MISSION STATEMENT

The mission statement of the LGBT Resource Center (LGBTRC) at the University of Utah is to provide a comprehensive range of education, information, and advocacy services, and work to create and maintain an open, safe, and supportive environment for LGBT students, staff, faculty, alumni, and the entire campus community.

We provide educational and social programs, support services, and resources intended to:

- Raise awareness regarding lesbian, gay, bisexual, and transgender issues.

- Affirm lesbian, gay, bisexual, and transgender identities and lives by fostering a safe, inclusive, multicultural environment for the University’s LGBT community.

- Support the academic mission of the University of Utah by promoting the inclusion of LGBT topics in the curriculum and other academic programs.

- Build linkages with other LGBT organizations and allied programs though outreach and community development efforts.
### Safe Zone Trainings

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Safe Zone Training</th>
<th>Attended</th>
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<tbody>
<tr>
<td>7/11/2011</td>
<td>Open Safe Zone 1</td>
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<td>8/10/2011</td>
<td>Library Staff Development Week</td>
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<tr>
<td>11/15/2011</td>
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<td>11/16/2011</td>
<td>Student Health</td>
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<td>11/28/2011</td>
<td>SW 1010 — Jeanna Jacobsen</td>
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<td>11/30/2011</td>
<td>SW 1010 — Christian Sarver</td>
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<td>12/14/2011</td>
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<td>12/16/2011</td>
<td>Creating Safe Environments — Leadership Development Program</td>
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<td>2/6/2012</td>
<td>Doctorate of Nurse Practitioner Class</td>
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<td>6/7/2012</td>
<td>Feminist Multicultural Psychotherapy</td>
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The goal of the Safe Zone training is to raise visibility, awareness, and understanding of sexuality and gender identity/expression and to build an active ally community.
The goal of the Speakers Bureau is to be able to reach members of the university community in the classroom, office, or residence hall in order to create dialogue on sexual orientation and gender identity.

<table>
<thead>
<tr>
<th>Date</th>
<th>Place</th>
<th>Target Audience</th>
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<tr>
<td>07/20/2011</td>
<td>HYPER N 225</td>
<td>Promoting Physical Activity in the Community</td>
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<td>09/07/2011</td>
<td>Union Den</td>
<td>LGBT Orientation</td>
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<tr>
<td>09/07/2011</td>
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<td>PAB 103</td>
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<td>CON</td>
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<td>06/05/2012</td>
<td>OSH 238</td>
<td>Gender and Social Change</td>
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Total Panels: 30
Total Respondents: 519
Office Volunteer Program

- 1505.5 hours by 22 volunteers.

The goal of the Office Volunteer Program is to give the campus community an opportunity to be involved in the day to day functioning of the LGBTRC. Because we are a small staff, the center benefits a great deal from the work and effort of volunteers.

LGBT Mentor Volunteer Program

- 104.5 hours by 16 mentor volunteers.

This program pairs students who are exploring and developing identities including lesbian, gay, bisexual, and transgender identities with experienced individuals who are more comfortable with their self-identities. Mentoring helps individuals develop a positive LGBT identity by providing a supportive relationship, accurate information, and a safe person to talk with about coming out and LGBT related concerns.

Academic Mentor Program

- 13 students sponsored.

The goal of this program is to enable students who do not meet University of Utah admissions requirements the opportunity to attend. We offer this opportunity to students willing to participate in the LGBTRC mentor program which is intended to monitor student progress and ensure that students are accessing resources needed to succeed.
Large issues/events that were significant

**Campus Pride Week**
The goal of Pride Week was to make visible the LGBT community on campus by holding various events.
- October 17-21, 2011 the LGBTRC promoted and organized a fantastic Pride Week. The theme for the week was “Are U Out?” The keynote address was given by Pauline Park. Students and members of the community were able to watch the documentaries *Becoming Chaz* and *Toilet Training*, or listen to Staceyann Chin’s poetry.

**Transgender Awareness Month**
The goal of Transgender Awareness Month is to raise visibility and understanding of an often ignored or forgotten part of the LGBTQ community.
- The LGBT Resource Center collaborated with the Utah Pride Center to promote Transgender Awareness Month off campus and on campus. They worked with the Student Union to disperse gender-neutral bathroom information, and on November 29 showed the film, *Two Spirit*.

