



**LGBTQ+ PRESIDENTIAL
ADVISORY COMMITTEE**

UNIVERSITY OF FLORIDA

Newsletter

Issue 3: October 2021

Outcomes from LPAC's Summer Planning

by R. Need (they/them)

In our previous newsletter, we summarized the many changes and accomplishments during LPAC's 2020-2021 year. Some major highlights include: the creation and delivery of a GET201 LGBTQ+ Inclusive Gators training (thanks to Tiffany Richards and Ceci Luna!); a project to identify, map, and relabel gender-inclusive bathrooms across campus; and a broad reorganization of LPAC's internal structure and communication strategies.

To build upon this momentum, LPAC held a strategic planning workshop in September. During the workshop, we shared the strengths, opportunities, aspirations, and results each of us saw or hoped for LPAC. Common themes were:

- **Strengths:** A diversity of campus roles represented; open, kind, and courageous communication within the group; collaborative follow-through on recent initiatives; and direct access to the UF President as a unique means to effect campus-wide policy changes.
- **Opportunities:** Campus-wide collaborations; LPAC as a space to discuss and elevate concerns and bring about change; coming out is becoming more frequent; increased awareness and centering of intersectionality in our work.
- **Aspirations:** Establishing LPAC as an effective advocate for equitable and inclusive policies and practices at UF, through increased participation in community events and increased visibility as a campus resource for LGBTQ+ faculty, students, staff, and allies.
- **Results:** Increased retention of LGBTQ+ students, faculty, and staff and an improved campus climate that is not only accepting, safe, and welcoming for them, but recognizes and uplifts their contributions.

Several shared goals emerged from these conversations. In particular, the group holds a collective desire to increase LPAC's community engagement on and off campus, and in doing so, raise recognition of the important role LPAC plays as a conduit for community concerns to reach the UF administration. In other words, our direct line to the UF President and our mandate to advise on how UF policies and procedures impact LGBTQ+ individuals enable LPAC to elevate the messages, needs, and concerns of other organizations serving marginalized groups in our community. The committee felt that there is more we can do to leverage this power, but that doing so requires more of these groups to know of us and believe that bringing their concerns to us would be acted upon and lead to change.

Towards that end, LPAC identified three Action Areas that we will be focusing on over the next year.

1. **Communications** – Update and expand our website, social media, advertising, and marketing to help the community know who we are, what we do, and how we can help.

2. **Community Engagement** – Find new ways to engage with other LGBTQ+ and minority-serving organizations and ingrain ourselves in the UF and Gainesville communities.
3. **Committee Diversity** – Increase committee member diversity and intersectionality through intentional and sustained recruiting efforts.

Gay News

In a win for the UF LGBTQ+ community, UF IT recently enabled users to add their pronouns to their university-affiliated Zoom profiles.

To add and share your pronouns, simply follow these instructions:

1. Sign in to the Zoom web portal.
2. In the navigation panel, click **Profile**.
3. On the right side of your name, click **Edit**.
4. In the **Pronouns** field, enter your pronouns.
5. In the **How would you like to share your pronouns?** drop-down field, choose from the following three options:
 - Always share in meetings and webinars
 - Ask me every time after joining meetings and webinars
 - Do not share in meetings and webinars.
6. Click **Save**.

Note: Even if you choose not to share your pronouns in meetings or webinars, your pronouns will still appear in your profile card and be visible to your Zoom contacts if you have entered them in the **Pronouns** field.

UF Updates its Name and Gender Change Policy

by R. Need (they/them)

In May this year, UF revised its “Chosen and Legal Name and Gender Change Policy for Students, Faculty, and Staff”. The policy grants all members of UF the right to select an official chosen name and gender that differs from your legal name or gender, which UF defines as those reflected on person’s social security card. The policy states that “UF will use a chosen name in all university documents where possible except where use of the legal name is required by university business or there is a legal need”.

