

What are the most important ways that UIUC might improve your experiences as an LGBTQ FACULTY member?

Make LGBT issues central to UIUC (not just more visible, more included on our own terms)

- More visibility, more consciousness: more initiatives aimed at raising the critical consciousness of campus communities as a whole
- Have the University "Come out" as an affirming system for faculty and staff
- Making LGBTQ events/people/issues central to campus education and life rather than added on or merely included
- increase visibility so that the community understands how many of us are here among them
- Fight the status quo: pretty much ditto what said for Q1: don't want to have to only be ok if I look, act, think, and be "like them." -Too short a time to think of concrete action beyond that - maybe CR groups? :)
- training around heteronormativity
- Endowed Chair in LGBTQ studies

Strengthen within-UIUC networks

- more community spaces: throw some LGBT parties
- Another way to connect, LISTSERV?
- social gatherings for LGBTQ people who are staff/faculty/postdocs, etc
- Let's do this again! Meet together, have lunch
- visible faculty/staff events (we already do student ones) that go beyond Allies
- lunches for LGBTQ faculty and staff to discuss issues and connect
- support groups/lunches/etc for new faculty, partners, for children
- happy hours, social opportunities, bus trips for faculty/staff
- solution -- an LGBT celebration month
- social outlets - have events for families and for those with no families
- representative from each school to improve connection and communication
- support for LGBTQ families with children
- In-group education (not all LGBTQ are aware/sensitive to each other's issues/needs/concerns (needs a supported positive! Kim Rice?))

Link UIUC to other

- LGBT partnerships beyond the university - community partnerships: UP center, queer-friendly businesses, doctors and LGBT celebration month
- host other universities in some annual conference
- shaping the community, more visibility for UP Center
- (silly but) the arts could promote LGBT performers - something like Ellnora Guitar Festival

Actively recruit/retain LGBTQ

- Work on recruitment and retention of LGBTQ faculty and staff and students
- Create website/pamphlets that includes resources for LGBT staff and faculty - part of recruitment tool - and encourage hiring authorities
- HR representative for any issue related to being LGBTQ

Increase LGBTQ resources on campus

- Staff positions created to provide support
- (Staff/funding) structural position to address various group needs (staff, faculty, grads, undergrads, grad TA/RA/GA need related but different groups/support
- Make LGBT office more accessible/helpful to faculty/staff
- Create designated LGBTQ safe spaces and services

What are the most important ways that UIUC might improve your experiences as an LGBTQ STAFF member?

Make LGBTQ issues central to UIUC (not just Increase visibility)

- More visibility, More consciousness: more emphasis on making bisexuality visible
- Making it a priority, visibility initiatives
- Language in printed materials
- Expectation of leaders
- Stop resisting changes that are affirming/inclusive of LGBTQ concerns
- Gender equity [seeing LGBTQ as part of this?]

Improve/Expand the Ally Training

- Re-Codify Ally. Presumes a war.
- "Ally" training for LGBTQ identified folks?
- Take a co-worker to Ally training day...
- Why isn't "Ally" training part of a leadership series?
- Sensitivity training? Things not to ask/say to coworkers?
- We have a lot of mandatory trainings - what about awareness training on tolerance & micro-aggressions - for supervision and anyone who works with students
- Mentor/mentee - a handbook (similar to Ally manual resource list, but geared toward faculty/staff) - planned meetings and beginning of semesters plans for semester can naturally follow
- Constructive dialogues with faculty/staff not LGBTQ'
- Information in new staff/faculty orientation
- Trainings
- Onboarding/training on LGBTQ events

Strengthen within-UIUC networks

- Continue to provide opportunities to connect with LGBTQ students/faculty/staff, network/mentor
- Formalized network for staff/faculty, separate from graduate students
- Interactions with other LGBTQ staff/faculty

Link UIUC to other

- Network with community [beyond UIUC?]