**World AIDS Day**
The goal of World AIDS Day is to build a global coalition of national and international groups dedicated to spread the awareness of AIDS.
- The LGBT Resource Center partnered with several organizations to provide events like our AIDS research speaker series, a sexual health discussion, and advertise for free HIV testing across campus and in the community.

**COSA Presentation “Unity through Diversity”**
For COSA this year, the Lesbian Gay Bisexual Transgender Resource Center (LGBTRC), in partnership with Housing & Residential Education (HRE), facilitated a structured discussion around recent changes to housing practices for transgender, gender queer, and/or gender-variant students.
Large issues/events that were significant (continued)

**Ally Awareness Campaign**
*The goal of the Awareness Campaign is to thank and acknowledge our LGBT allies for their commitment to the LGBT community on campus. The goal of “Break the Silence” was to give a voice to those who had been silenced in the past year and to address the cloud of homophobia and heterosexism.*

- From April 16th—April 20th, we held our Awareness Campaign. We screened “Bullied” in the Union Theater and SLC Library with both showings followed by community panels, a Safe Zone training, and the Annual Social where the ally award for the academic year was presented to the Alumni House for their support of the LGBTQA community on campus. The week culminated with “The Day of Silence” on April 20th and that same evening a successful “Silence is a Drag” fundraising event.

**Lavender Graduation**
*The LGBTRC hosted our annual Lavender Graduation for LGBTQ students and their allies at the University of Utah who graduated Spring/Summer 2011.*

- The ceremony this year was on May 3rd, and 21 graduates received a certificate as well as a rainbow tassel to acknowledge their hard work.

**B.W. Bastian Foundation Grant**
*The goal of the B.W. Bastian Foundation is to support University Pride Week.*

- The LGBTRC received a grant from the B.W. Bastian Foundation in the amount of $10,000.
Service Delivery

The LGBTRC is a safe place for LGBTQA students, staff, and faculty, as well as community members. The LGBTRC does not charge for its computer and printing services. There is no age limit to be involved. The LGBTRC has a lending library and a lounging area. All services are free.

Program components include Safe Zone training, Speakers Bureau, Presentations, and tabling.

- Safe Zone Training: This is a three hour training that teaches students, staff, and faculty about LGBT issues—a historical perspective as well as a current one—and gives them an opportunity to discuss strategies on how to be a strong ally.

- Speakers Bureau: This consists of a panel of four or five people who are willing to talk about their personal experiences within and with regards to the LGBT community. This gives other students the opportunity to ask questions they may have not felt comfortable asking and allows them to gain insight into the LGBT experience.

- Presentations: These are intended to share specific information about the LGBT community—such as domestic partnerships, marriage, adoption issues, terminology, and history.

- Tabling: This allows students, staff, and faculty on campus to find out more about the LGBTRC and the different services it offers.

On occasion, we assist the students with academic advising and retention issues. Occasionally we see students in crisis and will refer them to the Women’s Resource Center as well as the Counseling Center.
Assessment

- According to the LGBTRC sign-in, 1667 individuals utilized the center. We tracked this by having students sign in each time they visited the LGBTRC. We had a series of questions they were asked to answer such as: gender, sexual orientation, year in school, ethnicity, etc...(see appendix A for results).

Staff

C. Kai Medina-Martinez—Center Director

C. Kai Medina-Martinez, MSW, LCSW, Director of the LGBT Resource Center, has worked over 15 years in the field of social work. They received both their B.S. and M.S.W. from the University of Utah. In addition to their position at the LGBT Resource Center, they have a small private practice where they specialize in LGBTQ issues. They are a doctoral student in Education Leadership and Policy, and they teach graduate courses in Social Work. They believe that everyone deserves to be treated with dignity and respect. When not at work, they enjoy spending time with their son, traveling, biking, hiking, eating pho, sushi, and Indian food, and doing home improvement projects.

Brianne Blanchard—Student Staff

Brianne Blanchard is an undergraduate in the Bachelor of Social Work and Gender Studies programs with a passion for social justice. Originally from Utah, she spent 6 years in the U.S. Air Force as an airborne linguist working in Korean and Japanese. She played the cello as a teenager, but now mostly plays the radio and loves listening to music or dancing with her two children. Her free time is spent with them and her sweetheart of 10 years – watching movies, entertaining friends, and reading short stories.

