the LGBT Center of New Orleans and CPS; Dr. Tremmel creates service-learning opportunities at the center for students enrolled in his course.
- **Spring Leadership Retreat Instituted:** OGSD holds its first “Spring Leadership Retreat” for student leaders

2013/14 (cont.)

- **Gender Inclusive Housing Policy Instituted:** OGSD and HRL collaborate to establish a “Gender Inclusive Housing (GIH) Policy,” which allows students of any gender the option of living together. GIH options are on par with other housing options in terms of price and are available in all dorms, with varying occupancy, if space permits.
- **USG Awards:** USG gives the following awards: Outstanding Faculty to Dr. Red Tremmel; Exemplary Practice Award to Gamma Rho Lambda; Outstanding Emerging Leader to Grace Leyer
- **Tulane 34 Award:** Jessica Callahan was among 34 graduates who the university recognizes annually for their distinguished and exemplary leadership, service and academic excellence.
- **Tulane University Awarded 5 out of 5 Stars for LGBT Friendliness by Campus Pride:** Campus Pride, the national organization of LGBTQ higher education professionals, re-evaluates Tulane based upon improvements in over the last two years and receives 5 out of 5 stars.
- **USG Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride**

2014/15

- **Tulane Ranked as One of the Best LGBT Campuses Nationwide by Campus Pride:** After evaluating 600 colleges and universities throughout the nation, Campus Pride names Tulane University in the top 50; there was no ranking within that list.
- **Trans 101:** Dr. Red Tremmel authors and begins implementing a 2-hour “Trans 101” workshop for faculty, staff and students
- **Support Group SPECTRUM Launched:** OGSD and CAPS collaborate to establish the first support group for gender non-conforming students, SPECTRUM.
- **Ally Guide Created:** QSA, in collaboration with GES and OGSD, create an “Ally Guide” pamphlet to be given to all incoming students
- **Annual Trans 101 Trainings Instituted for CAPS and Reilly Staff:** OGSD provides first

annual “Trans 101” training for the entire CAPS staff—receptionists, administrators, counselors, and psychiatrists and the entire professional staff of Reilly; OGSD and HRL collaborate to add the “Trans 101” workshop as a professional development option for all RAs in housing

- **USG Creates Position and Committee for Equality and Inclusive Excellence:** (Currently filled by Sarah Spiegelman)
- **Kate Bornstein Brought to Campus:** NCI, the Gender and Sexuality Studies Program, and OGSD collaborate to bring transgender activist Kate Bornstein to campus.
- **Student Leaders Apply to Attend National “Creating Change” Conference:** This year 4-5 LGBTIQA undergraduates will apply to represent their organizations at the National Lesbian and Gay Taskforce “Creating Change” Conference in Denver, Colorado in February.
- **USG Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride**

Future Goals & Best Practices

The following areas, listed in order of priority, are those that OGSD and student leaders have identified as most pressing and important to the future of gender and sexual diversity at Tulane University. Beneath each goal are recommendations, many of which are based on best practices that are currently in use by leaders in the field.

Identification Markers

Institutional identification cards, class rosters, and forms convey institutional values. For this reason, it is important to ensure that all campus data collection and publication of that data accurately reflect student's most basic identification markers: name and gender. Trans*, international, and other students at Tulane sometimes use names that are different than those they were legally given at birth. And for various reasons, they will not legally change their name while at Tulane. It is a best practice to activate the field in Banner called "Preferred Name" to provide students with the ability to be known by the name they use. This is especially important to trans* students who may be put at risk when "outed" by Tulane's record keeping system. OGSD recommends the following, in keeping with best practices:

- Create an understanding in the registrar's office of the significance of this issue.
- Work with the registrar to offer students the ability to use their chosen name and gender on all records (except those prohibited by law), including directory listings, identification cards, and class rosters. These procedures should be clear, easily accessible, and simple—allowing students to change all their records in one step, and preferably online.
- Work with all areas on campus to ensure that the databases that they use are updated to be populated with the "Preferred Name" field in Banner; also work to ensure that this field is repopulated at least once a semester, or times when the areas determine are important, to catch all changes that happen throughout the year.
- Work with all areas on campus to ensure that students have the ability to self-identify their gender on all student forms, including but not limited to applications, campus surveys, health forms, and grievance forms.

Emotional and Social Support for Trans* and Gender Variant Students

Over the past two years it has become evident that trans* and gender variant students are most at risk for depression, intragroup conflict, dropping out, and suicidal ideation. For this reason it is imperative that we support students in getting trans* competent individual therapy; professional therapeutic support in a group setting; sustaining and developing peer-based student organizations; and positive programming, such as the artist in residence project.

- Develop and publish a guide to trans* competent mental health care providers in New Orleans
- Support professionals who run the CAPS support group for gender variants students
- Continue to support the leaders of the Gender Exploration Society through weekly meetings
- Bring back the artist in residence program or create a course in the academic curriculum for credit

Facilities: People of all gender identities and expressions require access to safe restroom facilities that are not sex-segregated. Two types of restrooms can accommodate individuals of all gender identities and expressions: single-occupancy, gender-inclusive restrooms (used by one person at a time) and all-gender restrooms (multiple, lockable stalls but used by anyone). Any single-occupancy restroom can easily be converted to a gender-inclusive restroom by changing its signage. To convert multiple-occupancy restrooms, institutions can either change them to all-gender restrooms via signage or change them to single-occupancy, gender-inclusive restrooms via renovation. OGSD recommends the following, in keeping with best practices:

- Update the list created in 2012 that included all gender-inclusive (unisex) and single-occupancy women's and men's restrooms on campus. Publicize this list.
- Collaborate with the LBC, Facilities, HRL, and Reilly to create an understanding of the significance of gender inclusive facilities.
- Collaborate with the LBC, Facilities, HRL, and Reilly order signage to change single-occupancy men and women's restrooms into single-occupancy, gender-inclusive restroom facilities where plumbing codes allow.
- Collaborate with LBC, Facilities, HRL, and Reilly to update all restroom facilities with consistent and accurate signage.
- Collaborate with LBC, Facilities, HRL, and Reilly to institute and implement a policy that requires (1) at least one all-gender or single-occupancy, gender-inclusive restroom facility in all renovated or newly-constructed buildings, and ensure restrooms have consistent signage (2) at least one area of private, single-occupancy showers/locker rooms in all renovated or newly-constructed residential and athletic buildings, and ensure showers/locker rooms have correct and consistent signage
- Work with HRL to clearly publish gender-inclusive housing policies, including gender-inclusive housing options, gender-inclusive restroom/shower locations, etc.

Addressing Bias, Discrimination & Hate

Because transphobia and anti-transgender bias characterize the national climate, safety is often a significant concern for transgender and gender non-conforming individuals when they arrive on campus. Regularly reconstituted, institutions of higher education are not immune to the transphobic practices and biases that circulate more broadly. In one higher education survey by Rankin, Weber, Blumenfeld, and Frazer (2010), “thirty-nine percent of transmasculine respondents, 38 percent of transfeminine respondents, and 31 percent of gender non-conforming respondents reported experiencing harassment...a significant number of transmasculine respondents (87%) and transfeminine respondents (82%) indicated their gender expression was the basis for harassment”. For this reason, it is important that we effectively (1) support those who experience transphobia and anti-transgender bias (2) increase the number and effectiveness of allies to members of Tulane's community who identify as trans* (3) implement educational programs and workshops that create a welcoming and inclusive climate for all students. OGSD recommends the following, in keeping with best practices:

- Identify areas on campus where incidents of homophobia and transphobia are particularly prevalent (i.e. Athletics, Greek life) and create customized Ally Trainings; develop a cadre of trainers who can regularly implement these trainings

- Appoint a campus police officer to serve as a liaison to the Office for Gender and Sexual Diversity (OGSD). OGSD and this individual will collaborate to create a customized Ally Training for police officers. This individual will regularly communicate with the director of OGSD, assist with training other officers, and take an active role in all sexual and gender-related campus safety initiatives.
- Work with the appointed TUPD liaison to OGSD to implement Ally Trainings. Training should include local laws of importance to this community such as the use of gendered restrooms and the hate crime and bias incident regulations of the state and city.
- Incorporate the ally training and continuing education into all areas of the university.
- Work with Howard Tilton librarians to expand the number and quality of books, magazines, journals, works of art, and audiovisual resources in campus libraries that speak to the experiences and culture of transgender people. Include educational, research, and entertainment resources.

