

## What are the CHALLENGES you face as an LGBTQ FACULTY member?

### Teaching challenges

- dealing with student assumptions re: heteronormativity; don't want to silence students
- how to set a classroom norm of inclusivity re: LGBTQ issues when I'm the one in charge and giving the grades
- How to be supportive of LGBTQ students in ways that are normative. Is there something beyond
- Ally training, especially for distance ed students?
- address/avoiding topics in classes
- Presentations on compass on queer theory are attended by people looking for community (and who are familiar with the content). So queer theory 101 doesn't get covered.

### Managing disclosure

- Does it cause problems in the classroom or the school if I am open or not open re: my orientation?
- students have expressed concerns about coming-out to faculty
- coming out to students
- coming out to other faculty
- coming out to colleagues
- Department head outed me to others – not right

### Hostile colleagues

- Administrative assistant thinks I am evil, possibly hell bound. Makes it hard to interact professionally.
- homophobic campus staff and faculty
- Department of Intercollegiate Athletics friends and colleague laboring under de facto DADT policy (scared and closeted)

### Heteronormative institutional structures

- departmental climate: assumptions about family life/relationships
- language in various forms referring to husband/wife assumptions about people
- The heterosexual presumption: "...and man must have his mate, which no one can deny as time goes by."
- enduring (straight) coupledness
- couple/culture
- "CU is great place to raise kids" [is considered] a hiring plus
- People need to be more educated about bisexuality and transgender issues

### LGBTQ research is not valued

- Lack of recognition of LGBTQ studies as an academic field
- My gay research was never taken seriously
- I just lost the position I've been working as Interim. I was a first list, but no dice in the end. My obstacle is much wider and diffuse than can be attributed to this campus. I am at the top of my field, but DIRECTLY of a piece w/ living a life that has forced an alternative perspective. I practice unconventionally and therefore cannot achieve prestige in my discipline as men continue to define it.
- This is about being a woman, about being queer, and about nothing that could be directly addressed. The priorities (R1) in my area are still to pursue those who dominate the status quo. People who are queer not just of sex but also of holistic vision will challenge and change the environment if permitted.

### Employment benefits/resources are lacking or hidden

- Are there resources available when you move here and your spouse needs help finding employment?
- Resources to help spouse get job?
- awareness of resources available
- Partner/spousal insurance issues. Lack of knowledge in benefits office
- Financial planning for LGBT couples and individuals
- Bathrooms!

- Resources and events for faculty/so much is for students
- mentors for students who work with LGBT issues
- resources and welcome events

#### Feeling isolated at work

- Isolation within unit. Lack of awareness re: available networking
- finding other LGBTQ faculty/staff
- social isolation
- somewhat lack of community
- lack of social events to connect
- sense of community
- finding other faculty
- Is it really the case that everybody is out?
- How do we connect faculty, staff, and civil service people together?

#### Champaign/Urbana lack relevant amenities

- Recruiting -- LGBTQ librarians elsewhere think CU is a cultural backwater. LGBTQ visibility on campus, but not in community
- Location
- No gay bar in town

#### Not sure how to interpret

- individualization
- instrumentalization of lgbt

### **What are the CHALLENGES you face as an LGBTQ ACADEMIC PROFESSIONAL?**

#### Teaching Challenges

- [Want to make?] Curriculum more inclusive w/o being singled out

#### Managing disclosure

- Gauging students' comfort level/what do you reveal or not?
- How to discuss my family with acquaintances or coworkers?
- [Want to be?] Acknowledged by co-workers
- Need confidentiality (not posting photos of queer events without asking first, discretion in email subjects and event titles)
- I likely wouldn't feel comfortable bringing a date to an "event" at work
- my supervisor does not know
- Because of who I date, I'm often reserved about sharing about my personal life

#### Hostile students and colleagues

- work stress from homophobic students
- homo/transphobic comments/behaviors among professor and students
- My coworker is very Baptist, very old, and very opinionated
- I am in the arts. One of the leaders of a very prominent student groups is very Baptist and NOT open to LGBTQ students. Bothers me, but is there anything that can be done?
- self-censorship based on religious rhetoric of staff, faculty, environment
- bullying at work
- fear of persecution for my family structure
- work stress related to homophobia
- Ally network seems to not reach those who most need it

#### Heteronormative institutional structures

- Normalization of the LGBTQ identity (integration of this identity into everyday life)
- want relief from hetero-dominant culture
- university slow to keep up with LGBT movement
- campus climate differs across units and departments

#### “Gay Day” fatigue

- Being the spokesperson on LGBTQ issues - good to be respected and trusted in this way but want to see more people speak up/get educated
- Becoming "the expert"

#### Employment benefits/resources are lacking or hidden

- cost of healthcare (fewer resources for me given my leadership roles)
- clients unable to find community; over-reliant on partners who are the UIUC employees

#### Feeling isolated at work

- lack of structure to find network
- Not connected with other LGBTQ staff (currently). The usual assumption is that I am straight (lack of awareness)
- intersections of identities
- conflation of sexual orientation and trans concerns (they are different)

#### Town/gown divide

- campus climate vs. community climate
- separation of politics and community

#### Not sure how to interpret

- lack of competency

### **What are the CHALLENGES you face as an LGBTQ CIVIL SERVICES EMPLOYEE?**

#### Managing disclosure

- Navigating who I can be and what I can share about myself across various areas of campus
- Finding safe outlets for students/outside known circle
- Finding support for coming out at work or in general
- I have always been out and its never been a challenge
- I feel asexual. People just assume. I don't tell.
- I don't know if I should tell my coworkers about my sexual orientation
- Visibility is still a challenge; some events do appeal to everyone [do not appeal?]

#### Hostile students and colleagues

- controversies about normal family life; people don't always ask
- inappropriate questions/joking or being "too" familiar
- encountering homo/transphobic comments/behaviors among fellow staff (and of course, students)

#### Heteronormative institutional structures

- heteronormativity
- lack of discourse in general about power, privilege, and difference across campus

#### “Gay Day” fatigue

- being the voice for the LGBT experience

Employment benefits/resources are lacking or hidden

- LGBTQ office seems geared to students not adults
- health insurance
- Health insurance that covers my transitional needs/ health alliance does not support gender affirming treatment. Deemed not medically necessary.

Feeling isolated at work

- Connecting with others
- meeting other LGBTQ people here at the university
- social isolation (surrounded by married straight people all day long)
- different from others in my unit
- feeling of being a minority
- social networking for older individuals
- addressing/speaking to/finding support for intersectional understanding/experience within LGBTQI community

Champaign/Urbana lacks relevant amenities

- lack of LGBT community in the CU area
- Social isolation OFF campus. There is a gay community but mostly white. I am a double minority non-white

Not sure how to interpret

- No problems lately specific to LGBTQ per se -- see more discrimination against women, straight or not (assumptions about abilities, opportunities presented, etc). And ageism sometimes similar issues.