Kathleen Covington—Graduate Intern

Kathleen Covington is from Nova Scotia, Canada. She has a BA in International Development Studies and Social Anthropology and a BEd. in Secondary Education. She is currently attending the Educational Leadership and Policy Masters program at the U where she plans to specialize in policy analysis and student rights. She would ultimately like to be involved in the improvement of student rights policy and legislation. In her free time Kathleen can be found traveling, reading (she loves Ayn Rand), rollerblading or taking pictures in the mountains.
**Ashley Glenn—Student Staff**

Ashley Glenn is a graduate student in Colonialism and Imperialism and focuses on the relationship of Britain and China. After completing her master’s degree, she plans to move to Wuhan, China to teach American history and literature at a university and to improve her proficiency in Chinese. As a kid, in lieu of reading *The Babysitter’s Club*, she read stack after stack of presidential biographies and now identifies as a dewey-decimal-dyke. She has a love of vests, both puffy and sweater styles, and on Saturday mornings, a love of mixing household chores with singing Motown hits.

**Alicia Hills—BSW Intern**

Alicia Hills is an undergraduate in the Bachelor of Social Work program and is currently an intern at the LGBT Resource Center. Alicia completed the year-long substance abuse counselor certificate course at the University of Utah in 2002 and has been a Licensed Substance Abuse Counselor in the state of Utah since 2006. Alicia returned to the University of Utah in 2009 to complete her Bachelor’s in Social Work. Alicia’s future goals include completing a Master’s in Social Work, traveling to Alaska, and ultimately working at a VA to advocate for our country’s veterans. In her free time, she enjoys spending time with her partner, family, nieces and nephews, camping, and meditating in nature.

**Kaden Krause—Student Staff**

Kaden Krause is a sophomore at the University of Utah. Kaden is unsure of the direction his life is headed. For the moment he is exploring his options in school but leans toward doing something in the medical or social justice field. Kaden is from a small town in central Utah but decided to brave the big city. He could not live without his niece and his nephew. They are his entire life. He loves to be outdoors and to talk to people. If you ever see him just say hello!

**Gabrielle Lupton—Alumni House Intern**

Gabrielle Lupton is used to the cold, whether it was growing up in the ski town of Eden, Utah or living in Alaska. Gabrielle received her BA in Gender Studies and Psychology from the University of Utah in 2012. She hopes to attend graduate school in the fall of 2013 to pursue a Masters of Public Affairs and Administration. She has passion for social justice as well as making delightful baked goods and pastries. In her free time you can find her baking in the kitchen wearing pearls and listening to Billie Holiday or screaming at the television watching sports.
Laurel Romney — Intern

Laurel Romney is a student in the Social Work program at Salt Lake Community College and is completing a summer internship with the LGBT resource center with a focus on button making. Her favorite activities include: skiing during the winter season, hiking in the summer, skipping rocks, and reading books. Laurel is also interested in social policy and community outreach.

Valerie Velarde—Student Staff

Valerie Velarde is currently pursuing an undergraduate degree in Psychology B.S. and Gender Studies B.S. and is the new Safe Zone coordinator at the University of Utah’s LGBT Resource Center. She is a member of the Honors College and also a member of multiple national honor societies across campus. She hopes to graduate in 2014 and attend graduate school for Clinical Psychology with a strong social justice background. When her nose is not buried in a textbook or a leisurely read, one can find her fist pumping at the local concerts with a handful of her closest pals. Val enjoys the night, a cup of coffee, and a good dialogue.