Leadership Development

By their second or third year working within GSAC, many students are ready for more in-depth leadership development. To keep these students engaged throughout their final years, it will be important to not only provide them with support and community, but also the tools to be life long effective leaders. Students in the spring leadership retreat said they want for education on time management, self-care, avoiding burn-out, dealing with apathy in the university, cooperation amongst groups, diversifying memberships, vision and mission development, creating open and safe spaces, clarifying roles, motivating and retaining membership over the semester, developing relationship with local and national LGBTIQ groups and leaders, leadership transition, successful co-programming, planning ahead, delegating responsibility, working with larger organizations such as USG and TUCP, and building budgets.

- Create a leadership course within the academic curriculum where LGBTIQ students feel safe to discuss their personal and professional growth (in progress).
- Increase the number of students attending national conferences, including presenting their research and organizing work as individuals or on panels.

^[1] This timeline is a work-in-progress and therefore incomplete. Significant moments currently listed are those that became evident through oral histories and archival research conducted by undergraduate Lauren Kwiatkowski, under the direction of Dr. Red Tremmel. After 2012, when OGSD was created, records became more detailed; much work was done prior to this period that has not yet been researched and recorded.

^[2] Best practices were determined by information gathered at the 2013 Consortium of Higher Education conference, through phone consultations with leading practitioners Genny Beemyn at the University of Massachusetts Amherst and Dorteia Bauer at the University of Vermont, webinars, and the following published research: Pasha Mikalson, Seth Pardo, and Jamison Green, “*First, Do No Harm: Reducing Disparities for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Populations in California*,” *The California LGBTQ Reducing Mental Health Disparities Population Report (2011)*; Emily Johnson and Allison Subasic, “Promising Practices for Inclusion of Gender Identity/Gender Expression in Higher Education,” Consortium of Higher Education LGBT Resource Professionals (2011); Megan R. Yost and Stephanie Gilmore, “Assessing LGBTQ Campus Climate and Creating Change,” *Journal of Homosexuality* 58:9 (2011): 1330-54.

History of LGBTQ+ Life at Tulane 2012-2018

Office for Gender & Sexual Diversity

In 2012, the Office for Gender and Sexual Diversity (OGSD) was founded by Dr. Red Tremmel, a visiting faculty member who held a joint appointment in the Gender & Sexuality Studies Program and the History Department.

- The establishment of the office was made possible through a collaboration between the Dean of School of Liberal Arts (SLA) Carole Haber, Provost Michael Bernstein and Assistant Vice-President (AVP) of Student Affairs Carolyn Barber-Pierre.
- The establishment was a response to LGBTQ+ students and the Office of Multicultural Affairs advocating for staff to support inclusivity initiatives for LGBTQ+ students, as well, as a need for additional permanent faculty in the Gender & Sexuality Studies Program.
- Appointed as an Administrative Assistant Professor, Dr. Tremmel serves as the director of OGSD and as faculty, teaching 2 courses per academic year.
- Housed in Student Affairs, the Office for Gender and Sexual Diversity (OGSD) works alongside the Office of Multicultural Affairs (OMA) and Religious Life; these three areas of multicultural student life became known as The O, under AVP Carolyn Barber-Pierre.

OGSD Mission

In 2013, after collaborating with students, staff and faculty as well as researching best practices nationwide, the following mission for OGSD emerged:

- to foster a climate of respect, understanding and appreciation for diverse genders, sexualities, cultures, and histories
- to address the ways in which gender and sexuality intersect with race, ethnicity, class, nationality, dis/ability, and religious identifications
- to provide support and leadership development for students who identify as lesbian, gay, bisexual, transgender, intersex, queer, questioning, asexual, allies, (LGBTIQA), non-binary, genderqueer, and gender non-conforming (GNC)
- to ensure an open and affirming campus-wide learning environment, free of homophobia, heterosexism, transphobia, sexism, and other forms of bias and discrimination
- to encourage critical thinking about gender and sexuality with an intersectional lens

OGSD Goals

To accomplish this mission, the following goals structure OGSD practices:

- Serve as a Resource Hub for LGBTQ+ students
- Ensure Gender and Sexual Inclusivity in Campus-Wide Policies and Practices
- Ensure Gender and Sexual Inclusivity in University Facilities and Services
- Provide Support to LGBTQ+ Students through Mentoring, Advising, and Leadership
 - Provide Support to LGBTQ+ Students through Cultural Engagements and Social Programming
- Foster Critical Thinking and Educational Engagement through an Intersectional Lens about Gender and Sexuality
- Develop OGSD's Organizational Capacity and Professional Skills to Support Students

OGSD Initiatives

Serve as a Resource Hub for LGBTQ+ Students

2016-Present

OGSD plans and hosts **2-4 LGBTQ+ “O”pen Houses** at the beginning of the school year to introduce students to available services and resources on campus. This is also an important drop in space for returning students to reconnect after the summer and meet incoming students.

2012-Present

OGSD offers LGBTQ+ focused orientation through **Fall Welcome Programming** to raise awareness about support services and programs offered by the university, as well as to foster community among students.

- With the Office of Multicultural Affairs, OGSD co-plans **The O LGBTQ+ Multicultural Orientation**, welcoming LGBTQ+ Students to campus.
- OGSD plans and host annual university-wide LGBTQ+ **Welcome Reception and Dinner** for Faculty, Staff and Students (aka **BBQueer**).
- OGSD plans and host Tulane’s first annual LGBTQ+ Faculty, Staff and Students of **QPOC Welcome Reception and Dinner**.
- OGSD supports student leaders of LGBTQ+ student orgs to participate in the **O Ice Cream Social/Student Org Expo**, (the O’s Activity Expo), to introduce students to the various LGBTQ+ student orgs.
- OGSD recruits LGBTQ+ Students to serve as peer mentors for incoming students in our **Peer Mentoring Program** and co-host the O Ambassador Peer Mentor Program.

OGSD co-hosts and plans the **week-end long O Multicultural LGBTQ+ Fall Leadership Retreat** in Biloxi Mississippi (location was in Alabama in 2017) to provide incoming students and recently out students an opportunity to meet other students, reflect on their and others’ identities and develop leadership skills.

OGSD creates, collates and distributes a **weekly e-newsletter**, which comes to be called **SPECTRUM**. The primary purpose of **the newsletter** is to **share time-sensitive announcements and resources** related to gender and sexual diversity at Tulane University, including happenings, news, announcements, and resources that are relevant to lesbian, gay, bisexual, transgender, intersex, queer, questioning, feminist, and allied communities. Note: this is the only newsletter on campus that collate all gender- and sexuality-related events in one place. Without this newsletter, there is no place to know what is happening campus wide each week.

OGSD co-hosts, with the O, **an O Graduate Student Reception**, once each semester to introduce students to resources offered by the O and to get feedback about needs and issues grad students are facing.

OGSD undertakes **all communications** for gender- and sexuality-related events via **social media, posters, Org Sync, and university-wide calendars**.

OGSD coordinates **student access (student org e-boards only) and supplies** for the **Mosaic Lounge**, the LGBTQ+ student space in Warren Hall.

OGSD meets with **prospective parents and students** who call or drop in the office to find out more about resources and campus culture for LGBTQ+ students.

OGSD gives **consultations** to all units on campus seeking advice about how to create inclusive spaces, update forms and practices, work with individual students, problem solve, etc..

OGSD designs, creates, orders, and distributes **promotional giveaways** to alert students to the existence of OGSD as a resource on campus (i.e. cups, buttons, stickers, etc.)

OGSD connects students to gender- and sexuality related **opportunities off campus** (i.e. LGBTQ+ sports groups, health care providers, youth groups, etc.)

