

**LGBTQ+ PRESIDENTIAL  
ADVISORY COMMITTEE**  
UNIVERSITY OF FLORIDA

**LPAC Newsletter**

Issue 4: June 2022



**HAPPY  
PRIDE!**

## Upcoming Events

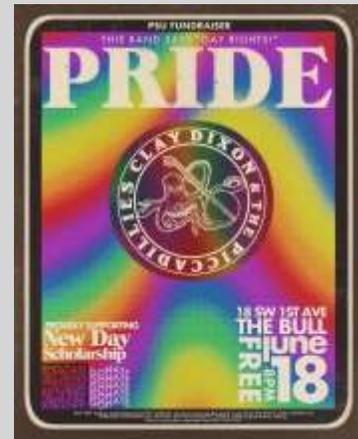
### ***Pride Student Union Fundraiser***

WHEN: Saturday, June 18th 8pm

WHERE: The Bull (18 SW 1st Ave)

Come out and listen to a free show by Clayton Dixon and the Piccadillies.

Donations go towards the Pride Student Union's New Day Scholarship, which supports black queer femme students at UF.



### ***Pride Month Seminar: "Equity Rx" with Dr. Garrett Smith***

WHEN: Thursday, June 23rd 6-7pm

RSVP: [https://ufl.zoom.us/webinar/register/WN\\_RwQFaVUbSZ-Fzmo0Mfw47g](https://ufl.zoom.us/webinar/register/WN_RwQFaVUbSZ-Fzmo0Mfw47g)



The College of Pharmacy is proud to host Garrett Smith, Pharm.D., a 2019 graduate of the college.

Dr. Smith will discuss his community involvement in opening an independent pharmacy, EquityRx, in a rural community.

### ***We Say Gay Rainbow Prom!***

WHEN: Saturday, June 25th 7-10pm

WHERE: Bo Diddley Plaza

TranQuility and PFLAG are hosting a family-friendly prom for all ages, gender, and orientations. It will be outdoors with music, dancing, prom royalty, vendors, and resources.



We will have contests for best dressed, best dancer, and prom King, Queen, and Supreme!

For more info or to donate go to visit their GoFundMe: <https://www.gofundme.com/f/we-say-gay-rainbow-prom>

## ***We're Here and We're Queer***

WHEN: Sunday, June 26th 1-5pm

WHERE: Heartwood Soundstage

Florida Forward People Power is partnering with WellFlorida's High Impact Prevention Program and others to celebrate our community's queerness, health, and love this pride month!

Join us for a queer market, free HIV testing on-site, drag shows, food trucks, and more.



## **Next GET 201 LGBTQ+ Inclusive Gators Training**

WHEN: Wednesday, August 3rd 1:30-4:30pm

NOTE: The last day to register is 07/31 and there are only 11 seats left!

REGISTER: <https://learn-and-grow.hr.ufl.edu/courses-registration/gators-together/>

## **2021-2022: Year-in-Review**

*by R. Need (they/them)*

Throughout the past year, LPAC has continued its work, guided by the three points of focus we identified during last summer's planning retreat: improving our communication, our community engagement, and our committee diversity.

Shortly after our last newsletter, several members of LPAC met with President Fuchs to discuss our suggested modifications to UF's updated Chosen and Legal Name and Gender Change Policy, the need to create a culture of inclusion through modernized training by supporting the GET 201 course, and the importance of transforming our physical landscape to reflect our values for inclusion. However, these conversations pivoted in early 2022 when we all found out that President Fuchs would be stepping down from his role.

At the same time, we welcomed to campus **UF's new Chief Diversity Officer (CDO), Dr. Marsha McGriff**.

During our February LPAC meeting, Dr. McGriff joined and shared her 3-yr plan for making UF a leader in the academic DEI space. In Year 1, her focus is to "Understand the Current Landscape" through data collection and aggregation. In Year 2, her team will use that data-driven landscape to "Create an Institutional Blueprint" and develop a values-based action plan. Then, in Year 3, Dr. McGriff will begin implementing that plan to "Support an Inclusive Climate".