This action is a step towards the university’s long-term vision of an integrated system that uses a student or employee’s chosen name by default in as many systems as possible, and only uses legal names when absolutely necessary by the end of Spring 2022. Once these changes are in place, students and staff can expect their chosen name to be displayed on:

- General documents or correspondence
- Online Directory
- Email Display
- SIS Name Display
- Training registration
- Class Roster
- Residence Hall Roster
- Canvas

- Unofficial/Advising documents
- Unofficial transcripts
- Diploma
- PhD Dissertation/Master’s Thesis
- Rec Sports Rosters
- Counseling and Wellness Center appointment scheduling systems
- Others TBD by the university

Legal names will remain visible in some confidential administrative systems used by university officials with the appropriate permissions and training to protect private information. Currently, examples of documents where legal names will be used include

insurance and tax documents, formal HR forms and correspondence, and transcripts and enrollment certifications. Legal names will also be displayed on the back of Gator 1 ID cards but chosen names will be shown on the front. This allows students to continue to use their Gator 1 card as an official voter ID in Florida.

While the policy change and the university's push towards using chosen names and genders whenever possible is admirable, there are several aspects of the policy's implementation that could be improved. First, the policy gives the university the right to remove or alter a chosen name if it is deemed offensive, inappropriate, or is clearly being treated as a joke. Towards that end, the policy lists several explicitly approved reasons a chosen name might be used. These include chosen names that better represent an individual's gender or are based on religious expression, in addition to nicknames, middle names, and Anglicized names – which are likely to cover a large portion of cases. Nonetheless, providing additional clarity on who is responsible for making the decision whether a chosen name is inappropriate, on what basis will the decision be made, and how staff and students can appeal decisions would proactively address issues that are certain to arise.

A second, bigger concern is that the processes outlined to change one's legal name and gender are considerably more involved and intrusive for students than for faculty and staff (for details, see the bottom of the policy linked above). Currently, staff and faculty just need to fill out an online form through UF's Human Resources to initiate a legal name or gender change, and in the case of a legal name change, provide an updated Social Security card.

In contrast, students must first call the Registrar to receive a Name Change Form, then mail it back along with a notarized copy of their new Social Security card. No reason is given as to why student's cards need to be notarized while employees' cards do not. To change gender information, students are instructed to submit a written request to the Registrar's general help email address, but there is no information about what to include in the request. This procedure in effect forces transgender and non-binary students to out themselves to at least one undisclosed individual, with no indication given for how that information will be used, stored, or shared.

While we appreciate the university's effort to modernize its name and gender change policies, there is still work to be done. We are hopeful that these discrepancies between staff and student processes, as written, can be quickly addressed. HR has been cooperative in connecting us to these offices, and LPAC will be bringing these and other concerns to President Fuchs at our next meeting with the administration.

LGBTQ+ Living Learning Community Opens

UF has officially welcomed its inaugural cohort of students to the Lavender Living Learning Community (LLC)! Lavender is the university's first explicitly-LGBTQ+ living option for on-campus students. Housed in the Springs Complex, this LLC will be paired with a UF Quest course on social justice and host several programs throughout the year to connect students with important resources and build a stronger LGBTQ+ community.



You can find out more information on the Lavender LLC [Website](#).

Upcoming Events & Trainings

Pride at Prairie Creek

Sunday, October 24th from 12-4 PM (in person!)

Join us for Pride at Prairie Creek as we celebrate the LGBTQ+ community in the outdoors. Alachua Conservation Trust (ACT) is committed to making our preserves safe spaces for all who wish to enjoy them and welcome members of the LGBTQ+ community and allies to Prairie Creek Lodge for an afternoon enjoying the preserve with friends and family.

There will be preserve tours and other nature-based activities at the preserve. Food vendors as well as other community groups will have booths set up for you to visit and learn more about their efforts to support the LGBTQ+ community. The event is free, but please reserve tickets below to help ACT gauge the number of attendees.

We will be taking special precautions to implement social distancing of at least 6 feet between groups. Face masks will be required to be worn even if vaccinated.

WHERE

Prairie Creek Lodge
7204 SE County Road 234
Gainesville, FL 32641

REGISTRATION LINK

<https://www.eventbrite.com/e/pride-at-prairie-creek-tickets-169631818335>

GET201: LGBTQ+ Inclusive Gators Training

Next Training: November 10th

This class focuses on relevant issues to the LGBTQ+ community. We identify common language and learn how different people's experiences play out in the workplace. Through conversations and activities, we explore systems of power and privilege and learn how we can create more inclusive and equitable work environments.

UF LGBTQ+ Presidential Advisory Committee (LPAC)

Edited and formatted by [Ryan Need \(they/them\)](#)

[Contact LPAC](#)