OGSD creates **images for public spaces that address intersectionality, LGBT history, culture, health issues, etc.** Purchase and place art prints in the MOSAIC Lounge and the O that positively portray the lives of trans/gender non-conforming and queer students.

2013-14

OGSD advises social work students to revise the **Transgender Guide to NOLA Health Care Providers**, a guide to competent mental and physical health care providers for gender non-conforming people in the New Orleans area. They sought to develop a tool to measure competence, distribute surveys, and publish a guide that can be used both by students and the broader New Orleans community. This guide continues to be offered through Louisiana Trans Advocates. Students could continue to be useful in keeping this list up-to date, as LTA and the LGBTQ+ Center of New Orleans has no staff to do this work.

2012-14

OGSD researches and writes the **Campus Compass LGBTQ+ Resource Guide**, a 32-page LGBTQ+ resource guide to Tulane University and the New Orleans area. (This research ends up becoming the content for the updated OGSD website.)

Ensure Inclusivity in Campus-Wide Policies

2018-Present

LGBTQ+ Policy Committee begins **completion of recommendations #1 and #2** of the “Report on Restroom Access at Tulane University” and **begins work on next set of recommendations #4-7.** (See Appendix A)

2017-18

In accordance with the guidelines set out by the LGBTQ+ Policy Committee, the **President’s Office approves budget to complete Recommendations #1 and #2 of the “Report on Restroom Access at Tulane University”** to design, purchase and change signs for single-user restrooms from “Male,” “Female,” and “Unisex” to “All-Gender.”

2016-17

LGBTIQA Policy Committee **submits “Report on Restroom Access at Tulane University”** to the President’s Office and Campus Planning with recommendations to address the lack of campus access for faculty, staff, students and visitors of all genders. (Implementation of recommendations begin in 2017-18)

2015-16

OGSD and the Office for Institutional Equity **establish a university-wide LGBTQ+ Policy Committee**, (co-chaired Red Tremmel and Kandice Hamilton) to consider restroom access and the development of a restroom policy. The group expanded its concerns to more broadly focus on facilities (to include locker rooms and shower areas). The policy committee is comprised of:

- Office of Institutional Equity (OIE)
- Office of the General Counsel (OGC)
- Workforce Management Organization (WFMO)
- Facilities Management and Campus Planning
- Division of Student Affairs, Office for Gender and Sexual Diversity (OGSD)
- Undergraduate Student Government (USG)

In the Fall of 2015, as a result of a staff issue, Tulane’s Office of Institutional Equity (OIE) calls together key partners across the university to consider **how our anti-discrimination policies apply to the use of sex-segregated restroom facilities.**

2014-15

Gender Inclusive Housing (GIH) Policy is approved by Provost and President, allowing students of any gender the option of living together. “GIH options are on par with other housing options in terms of price and are available in all dorms, with varying occupancy, if space permits.”

2013-14

OGSD submits **recommendations** to Housing and Residence life, in consultation with student leaders and national best practices, **to develop a Gender Inclusive Housing Policy** that will align with Tulane's anti-discrimination policy. (Successfully implemented in 2014-15)

President's office, faculty senate and cabinet **approve recommendations to revise Tulane's its Anti-Discrimination and Equal Opportunity Policies** to include "gender identity" and "gender expression."

2012-13

OGSD submits **recommendations**, in collaboration with OIE and the university Chief Council's Office, to the President's office that Tulane **revise its Anti-Discrimination and Equal Opportunity Policies** to include "gender identity" and "gender expression." (Successfully implemented in 2013-14)

Ensure Inclusivity in University Facilities and Services

2018-Present

Campus planning and facility services finish **changing signs** on single-user restrooms on the uptown and downtown campus from "Male," Female," and "Unisex" to **"All-Gender."**

2017-18

Campus planning and facility services begin **changing signs** on single-user restrooms on the uptown and downtown campus from "Male," Female," and "Unisex" to **"All-Gender."**

HRL changes sex-segregated multi-stall restroom/showers to an **all-gender multi-stall restroom/showers in Patterson**, where the Kaleidoscope RLC is located.

2016-17

OGSD recommends to HRL that the multi-stall **restroom and showers in the RLC Kaleidoscope**, located in Warren Hall, be "All Gender" to ensure inclusivity of the RLC. (Successfully implemented in 2017-18)

2015-16

On the main **Housing and Residence Life Application portal**, HRL **adds a checkbox for students who would like to have "Gender Inclusive Housing."** Previously, this was done on a case by case basis, over the phone or walk-in, when a student reached out to OGSD or HRL to inquire about GIH.

The **Registrar's Office begins offering students the ability to enter their preferred names and pronouns in the Gibson Portal** for more accurate representation on Splash Cards, faculty rosters, as well as academic adviser and healthcare records. A similar option to utilize a preferred name was also later extended to faculty and staff. This collaboration also included Assessment and Institutional Research, Admissions, and the Office of General Counsel. The option became available to students in October of 2015.

2014-15

Lavern Bernick Center for Student Life (LBC) changes the signs on 7 single-stall sex-segregated bathrooms to gender-inclusive bathrooms labeled "Restroom."

CAPS begins offering a **discussion group for gender variant students, held weekly in the MOSAIC lounge**. Though it was requested by students and OGSD, very few students participated noting that they wanted to work with therapists who were also gender variant. The discussion group ended in 2016 due to low-no participation.

OGSD and USG **recommend that the Registrar's Office begin offering students the ability to enter their preferred names and pronouns in the Gibson Portal** for more accurate representation on Splash Cards, faculty rosters, as well as academic adviser and healthcare records. A similar option to utilize a preferred name was also later extended to faculty and staff. (Successfully implemented in 2015-16)

2013-14

OGSD and USG recommend that **Lavern Bernick Center for Student Life (LBC) change the signs on single-stall sex-segregated bathrooms** to gender-inclusive bathrooms labeled "Restroom." (Successfully implemented in 2014-15)

2012-13

OGSD begins to seek a solution to the difficulties posed by Splash Cards, class rosters and other **internal data systems** that do not accurately represent the chosen names of trans and international students. Met with Chief Technology Officer to consider how to create a system for students to use their **chosen names and pronouns on internal data systems**, including identification cards, emails, and class rosters. (Successfully implemented in 2015-16)

OGSD recommends that **CAPS begin a discussion group** for LGBTQ+ students and who want to discuss more personal matters that do not have a place in more academic or social settings. At the founding of OGSD, quite a few students (who already have therapists off campus) came to talk to me about very personal issues that may be best facilitated by a therapist. (Successfully implemented in 2014-15)

OGSD recommends that **Reily Recreation Center** ensure that gender variant students who cannot use sex-segregated locker rooms can have similar access as gender normative students to lockers and showers.

Provide Support to LGBTQ+ Students through Mentoring, Advising, and Leadership Development

2012-Present

OGSD **establishes and keeps an open door policy** (the door is always open except for private meetings) in the O for all LGBTQ+ students to walk in for advising, trouble shooting, etc.

OGSD **works with students who need one-on-one advising and mentoring**, including those who walk in or who are identified by advisors, student conduct, student resources, and theWELL. Advising and mentoring includes one-on-one appointments and walk-ins throughout the week with students who are having issues adjusting to college life, experiencing gender-based bias, feeling isolated on campus, having troubles with family members, etc. With several students, I scheduled weekly check-in meetings; sometimes students are offered projects to work on as a means to feel connected. I also introduce students to services and organizations on campus to increase their connectivity.

OGSD **creates, plans and implements leadership retreats for LGBTQ+ student leaders**. In Spring of 2012 Tulane offers first one-day on-campus LGBTQ+ Spring Leadership Retreat. In Spring of 2018, the one-day retreat is expanded to Tulane's first weekend long off-campus LGBTQ+ Spring Leadership Retreat in Grand Isle, Louisiana.

OGSD **submits concerns reports for students** who are struggling with social and/or academic issues.

OGSD **writes recommendations for students** seeking to apply for jobs, study abroad, grants and graduate school.