Several members of LPAC also spoke with Dr. McGriff regarding future of the GET 201 LGBTQ+ Inclusive Gators training. This course was created and then taught by current and

former LPAC members, Ceci Luna and Tiffany Richards. While the course has been extremely successful, LPAC is meant to be an advisory body, not a programmatic one. Therefore, the conversation, which is still ongoing, is focusing on how best to transfer this course to either Human Resources or the CDO office.

Last but not least, I'd like to highlight some of LPAC's wins and losses. We got to celebrate Ceci Luna winning the Superior Accomplishment Award for Diversity and Inclusion in Division 5, in part for her outstanding efforts creating and sustaining GET 201. However, we also sadly said good-bye to a great leader and the former LGBTQ Affairs Director, Tiffany Richards, who left UF this spring for an opportunity elsewhere. For more on Tiffany's impact and what inspires them to fight for DEI, see the interview below.

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## **Farewell Interview with Tiffany Richards**

*by C. Luna (she/they)*

### ***What inspired you to get into this work?***

So, I came to Florida from Jamaica as an undocumented immigrant and kind of grew up in an impoverished area. I first came to UF at a time when, unbeknownst to me, they'd been actively working to have not only racial diversity, but, economic diversity. So for me, being First Generation, being an immigrant, like, really straddling cultures, and then coming to UF—which was so quintessentially, like Americana, like the football school, the tailgating, all of that--it was fun. I was able to take classes that gave me the language to capture my queerness and my navigation of systems of oppression. I was able to explore parts of my queer self. There was a space for it. Everyone wasn't out. But I had what I needed to explore and to feel comfortable in it. And so I think that's kind of why I always had a soft spot for UF. I always say this because I knew what it meant for me as, like, a young queer person trying to figure that stuff out. I knew what it could be, and I wanted to be that for other folks. I would classify myself as a DEI professional. I really love people. I love learning about people and educating people about other people and how to be more inclusive.

### ***So, why is this work important to you?***

I mean, I make the joke “How many marginalized identities can I have?” Based on what I've already said about being an immigrant, navigating the undocumented experience and adjacent to that, being working class, being queer, being black, being AFAB. It's just like

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the list goes on. So I think for me, because I have those identities, they intersect. And I've been in so many situations where some identities become more pronounced than others, some are more emphasized or easily hidden than others. For me, I can't separate any part of myself. So that's sort of why DEI work is so critical to me. I guess it's a bit self-serving because there are so many facets to me. It's in my interest to cultivate a world that's more inclusive to everyone in general. I think that's what draws me to it. And I've always loved people. I've always loved kind of figuring out why people do the things that they do and what are the ways that evolve and socialize or come into different cultures that, like, shape how we experience reality and how we view the world.

***With that in mind, what were the most rewarding projects you can think of that you worked on while you were at UF?***

I would say definitely the collaborations. The opportunity to work with the different LGBTQ+ student orgs where I'm just really proud to see these young folks thriving, to see the folks who are out loud and proud, be able to channel that into making spaces better for their peers. I really love that sense of solidarity and kind of taking it on for themselves. I don't even know how to say it --just like the unapologetic truth. It's been really inspiring. It's been really encouraging. Also, a lot of my work with LPAC, from the survey to the meeting with the President that led to the *GET201* training, that's been really great because for me, I believe in sort of like an ecosystem type model approach to this work.

And a lot of community collaborations, I would say, from being able to work with the Pride Community Center and a few other nonprofits within Gainesville on different things, ranging from community events from Queer Prom to working with Gator Wesley in the CWC. I don't believe that any of us do this work on our own. And so for me, the opportunity to work with other folks towards this collective vision, I would say, is really, I guess, my favorite part.

