Beyond Visibility: Supporting LGBTQ Faculty and Staff
Luncheon held at the iHotel on February 28, 2014
60 LGBTQ faculty and staff were registered

Executive Summary
April 11, 2014

More than 60 LGBT faculty and staff participated in this event. A main goal of the luncheon was to elicit information about the challenges faced by LGBT faculty and staff as well as possible solutions. Below is a summary of the findings. Although specifics may vary by employment status, the overall themes were consistent across all.

Challenges
- Dealing with anti-LGBT bias (as well as overt hostility) across all aspects of campus
- Employment resources and benefits are missing or hidden
- Teaching and/or researching GBT issues is not valued
- Feeling isolated on campus
- Living in a community with few LGBT resources; campus resources are focused on serving students
- “Gay Day Fatigue” – want a sustained commitment to LGBT issues, tired of being asked to serve as “the expert”

Suggestions for improvement
- Increase the institutional commitment to LGBT concerns
  - Endowed Chair in LGBTQ Studies
  - Create resources for LGBT faculty and staff (not students)
  - Actively recruit LGBT faculty and staff
  - Partner with non-campus LGBT groups
  - Expand/improve Ally training
  - Require top administration to experience Ally training
  - Include language in University contracts that asserts UIUC as an affirming employer
  - Ensure LGBT expertise among HR employees
- Strengthen campus networks
  - Establish a faculty/staff LGBT affinity group
  - Increase year round LGBT programming on campus that appeal to faculty and staff

In addition to the brainstorming exercise, we asked for anonymous feedback about the luncheon itself. The comments were overwhelmingly positive and can be summarized by the following selected quotes:

“Good idea! I had no idea there were so many LGBT folks here.”

“This was a great starting point to bring the community together.”

“I appreciate feeling like the Chancellor and Provost see this as a priority.”

“Let’s do this again.”