OGSD **advises the establishment of new student organizations**, such as the Queer Feminist Collective (QFC) and Tulane Society for Sexuality, Gender and Health (TSSGH), an org for public health students; graduate students in 2014-15.

OGSD **advises student leaders of all LGBTQ+ student groups** in the development of budgets, program development and execution, financial processes, facilitation skills, member recruitment, advertising, etc. for the following student organizations:

Gender and Sexuality Advisory Council (GSAC)
Queer Student Alliance (QSA)
Student Women Embracing Equality at Tulane (SWEET)
Gender Exploration Society (GES)
Queer Feminist Collective (QFC)
Gamma Rho Lambda (GRL)

OGSD assisted student leaders of these organizations, but not as their main advisor:

LGBT+ Bible Study now called Prism, through NOLA Wesley (2012-Present)
mPOwerment (2012-2014)
Sexual Aggression Peer Hotline (SAPHE) (2012-2014)
VOX (2012-14)
Vagina Monologues (2012-15)

In 2018, a newly hired staff member in the O, Kevin Lewis, began advising all student groups for the O.

2012-13

OGSD establishes a coalition of LGBTQ+ student organization leaders to inform the work of OGSD and foster collaboration between members in the coalition. This newly formed group was called the **Gender and Sexuality Advisory Council (GSAC)**, (NOTE: GSAC's primary function was not USG representation, though the group did decide to seek representation on student government.) GSAC, consisted of 16 member organizations including first-year representatives from the class of 2016, LGBTIQA undergraduate and graduate student organizations, feminist student organizations, and performance groups that focus on gender and sexuality. Each of the meetings was lively, vibrant and productive as students had not had a coalition group prior to this year.

OGSD secures funding through the Forum for Equality for a dinner to establish a network of **Tulane students and New Orleans youth leaders**, ages 17-22, who work on LGBTIQA issues throughout New Orleans.

Provide Support to LGBTQ+ Students through Cultural Engagements and Social Programming

2018-Present

OGSD establishes a new program called **Spilling Tea, a monthly study break** held in the evenings in Patterson Lounge to provide students an informal opportunity to connect to staff and one another. The goal is to increase these if they are popular.

2016-Present

Students change the Miss Paul Tulane Drag Show to **Glam Jam: A Queer Variety Show**. The change aims to re-focus the event on queer students and features a range of queer talent beyond drag. In previous years, this event was advised and funded by theWELL. In 2017-18, OGSD began advising this event though funds were still contributed through theWELL.

2013- Present

OGSD and GSAC organize an annual **winter welcome-back social** called "Do Ask Do Tell," as a way for students to reconnect after break, which can be difficult due to issues of familial homo/transphobia. Also meant to welcome new students who may not have been ready to come out in fall semester.

2012-Present

OGSD co-hosts **Wednesdays with the O**, a weekly event aimed at fostering intersectional community building and knowledge about upcoming events.

OGSD assists students in the **planning and implementation of Pride Prom**.

OGSD organizes and hosts six study breaks throughout the year to have an informal opportunity for students and faculty to get to know one another. The study break for LGBTIQA Students of Color was particularly successful in that they decided they wanted to continue meeting every other week because no such group currently existed on campus. This also inspired one student to do a semester long project on the needs of LGBTIQA students of color and how race-, gender-, and sexuality-based organizations deal with issues of intersectionality. In 2017-18, the study breaks were named QTPIe and themed around pop culture. After changing the time several times to accommodate schedules, it was cancelled due to low attendance. Students recommend having it at night and it is decided that we will hold a monthly drop in space called Spilling Tea.

Foster Educational Engagement and Critical Thinking about Gender and Sexuality through an Intersectional Lens

Courses

2017-Present

Dr. Tremmel creates curriculum and teaches the new 1-Credit Intersectionality Course "**Becoming Woke in an Us vs. Them Society**" for Kaleidoscope RLC

2013-Present

Dr. Tremmel creates curriculum and teaches the new 3-Credit Course "**4500: Sexuality in US History**."

2017-18

Dr. Tremmel creates curriculum and teaches the new "**LGBTQ+ History of the United States**."

2014-15

Dr. Tremmel creates curriculum and teaches the new "**Special Topics: Social Movements**"

Dr. Tremmel creates curriculum and teaches the new independent study: **Masculinities, Sexuality and Greek Life**

2013-14

Dr. Tremmel creates curriculum and teaches the new Independent Study: **Trans Discourse in Mainstream and Independent Films**

Dr. Tremmel establishes **service-learning** opportunities with the LGBTQ+ Center of New Orleans for students enrolled “Sexuality in US History.”

2012-16

Dr. Tremmel creates curriculum and teaches the new 3-Credit Course “**3500: Identity, Difference and Inequality**”

2012-13

Dr. Tremmel creates curriculum and teaches the new 3-Credit Course “**6000: Advanced Feminist and Queer Theory**”

Workshops

2014-Present

Dr. Tremmel **researches best practices** in ally workshop trainings and vocabulary and **updated curriculum** of the Trans 1010 Workshop.

2012-Present

Dr. Tremmel creates curriculum and **annually trains all Resident Assistants (Ras)** (100-120) and some staff in HRL, using the LGBTQ+ 101 Ally Workshop curriculum

Dr. Tremmel creates curriculum and teaches **LGBTQ+ 101 Ally Workshops** to Academic Advisors, the staff of Student Health, Peer Health Educators, Counseling and Psychological Services.

2017-18

Dr. Tremmel revises **curriculum for Resident Assistants’ LGBTQ+ ally training to large scale lecture with break-out sessions** for the last hour, separated by new and returning, in groups of 20.

2014-15

At the request of RAs, Dr. Tremmel holds workshops in the dorms on “**Microaggressions**” and “**Healthy Sexuality.**”

Dr. Tremmel and HRL collaborate to add the “**Trans 101**” workshop as a professional development **option for all RAs in housing.**

Dr. Tremmel teaches **four open sessions of the Trans 101 workshop** throughout the academic year

2013-14

Dr. Tremmel advises five social work students to **update and revise the “LGBTQ+ 101 Workshop.”**

Dr. Tremmel creates curriculum and teaches a **new 2-hour “Transgender 101” Ally Workshop for Faculty Staff and Students.**

Dr. Tremmel provides first “**Trans 101**” **training for the entire CAPS staff**—receptionists, administrators, counselors, and psychiatrists and the entire professional staff of Reilly.

OGSD changes the name of the Safe Zone workshop to **LGBTQ+ 101 Ally Workshop**.

Dr. Tremmel teaches **four open sessions of the LGBTQ+ 101 Ally Workshop** throughout the academic year

Dr. Tremmel researches **best practices in ally workshop trainings** and vocabulary and updated curriculum of the LGBTQ+ 101 Ally Workshop.

Programming

2012-Present

PRIDE

In 2012, OGSD organizes Pride Week, continuing the volunteer programming staff had done in previous years to support queer students. Previous programming included a one day BBQ on the quad with a wall of support that passing students signed. This one day of programming was expanded to a week in 2012. In 2015, Pride Week is expanded beyond one week of programming to **Pride Month** in order to expand the opportunities of participation.

6th Annual Pride Month (2017-18) featured:

- Queer author, playwright and professor Sarah Schulman who gave a lecture and workshop on her new book *Conflict is Not Abuse*

5th Annual Pride Month (2016-17) featured:

4th Annual Pride Month (2015-16) featured

3rd Annual Pride Month (2014-15) featured:

- Author Kate Bornstein, *A Queer and Pleasant Danger* (2015); *My Gender Workbook* (2001)
- With the Gender and Sexuality Studies Program, OGSD planned and co-hosted Frank Perez, a local historian and author who gave a lecture on the history of Gay New Orleans for LGBTQ+ History Month.

2nd Annual Pride Month (2013-14) featured:

- Screening and discussion with filmmakers Reina Gossett and Sasha Wortzle of their film *Happy Birthday Marsha*, about the life and work of trans activist Marsha P. Johnson.
- Robyn Ochs, an author and educator who lectures and provides workshops on gender and sexual fluidity, as well as bisexuality.
- Took students on a field trip to learn about the history of Gay New Orleans for LGBTQ+ History Month.
- Tulane’s first queer comedy show featuring national comedian Jessica Halem and Tulane’s improv group, *Etch-A-Sketch Comedy*.