***What advice do you have for folks getting into this work?***

Well, liberation, it's just a constant state of reinterrogating, readjusting and reexamining your own biases--doing the work. Everything that you're like "But why can't it be like this? Why can't it be that?" That is the work. So I think that's kind of where I am at, where there are no short answers. I think that the queer liberation movement, we've come to want to view things in a very simple or overly reductive way. And there are no quick answers. So we have to sit in that complexity, we have to deal with just like, the messiness of people, you know, of complex people with diverse values and experiences coming together to try to figure out what is a shared politic that we're working towards. Yeah, it's work. Right now, you have to be radical and intersectional in every way, shape and form.

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***Describe what your vision of queer liberation looks like in five words.***

Solidarity, Justice, Beauty, Struggle, Love.

***I love that. Sign me up, please! Bonus question: If you could describe your experience at UF with a song, what song would it be?***

Gorgeous or All I Want is a Yacht  
by SAINT JHN.



***Is there anything else you want to say to the community?***

Thank you. Thank you for your community. Your support, your collaboration. The pleasure is all mine. Thank you for allowing me to take up space. And you know, I hope it was as good for you as it was for me! I hope what you learned from it is that like--take up space and try to center the voice of those who aren't there.

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## **Changing State and Federal Laws**

*by O. Grundmann (he/him)*

Sadly, during the most recent legislative session, the Florida Legislature passed several bills that specifically target members of the LGBTQ+ community or inhibit the ability of state schools to educate students on LGBTQ+ concepts, including the discrimination they and other marginalized groups face. Below, we briefly summarize three of these bills.

At UF, LPAC, together with other campus-based groups and leaders, has been involved in ongoing discussions with leadership to voice concerns about how these laws will impact members of the LGBTQ+ community and intersectional groups. If you have any concerns you want to make sure are included in these conversations, please don't hesitate to reach out to LPAC leadership at [lgbtq-committee@ufl.edu](mailto:lgbtq-committee@ufl.edu). Part of LPAC's role is to listen to, aggregate, and amplify the voices from within our community.

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### ***The “Fairness in Women’s Sport Act”***

On June 1<sup>st</sup> 2021, Governor DeSantis signed [Senate Bill 1028](#) into law, which denies transgender women the right to compete on female sport teams by requiring girls and women prove their biological sex determined at birth. The same does not apply if women or transgender men want to compete on a male team. Though there is no support in the historical or scientific literature that transgender women would perform better than those assigned female at birth, this law discriminates against a minority causing harm to Florida adolescents and their families.

### ***The "Parental Rights in Education" Bill, a.k.a The “Don’t Say Gay” Bill***

Then, on March 28<sup>th</sup> 2022, Florida [House Bill 1557](#) was signed into law. This law prohibits the discussion of sexual orientation or gender identity in kindergarten through 3<sup>rd</sup> grade. Furthermore, any information provided by students to school personnel related to their sexual orientation or gender identity must be relayed to the parents. This law discriminates against young children with same-sex or “non-traditional” parents, LGBTQ+ siblings, and anybody that does not fit into binary and heteronormative social norms. Furthermore, it puts children who may be uncertain about their sexual orientation or gender identity at risk of being outed to parents.

### ***The "Stop Wrongs to Our Kids and Employees (WOKE) Act"***

Shortly thereafter, on April 22<sup>nd</sup> 2022, Governor DeSantis signed [House Bill 7](#) into law. The Stop WOKE Act establishes that no student instruction or employee training may compel an individual to believe that they are morally superior to others or inherently racist, sexist, or oppressive based on their race, color, sex, or national origin. The law goes on to state that any instruction of such topics needs to be objective without endorsing any particular side or concept. However, the language of the law is broad and ambiguous, and at times even contradicts itself.

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UF LGBTQ+ Presidential Advisory Committee (LPAC)

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

**Contact LPAC**