Actively recruit/retain LGBTQ

- Recruitment of LGBTQ staff

Increase/improve LGBTQ resources on campus

- Centralize and increase visibility of professional development centered on LGBTQ
- Trans group that is not undergrad
- employment options and trades
- More education about policies (e.g. re sick leave, how they apply)
- Communication about resources
- Publicize the availability of resources
- Seminars to discuss impact of policy changes on target audience - i.e. how will legalized marriage affect your benefits?
- District listeners and joint calendars for related concerns - family group
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Not sure how to interpret

- Peace
- Lack of organized maintenance

What are the most important ways that UIUC might improve your experiences as an LGBTQ CIVIL SERVICE member?

Make LGBTQ issues central to UIUC (not just Increase visibility)

- Make sure the commitment to diversity is enforced: final priority, then how can such people serve in this capacity? Is there any practical way to address this?
- Make sure the commitment to diversity is enforced: Are there any mechanisms by which faculty that are known to have been opponents of the equal dignity of all cultural groups must forfeit
- Public support from admin
- Sustained commitment from admin (resources)
- Diversity committees at lower levels might improve environment
- Have reps from different groups on campus - staff, faculty, etc all meet regularly to discuss issues
- University lobby state for health benefit equality: University - bring voice/lobbying power to improve insurance coverage Letter/statement of support
- More commitment to equity for LGBT and race other issues of social justice
- Celebrate ourselves visibly (how? Too vulnerable)
- More pink triangle and rainbow flags everywhere
- VISIBILITY -sometimes history is set too straight (photos of LGBTQ people)
- University should out the Allertons officially
- Send big floral arrangements when gay faculty/administration get married - Nancy Center did for us
- Named gay/les faculty chair
- Have upper administrators and senior faculty take a Queer Studies or GWS class (or read our scholarship)
- Regular meetings between deans and LGBTQ staff and faculty

Improve/expand Ally training

- Education/Training: Training - HR Ally training encouraged, maybe mandatory inclusivity training?
- Education for chairs/heads about LGBTQ staff
- Mandatory EO training, continuous education
- More "ally" training type things from queer faculty to talk about student mentoring issues
- Know how to talk to LGBTQ fac/staff for people in various staff positions
- LGBTQ outreach to non-LGBTQ faculty, not just allies
- Find ways to normalize anti-homophobia in a day to day manner
- Strategies for short-circuiting homophobic comments- intelligence wins out over ignorance!
- Sensitivity training for middle level administrations on heterosexual presumption
- Better "Ally Training Program"

Strengthen within-UIUC networks

- Support network, with an online presence
- Activities with other LGBTQ staff and faculty
- Monthly gatherings social activities, facebook group, "gay" hour=happy
- Happy hours/social opps for faculty/staff
- Take a bus somewhere - social/fun trip/ connect opportunities
- Work on division among LGBTQ work levels
- Networking opp.: More networking - News week - listen campus-wide - faculty/staff New Hires - Nessie inform on resources
- Networking opp.: Bring all resources - include campus/community other diversity - Existing link on Nessie - Inclusive Illinois
- Opportunities to socialize - develop community - some not centered around alcohol
- Staff/faculty resource center? More opportunities to connect, work together, etc
- More welcoming and convenient gathering spaces for LGBTQ people on campus
- LGBTQ bus to Chicago
- Take a lesbian to lunch (people library)

#### Link UIUC to other

- Outreach/collaboration with CU community and region (see success of HO North for inspiration)

#### Actively recruit/retain LGBTQ

- No information about partner benefits/resources when got jobs
- Have more LGBTQ people in upper administration

#### Increase/Improve LGBTQ resources on campus

- Benefits training: more training for people who handle benefits
- University pride event
- LGBTQ office - make more accessible to faculty/staff
- LGBTQ faculty and staff space - LGBT Resource center is undergrad-centric
- Knowing who well trained ally AHR person is
- Need clean back up resource about getting info relevant to LGBTQ
- Lack of info/understanding/experience on part of staff re retirement
- Create more central and visible cultural houses (increasing LGBTQ Resource Center)
- Better HR materials on website for LGBTQ employees
- Better findings for LGBTQ conferences and programming
- Movies/performances/ presentations of students/athletes who are out

#### Not sure how to interpret

- Crumbling campus infrastructure
- How can we not assume undergrads are homophobic?