- In collaboration with the Gender and Sexuality Studies program, Seattle-based dancer Miss Indigo Blue gave a workshop on queer burlesque.

1st Annual Pride Month (2012-13) featured

- In collaboration with the Gender and Sexuality Studies Program and BreakOUT! New Orleans, OGSD organizes and hosts a panel discussion and screening of *Screaming Queens* and *We Deserve Better*, all of which focused on the criminalization of queer youth of color.
- With the Gender and Sexuality Studies Program, OGSD planned and co-hosted Frank Perez, a local historian and author who gave a lecture on the history of Gay New Orleans for LGBTQ+ History Month.

AUDRE LORDE DAYS

In 2012, OGSD establishes Tulane's first annual Audre Lorde Week, a semester of programming during the Spring focused on the intersections of gender, race, class, ability, age, and nationality. In 2015 Audre Lorde Days is expanded beyond one week of programming and celebrated over the course of the Spring semester as **Audre Lorde Days** in order to expand the opportunities of participation.

6th Annual Audre Lorde Days (2017-18) featured:

- Alicia Garza, co-founder of Black Lives Matter, and Elizabeth Alexander, poet and professor at Columbia University, in conversation about the importance centering narratives in sociopolitical activism. (With the Amistad Research Center, Tulane's Office of Multicultural Affairs, Office for Gender & Sexual Diversity, Newcomb College Institute, Gender & Sexuality Studies Program, and the Gender & Sexuality Advisory Council.)
- What's Done in the Dark? Moonlight, Black Masculinities & Sexual Identity This roundtable discussion drew on clips from the Oscar winning movie *Moonlight*, as a starting point to discuss the complexity of black masculinities and sexual identities. Getting What You Want from Sex: And How to Know What You Want with Bianca Laureano. In this workshop Bianca Laureano focused on how to develop a sense of your own erotic desires and boundaries and the practices needed to achieve them.
- Polysexualities: What's Race & Gender Have to Do with it? Dr. Mimi Schippers, professor of sociology, will discuss her latest book, which focuses on sexual relationship forms that include more than two people, from polyamory, to threesomes, to the complexity of the 'down-low.' Schippers will also discuss Audre Lorde's ideas as they relate to polysexualities.
- QTPOC Relaxation Room: Massage, Music & Food; Racism and homophobia stressing you out? Transphobia? Classism? Xenophobia? Would you like to learn some self-care life hacks? Do you need a massage? Do you want to learn how to give good massages? Come to the Queer/Trans Students of Color Relaxation Room to unwind, get a massage, learn techniques to massage your friends and meet artist Soraya McElroy who will share self-care practices to persist and thrive as QTPOC.
- Navigating Racism & Sexual Violence on LGBTQ+ Dating Apps An open discussion about racism and sexual violence on dating apps.
- POSTCARDS FROM OVER THE EDGE: Sex Work and Criminalization in LGBTQ New Orleans, is an original theatrical work that illustrates the historical real-life struggles related to the sale of sex in Louisiana. This staged reading, which begins in pre-Storyville, circa 1890, and concludes in contemporary times explores how this criminalization disproportionately impacts the LBGTQ

community and people of color. Sponsored by Office for Gender & Sexual Diversity, Gender & Sexuality Studies Program, Center for Academic Equity, Office of Multicultural Affairs, Gender Exploration Society, Queer Student Alliance, and the Gender & Sexuality Advisor

5th Annual Audre Lorde Days (2016-17) featured:

- Bianca Laureano: She Wants Plenty, She Gets Plenty: Sexuality and Women of Color
- Savannah Shange: #OurLivesMatter: Blackness and Belonging in a Progressive Dystopia
- Audre Lorde Print Making Workshop with the NOLA Community Print Shop and artist Kiernan Dunn for a print making session celebrating Audre Lorde and the 5th anniversary of Audre Lorde Days at Tulane University.
- Field trip to see documentary on James Baldwin, I Am Not Your Negro Film Premiere at the Broad Theatre
- Bianca Laureano: Workshop on The Erotic as Power and Praxis
- Northwestern professor Dr. E. Patrick Johnson performance of excerpts from latest book: The Bee Keeper Performing: Black Southern Women Who Love Women

4th Annual Audre Lorde Days (2015-16) featured

3rd Annual Audre Lorde Days (2014-15) featured

- Dr. Savannah Shange lecture “King Nicki and Queen Dej: Strategic Queerness and the Black Femmecee”

2nd Annual Audre Lorde Week (2013-14) featured:

- Queer People of Color Intergenerational Dialogue with New Orleans community leaders
- Screening and discussion of the documentary A Litany for Survival
- QPOC Recovery and Relaxation Room
- What is Intersectionality? Roundtable Discussion
- Audre Lorde Dance sponsored by Finding Intersectionality Together

1st Annual Audre Lorde Week (2012-13) featured:

- Alexis Pauline Gumbs, as our first keynote speaker
- Workshop: “At the Edges of Each Other’s Battles: Leadership and Alliances Across Race, Sexuality, Class, Dis/Ability”
- Workshop: “Backyard Politics: From Community Service Learning to Community Accountable Scholarship.”
- Screening and discussion of A Litany for Survival: The Life and Work of Audre Lorde
- OGSD invites and hosts Professor Melissa Harris-Perry in roundtable discussion on intersectionality. Students provide feedback throughout this year that topic based discussion groups are more attractive than identity-based ones—with the exception of LGBTIQ students of color. Issues that students would like to talk about further include: queerness, intersex, the intersection of race and sexuality/gender, heterosexism and homophobia, transitioning issues, autism, and religion. I will begin planning these discussions next semester for the following year.

NATIONAL TRANSGENDER DAY OF REMEMBRANCE (TDOR) CANDLELIGHT VIGIL

In 2012, OGSD establishes Tulane's first **National Transgender Day of Remembrance (TDOR) Candlelight Vigil**. TDOR was renamed **Trans Day of Resilience, Remembrance and Resistance** (2016). This event draws about 100 people annually at sundown pay tribute to the hundreds of trans women who have been murdered in the last year. In most years, Tulane's acapella groups have performed, students have read poetry and all names are read out loud in remembrance. Students also have set up space in the Mosaic lounge after the vigil to eat and provide support to one another.

2012-15

In 2012, OGSD establishes Tulane's first annual **Transgender Awareness Week** which was renamed **Transgender Rising** (2014). This programming took place in November in conjunction with TDOR. Transgender Rising Week aimed to counter negative images of trans people as pathological, immoral, exotic, etc. and to supplement cultural events such as TDOR that primarily focus on murder and mourning. OGSD begins bringing **trans-identified artists and activists to campus**.

3rd Annual Transgender Rising (2014-15) featured:

- **Lambda Legal's Omar Narvaez**, "who gave a workshop called "Trans Rights in Prison and Beyond," covering legal issues facing the transgender community at the state and federal level.

2nd Annual Trans Week of Awareness (2013-14) featured:

- **Filmmaker Sam Feder**, who premiered their film *Kate Bornstein: A Queer and Pleasant Danger*.

1st Annual Trans Week of Awareness (2012-13) featured:

- **Filmmaker Madsen Minax**, who screened his film *Riot Acts*, a documentary about musicians who identify as transgender.
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2014-15

OGSD invites and hosts **filmmaker Angela Tucker**, who screens and discusses her film *(A)sexual: Not Everyone is Doing It* for Asexual Awareness Day.

2012-16

OGSD establishes Tulane's first annual **Transgender Day of Visibility**, during which students tabled on the quad.

2012-13

In celebration of MLK week, OGSD screened the **documentary Brother Outsider** and hosted **Dr. Elizabeth Steeby from UNO** to give a lecture on Bayard Rustin.

OGSD organizes Tulane's first and only **Queer Artist-in-Residence 8-Week Arts Program**: OGSD and the Office of Student Resources collaborated to bring an artist to campus for an eight-week arts program for gender variant students. This program focused on creativity and self-representation (rather than typical models of diagnostics and medicalization) of gender variant students and culminated in a final public presentation entitled, "**Every Time I walk Outside My Body is a Public Object.**"

Led a group of students to City Hall to advocate for the **decriminalization of queer youth of color in New Orleans**.

Develop Organizational Capacity and Professional Skills to Support Students

2016-Present

Center for Academic Equity **advocates for a full-time programming position for OGSD**, funded in part by Newcomb College and in part by Student Affairs.

2015-Present

Carolyn Barber-Pierre **advocates for a full-time OGSD programming position**, funded by Student Affairs.

2013-Present

Dr. Tremmel raises co-programming and sponsorship funds from campus partners to bring artists, scholars and community organizers to campus. Each year OGSD and student groups co-program to bring in approximately \$10,000-\$50,000 for LGBTQ+ programming (NCI, theWELL, TUCP, Taylor Center, Amistad Research Center, HRL, etc.)

2013-Present

The **School of Liberal Arts Gender and Sexuality Studies** program funds one **9-month part-time undergraduate** to assist Dr. Tremmel in gender- and sexuality-related programming.

2012-Present

OGSD is founded in 2012 with one position at the Director level to develop and implement programs, consultations, advising, workshops, etc.; director, Dr. Tremmel's time is allocated 85% to OGSD and 15% to Gender and Sexuality Studies (funded by the School of Liberal Arts).

Dr. Tremmel participates in webinars and conferences on LGBTQ+ student affairs issues. (i.e. "Developing Trans 101 Trainings for Campuses," "Researching LGBTIQ+ Communities," and, "Creating Guides for Transgender Resources;" and NGLTF Consortium meeting, a national conference on LGBTIQ+ issues in higher education.)

Assessment: Participants of every LGBTQ+ Ally Workshop and Transgender 101 Workshop, fill out a “Pre-workshop Assessment” and a Post-workshop Evaluation” These results are entered into Qualtrics throughout the year.

After every OGSD program, students on the Gender and Sexuality Advisory Council provide **post-production evaluations of programs.**

OGSD works with the alumni affairs director to reactivate **Green Pride** and revive communication with members of the Green Pride listserv.

2017-18

Melina Calmon Silva, a graduate student in forensic anthropology, becomes the **first graduate assistant for OGSD**; this position is funded by Newcomb College.

2016-17

A graduating student and her father make a **gift to OGSD for \$5000.**

Center for Academic Equity secures **funding from the Newcomb College Institute** to support a **9-month part time OGSD graduate assistant.**

2015-16

Mosaic Lounge **undergoes a remodel**, with new paint and furniture, and a remediation of mold, funded by HRL.

OGSD Representation on Committees

2017-Present
Wave of Change Sexual Violence Prevention Taskforce, President’s Office (Undergraduate Prevention Subcommittee)
2016-Present
President’s Commission on Race and Tulane Values, (Curriculum Subcommittee)
2013-Present
Faculty Senate Committee on Equal Opportunity; (report to faculty on gender and sexuality issues and initiatives)
2012-Present
Sexual Violence Prevention Committee, theWELL

<p>2009-Present</p> <p>Executive Committee of the Gender and Sexuality Studies Program (course approvals, hiring, events, curriculum, etc.), School of Liberal Arts.</p>
<p>2016-17</p> <p>Diversity and Inclusive Excellence, Division of Student Affairs</p>
<p>2015-16</p> <p>Student Leadership Development Committee, Division of Student Affairs</p> <p>Professional Development Committee, Division of Student Affairs</p>
<p>2014-15</p> <p>Student Resources Conduct Hearing Advisor, Student Resources</p>
<p>2013-16</p> <p>Advisory Board Member of the Center for Engaged Learning and Teaching's Changemaker Institute</p>
<p>2012-16</p> <p>Diversity and Inclusive Excellence Taskforce, OIE</p>
<p>2011-2014</p> <p>Feminist Film Series Committee, Newcomb College Institute</p>

Campus Partner Collaborations and Initiatives

<p>2017-Present</p> <p><u>Lavin Bernick Center for Student Life</u> partners with OGSD and GSAC to provide space, publicity and funds for late night programming each semester.</p> <p><u>Lavin Bernick Center for Student Life</u> provides space and funds for OGSD to host a Tulane Tuesdays</p> <p><u>HRL</u> collaborates with the O to establish the RLC Kaleidoscope.</p> <p><u>Gender and Sexuality Studies</u> provides funds to sponsor Pride and Audre Lorde Day events.</p>
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2016-Present

Amistad Research Center collaborates with OGSD for **Audre Lorde Days and Conversations in Color** (Janet Mock & Alexis Deveaux, Alicia Garza & Elizabeth Alexander)

Center for Academic Equity is founded in 2016 and begins having **regular meetings with OGSD to discuss support for LGBTQ+ students.**

Center for Academic Equity secures **funding from Newcomb College for one grad assistant position for OGSD.**

2015-Present

Student Health Services initiates a **Gender & Sexuality Health Clinic**, a time set aside each week for students to feel welcome.

Student Health Services sends staff of theWELL and the Health Center to a national conference focused on **Transgender Health Care.**

2013-Present

Gender and Sexuality Studies Program co-funds the **annual LGBTQ+ BBQueer Welcome Dinner.**

2012-Present

Housing and Residence Life (HRL) maintains and updates the **MOSAIC Lounge**, a designated safe space in Warren Hall for LGBTQ+ student leaders to hold meetings, socials, and other events.

2017-18

OGSD staff replaced theWELL staff in providing advising support to **"Glam Jam,"** the updated version of Ms. Paul Tulane; however, theWELL continues to fund this event.

The suicide prevention grant from theWELL, which funded the **Kognito LGBTQ+ 101** online training module, **comes to an end** and so does that online training.

Reily Recreation Center organizes brings **Chris Mosier**, (first known out transgender athlete on a U.S. national team, an LGBTQ rights activist, and a policy consultant for inclusive practices) to campus for a lecture. He is the founder of transathlete.com and has been featured in a Nike commercial, the ESPN body issue, and Rolling Stone Magazine.

2016-17

Newcomb Art Gallery partners with OGSD on **Audre Lorde Days.**

2016-17

Reily Recreation Center sets a new standard in inclusivity upon **completion of renovations**; all locker rooms provide privacy, which creates an inclusive space for trans and gender variant students.

The Registrar's Office and Technology Services collaborate to create **inclusive data collection systems** for students preferred names and pronouns.

2016-17

Card Services creates new policy to allow students to have one free of charge **replacement of their student ID card** (due to a name change or physical appearance change)

2015-2017

theWELL funds an online LGBTQ+ 101 online training module, called **Kognito**, funded by a suicide prevention grant; all first-year students are encouraged to take the training.

2015-16

Reily Recreation Center ensures that their **lockers, showers and restrooms are entirely gender inclusive** when it undergoes major renovations. The architect consults with OGSD along the way.

2014-15

Counseling and Psychological Services (CAPS) establishes **a support group for gender variant students, Spectrum**

2013-15

Gender and Sexuality Studies co-funds **promotional cup giveaways** for first year students.

2013-14

Newcomb College Institute (NCI) collaborates with OGSD to choose **annual Marla Custard lecture**; NCI organizes, funds and publicizes the lecture and hosts a dinner with a small group of students and faculty. Invited guests include:

- author and artist **B. Proud**, "First Comes Love: Portraits of Enduring LGBTQ Relationships" (2016-17)
- author and artist **Kate Bornstein** (2014-15)
- author and scholar **Dr. Margot Canaday** from Princeton University (2013-14)
- author and artist **Alison Bechdel** (2012-13)

2013-14

Student Health Services updated its **intake forms and data collection tools** to be gender inclusive.

2012-16

theWELL planned and hosted the annual **Ms. Paul Tulane and Mr. Sophie Newcomb Drag Show** to promote awareness about sexual health among attendees

2012-13

Reily Recreation Center creates **lockers** in public areas for students who cannot safely use sex-segregated locker rooms; also **changes single-occupancy shower/bathroom** to read "Gender Neutral."

LGBTQ+ Students' Initiatives

Individual Student Leaders' Initiatives

2013-present

Students run, win and serve on student government in wake of USG resisting the acceptance of GSAC as a USG council

2017-18

Glam Jam: A Queer Variety Show planned and executed for the second year, this time with OGSD as the primary advisor.

2016-17

Glam Jam: A Queer Variety Show is established by first year LGBTQ+ students who seek to create a cultural event that is by and for LGBTQ+ students; Miss Paul Tulane is retired as it was increasingly seen as a voyeuristic event rather than an LGBTQ+ cultural space.

2014-15

LGBTQ+ senators on Undergraduate Student Government (USG) create a position on the Executive Board: Diversity and Inclusive Excellence Committee

2014-15

Student Leaders Apply to Attend National "Creating Change" Conference: This year 4-5 LGBTIQ+ undergraduates will apply to represent their organizations at the National Lesbian and Gay Taskforce "Creating Change" Conference in Denver, Colorado in February.

2014-15

USG Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride

2013-2016

Students run, win and serve on Tulane Undergraduate College Programs (TUCP) to increase inclusive campus-wide cultural programming

2013-14

Undergraduate students organize the first and only Audre Lorde Research and Art Symposium to highlight student research and art at this day-long symposium; included panels, paper presentations, art displays, short film screenings, performances and more to highlight the work that Tulane students are producing at the intersections of race, class, sexuality, and gender. It was 100% student-led, organized, and moderated. Sponsored by the Queer Feminist Collective (QFC), Black Student Union (bSU), and Vagina Monologues.

LGBTQ+ Student Organizations' Initiatives

Gender and Sexuality Advisory Council (GSAC)

2012-13	OGSD establishes an advisory council, comprised of student leaders from LGBTQ+ student groups to guide the work of OGSD.
2012-13	OGSD invites several first-year students to apply to be on the advisory council so that they could begin to be mentored by older student leaders. There are currently two first-year students on the council, representing first-year student perspectives.
2012-13	Students advocate for GSAC to become an officially recognized voting council within Undergraduate Student Government (USG). The students of GSAC request a representative, similar to the Multicultural Council (MCC) representative, to inform and represent gender and sexuality related issues on campus to the Undergraduate Student Government (USG); though unsuccessful at first, they continue to advocate for a council position with the support of the Black Student Union and MCC. By the end of the spring semester, GSAC gains a position on USG and GSAC chair begins attending USG.
2012-13	Successfully established GSAC as a USG-funded Council; however, voting rights of all councils were taken away; GSAC would have a voice in USG but not vote.
2012-Present	Advised director of OGSD on university-wide issues of diversity and inclusivity.
2012-Present	Tabled on the quad during Pride Week.
2012-Present	Tabled on the quad for Transgender Day of Visibility.
2012-16	Attended a one-day on-campus Spring leadership retreat for LGBTQ+ student organizations.

2013-14	Began representing LGBTQ+ student orgs on USG.
2013-14	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP directions committee brings Lavern Cox and Angela Davis to campus.
2014-15	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP provides significant funding to bring
2015-16	GSAC brings problem posed by sex-segregated restrooms to USG. After review, during the spring of 2016, USG passed a resolution, which recommended that each building across the university designate a Gender-Neutral restroom and that all new and renovated buildings include a gender-neutral restroom.
2015-16	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP provides significant funding to bring
2016-17	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP provides significant funding to bring
2017-18	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP provides significant funding to bring
2013-14	USG Recommends & Passes Resolution to Recommend that Tulane Use Preferred Names on Identification: GSAC chair represents to USG the difficulties posed by Splash Cards and class rosters that do not accurately represent the chosen names of trans and international students; USG votes to recommend to the university that students be able to use their chosen names on Splash cards, class rosters, and other databases throughout the university.
2014-15	Encouraged TUCP to create a more diverse culture on campus by inviting diverse speakers and performers; TUCP directions committee brings
2014-15	USG Recommends & Passes Resolution to Recommend that

Gamma Rho Lambda (GRL)

2012	Gamma Rho Lambda founded.
2012- Present	GRL stablished, planned and executed Tulane's first ever Pride Prom.
2012- Present	GRL donated the proceeds of Pride Prom to BreakOUT! the local and nationally recognized grassroots organization that aims to end the criminalization and police brutality against LGBTQ+ youth of color; they also establish an ongoing philanthropic relationship.
2013-14	Trans-identified student inducted into GRL.

Queer Feminist Collective

2013-14	Queer Feminist Collective founded; established by Jessica Callahan, who served as the first President, Queer Feminist Collective was created as a space on campus for students who wanted to discuss feminist and queer history, current events, theories, etc. Intended to be more of a salon than a social space.

Queer Student Alliance

2014-15	Queer Student Alliance (QSA) created one page “LGBTQ+ Ally Guides” to be placed in every dorm room for new students.

Tulane Society for Sexuality, Gender and Health (TSSHAG)

2014-15	Tulane Society for Sexuality, Gender and Health (TSSGH), a graduate student organization in Public Health is founded. They spearhead a collaboration between OGSD and the School of Public Health in which Dr. Tremmel offers annual workshops to grad students and faculty.

Tulane Undergraduate Student Programs (TUCP)

2016-17	TUCP invites, funds and organizes event with Moonlight screenwriter and Oscar winner Tarell Mcraney .
	TUCP provides significant co-programming funds to bring author Janet Mock to campus.
	TUCP provides significant co-programming funds to bring actress and activist Lavern Cox to campus.
	TUCP invites, funds and organizes event with celebrity transgender author Chaz Bono .
	TUCP invites, funds and organizes event with author and scholar Angela Davis .

Conference & Presentations

2014-15	Red Vaughan Tremmel, “The Spaces and Places of Scholarship: LGBTQI Populations and Conference Siting Policies” International Studies Annual Conference, New Orleans, LA (2015).
2014-15	Red Vaughan Tremmel, “Establishing Services, Support and Programming for LGBTIQA Youth,” United Nations Korean Delegation on LGBT Rights, New Orleans, LA (2015).
2014-15	Red Vaughan Tremmel, “Instituting LGBTIQA 101 Trainings at Your College,” Delgado Community College, New Orleans, LA (2015).
2013	This past semester I participated in the Anna Julia Cooper Seminar and the Imagining America committee. I was also invited to give the Sandberg Series 04 lecture and teach several workshops on gender and sexuality at the Goethe Institute in Amsterdam in the Spring/Summer.
2011-13	Serve on Transgender Caucus, National Women’s Studies Association
2010	Transformations: The Journal of Inclusive Scholarship and Pedagogy, October 2010. Served as a reviewer for the journal’s special issue: “Teaching Sex”

Awards & Grants

2012-13	Gender and Sexuality Advisory Council (GSAC) first-year Representative, Preston Mills, receives the Crest Award for “Outstanding Emerging Leader” Jessica Callahan, GSAC Chair, receives funding and attends the National Gay and Lesbian Taskforce’s “Creating Change” conference.
2012-13	Queer Student Alliance (QSA) president, Mark Labradorf, receives the “Outstanding Leader” award from Camp Pride, a national leadership organization for LGBTQ+ undergraduates.
2012-13	Gamma Rho Lambda (GRL) receives the “Chapter of the Year Award” from their national office.
2012-13	OGSD director, Dr. Red Tremmel, is named to New Orleans Magazine “2012 People to Watch.”
2012-13	USG Funds Student Leaders to Attend LGBT Leadership Camp, Camp Pride

2013-14	Gamma Rho Lambda (GRL) receives the “Exemplary Practice ” Crest Award for their event Pride Prom.
2013-14	OGSD director, Dr. Red Tremmel, receives “Outstanding Faculty Member of the Year” from the Undergraduate Student Government (USG).
2013-14	USG awards funds to 3 student leaders to attend “Camp Pride,” a week-long LGBTQ+ leadership retreat.
2013-14	GSAC chair, Jessica Callahan receives the “Tulane 34 Award,” which annually recognizes 34 graduating students for their distinguished and exemplary leadership, service and academic excellence.
2013-14	Tulane University is awarded 4 out 5 Stars for “LGBT Friendliness” by Campus Pride, a national organization of LGBTQ+ higher education professionals.
2014-15	Tulane Ranked as One of the Best LGBT Campuses Nationwide by Campus Pride: After evaluating 600 colleges and universities throughout the nation, Campus Pride names Tulane University in the top 50; there was no ranking within that list.
2014-15	The Advocate names Tulane one of “7 Brave Campuses for LGBT Students of the South”
2014-15	Lambda Literary Award, Best Anthology (2015) My essay “Industrial Capitalism and Emergent Sexual Cultures,” was part of the award winning anthology Understanding and Teaching U.S. Lesbian, Gay, Bisexual and Transgender History, eds. Leila Rupp and Susan K. Freeman (University of Wisconsin Press, 2014). “No book has combined the scholarship, methods of teaching, and source guides as this one does.”—Estelle Freedman, Stanford University, author of Intimate Matters: A History of Sexuality in America
2015-16	Tulane University is awarded 5 out 5 Stars for “LGBT Friendliness” by Campus Pride, a national organization of LGBTQ+ higher education professionals.
2017-18	Caroline Scott, OGSD Program coordinator, receives the “Tulane 34 Award,” Newcomb College Institute “Under the Oaks Award,” “Oak Wreath Award,” “Highest Cumulative GPA Award” and Student Affairs Crest “John Stibbs Award.”
2017-18	Sarah Jones, LGBTQ+ Subcommittee Member of the One Wave Taskforce to End Sexual Violence, receives Crest “Emerging Leader Award” and NCI “Under the Oaks Award.”
2011-present	Dr. Tremmel is named a Newcomb College Institute Fellow.

Future Goals & Best Practices

The following areas, listed in order of priority, are those that OGSD and student leaders have identified as most pressing and important to the future of gender and sexual diversity at Tulane University. Beneath each goal are recommendations, many of which are based on best practices that are currently in use by leaders in the field.^[1]

Emotional and Social Support for Trans* and Gender Variant Students

Over the past two years it has become evident that trans* and gender variant students are most at risk for depression, intragroup conflict, dropping out, and suicidal ideation. For this reason it is imperative that we support students in getting trans* competent individual therapy; professional therapeutic support in a group setting; sustaining and developing peer-based student organizations; and positive programming, such as the artist in residence project.

- Develop and publish a guide to trans* competent mental health care providers in New Orleans
- Support professionals who run the CAPS support group for gender variants students
- Continue to support the leaders of the Gender Exploration Society through weekly meetings
- Bring back the artist in residence program or create a course in the academic curriculum for credit

Facilities: People of all gender identities and expressions require access to safe restroom facilities that are not sex-segregated. Two types of restrooms can accommodate individuals of all gender identities and expressions: single-occupancy, gender-inclusive restrooms (used by one person at a time) and all-gender restrooms (multiple, lockable stalls but used by anyone). Any single-occupancy restroom can easily be converted to a gender-inclusive restroom by changing its signage. To convert multiple-occupancy restrooms, institutions can either change them to all-gender restrooms via signage or change them to single-occupancy, gender-inclusive restrooms via renovation. OGSD recommends the following, in keeping with best practices:

- Update the list created in 2012 that included all gender-inclusive (unisex) and single-occupancy women's and men's restrooms on campus. Publicize this list.
- Collaborate with the LBC, Facilities, HRL, and Reilly to create an understanding of the significance of gender inclusive facilities.
- Collaborate with the LBC, Facilities, HRL, and Reilly order signage to change single-occupancy men and women's restrooms into single-occupancy, gender-inclusive restroom facilities where plumbing codes allow.
- Collaborate with LBC, Facilities, HRL, and Reilly to update all restroom facilities with consistent and accurate signage.
- Collaborate with LBC, Facilities, HRL, and Reilly to institute and implement a policy that requires (1) at least one all-gender or single-occupancy, gender-inclusive restroom facility in all renovated or newly-constructed buildings, and ensure restrooms have consistent signage (2) at least one area of private, single-occupancy showers/locker rooms in all renovated or

newly-constructed residential and athletic buildings, and ensure showers/locker rooms have correct and consistent signage

- Work with HRL to clearly publish gender-inclusive housing policies, including gender-inclusive housing options, gender-inclusive restroom/shower locations, etc.

Addressing Bias, Discrimination & Hate

Because transphobia and anti-transgender bias characterize the national climate, safety is often a significant concern for transgender and gender non-conforming individuals when they arrive on campus. Regularly reconstituted, institutions of higher education are not immune to the transphobic practices and biases that circulate more broadly. In one higher education survey by Rankin, Weber, Blumenfeld, and Frazer (2010), “thirty-nine percent of transmasculine respondents, 38 percent of transfeminine respondents, and 31 percent of gender non-conforming respondents reported experiencing harassment...a significant number of transmasculine respondents (87%) and transfeminine respondents (82%) indicated their gender expression was the basis for harassment”. For this reason, it is important that we effectively (1) support those who experience transphobia and anti-transgender bias (2) increase the number and effectiveness of allies to members of Tulane’s community who identify as trans* (3) implement educational programs and workshops that create a welcoming and inclusive climate for all students. OGSD recommends the following, in keeping with best practices:

- Identify areas on campus where incidents of homophobia and transphobia are particularly prevalent (i.e. Athletics, Greek life) and create customized Ally Trainings; develop a cadre of trainers who can regularly implement these trainings
- Appoint a campus police officer to serve as a liaison to the Office for Gender and Sexual Diversity (OGSD). OGSD and this individual will collaborate to create a customized Ally Training for police officers. This individual will regularly communicate with the director of OGSD, assist with training other officers, and take an active role in all sexual and gender-related campus safety initiatives.
- Work with the appointed TUPD liaison to OGSD to implement Ally Trainings. Training should include local laws of importance to this community such as the use of gendered restrooms and the hate crime and bias incident regulations of the state and city.
- Incorporate the ally training and continuing education into all areas of the university.
- Work with Howard Tilton librarians to expand the number and quality of books, magazines, journals, works of art, and audiovisual resources in campus libraries that speak to the experiences and culture of transgender people. Include educational, research, and entertainment resources.

Leadership Development

By their second or third year working within GSAC, many students are ready for more in-depth leadership development. To keep these students engaged throughout their final years, it will be important to not only provide them with support and community, but also the tools to be life long effective leaders. Students in the spring leadership retreat said they want for education on time management, self-care, avoiding burn-out, dealing with apathy in the university, cooperation amongst groups, diversifying memberships, vision and mission development, creating open and safe spaces, clarifying roles, motivating and retaining membership over the semester, developing relationship with local and national LGBTIQ groups and

leaders, leadership transition, successful co-programming, planning ahead, delegating responsibility, working with larger organizations such as USG and TUCP, and building budgets.

- Create a leadership course within the academic curriculum where LGBTIQ students feel safe to discuss their personal and professional growth (in progress).
- Increase the number of students attending national conferences, including presenting their research and organizing work as individuals or on panels.

^[1] Best practices were determined by information gathered at the 2013 Consortium of Higher Education conference, through phone consultations with leading practitioners Genny Beemyn at the University of Massachusetts Amherst and Dorteia Bauer at the University of Vermont, webinars, and the following published research: Pasha Mikalson, Seth Pardo, and Jamison Green, “**First, Do No Harm: Reducing Disparities for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning Populations in California,**” *The California LGBTQ Reducing Mental Health Disparities Population Report (2011)*; Emily Johnson and Allison Subasic, “Promising Practices for Inclusion of Gender Identity/Gender Expression in Higher Education,” Consortium of Higher Education LGBT Resource Professionals (2011); Megan R. Yost and Stephanie Gilmore, “Assessing LGBTQ Campus Climate and Creating Change,” *Journal of Homosexuality* 58:9 (2011): 1330-54.