Brittney Vuong—Intern

Brittney N. Vuong is a senior at University of Utah majoring in Speech Communication with an emphasis on Culture. She plans to finish her BA this Fall 2011. Her hope is to help people as much as she is capable of and wants to pursue a career with a non-profit organization such as Planned Parenthood or YWCA, or wherever her path may take her. In her spare time she enjoys being around people she loves, reading about something new, or sitting on the couch with three blankets, movie theatre popcorn, and is almost always in a mood for a movie that’ll make her laugh, cry, scream, or think.
Committees

- C. Kai Medina-Martinez—Presidential Commission on the Status of Women
- C. Kai Medina-Martinez—University Staff Counsel
- C. Kai Medina-Martinez—Women’s Week Committee
- C. Kai Medina-Martinez—Pride Week Committee
- C. Kai Medina-Martinez—Human Resources Diversity Counsel
- C. Kai Medina-Martinez—Student Affairs Diversity Counsel
- C. Kai Medina-Martinez—University Services Corps
- C. Kai Medina-Martinez—Student Affairs Assessment Committee

National and Regional presentations and publications

- C. Kai Medina-Martinez and Brianne Blanchard—Power of One Conference April 6-8, 2012: *Beyond Gay Marriage* (interactive workshop), Corvallis, OR.
- C. Kai Medina-Martinez—Queer People of Color Conference March 30-April 1, 2012: *Genderqueer* (caucus workshop), Los Angeles, CA.

Faculty/ Adjust Appointments

- C. Kai Medina-Martinez—Graduate School of Social Work Spring 2012

Advisory Board

**Board Chair**
- Lisa Diamond—Associate Professor in Psychology

**Board Co-Chair**
- Ryan Randal—Outreach Coordinator, Counseling Center

**Voting Members**
- C. Kai Martinez—LGBTRC Director
- Kay Harward—Sr. Associate V.P. for Student Affairs
- Donna Hawxhurst—Ph.D. Training Coordinator Women’s Resource Center
- James E. Graves—Dean College of Health
- Matthew Siemionko—Graduate Student, Division of Public Health
- Melissa Schaefer—Instructor Department of Anthropology
- Annie N. Christensen—Dean of Students
- Nate Bassett—Alumni
- Michelle Call—Westminster College
- Kari Dockendorff—Business School
- Chris Hoglund—AAA
Ex-Oficio Members

- Octavio Villalpando—Associate Vice President for Diversity and Associate Professor of Educational Leadership and Policy
- Kari Ellingson—Assistant Vice President of Student Development/Assessment
- Jennifer Williams-Molock—Assistant Vice President for Student Equity and Diversity
Appendix A
Resource Center Usage
Visitors to the LGBT Resource Center
2011-2012

Total number of log-ins: 2011-2012: 936

The students that logged in at the LGBT Resource Center represented a very diverse population. Many ethnic backgrounds, sexual and gender orientations, and most academic departments were represented by the students that utilize the resource center.

Many students utilized the resource center regularly and their reasons for visiting varied; visit with friends to socialize, study, and utilize computers. This demonstrates what meaning the resource center has for students. It serves as their computer lab, studying area, social network, relaxation, and provides them with a safe and supportive place to accomplish these objectives.
Appendix B
Safe Zone Trainings
The numbers reflect the Safe Zone trainings within the fiscal year, though the graph covers a larger range.
Q16. Gender expression:

- Female: 64.81%
- Masculine: 26.44%
- Androgynous: 5.17%
- Other (please specify): 3.68%

Q17. Sexual orientation:

- Lesbian: 3.56%
- Gay: 6.62%
- Bisexual: 3.56%
- Straight: 81.82%
- Queer: 1.38%
- Other (please specify): 3.16%
Q18. I am a: (Check all that apply)

- University of Utah student: 63.55%
- University of Utah staff/employee: 51.48%
- Community member: 20.01%
Q2. Please indicate your familiarity with the following terms: - Coming out

Pre-Training

Post-Training
Q3. Please indicate your familiarity with the following terms: Sexual identity.

Pre-Training:
- 1. None: 1.67%
- 2: 4.72%
- 3 - Moderate: 21.81%
- 4: 32.91%
- 5 - High: 37.33%
- Prefer not to answer: 1.77%

Post-Training:
- 1. None: 0%
- 2: 1.17%
- 3 - Moderate: 4.87%
- 4: 29.63%
- 5 - High: 62.08%
- Prefer not to answer: 1.36%
Q4. Please indicate your familiarity with the following terms: - Gender identity

**Pre-Training**

- 1 - None: 1.58%
- 2 - None: 6.14%
- 3 - Moderate: 23.56%
- 4 - High: 33.27%
- 5 - High: 33.86%
- Prefer not to answer: 1.68%

**Post-Training**

- 1 - None: 0%
- 2 - None: 0.97%
- 3 - Moderate: 4.48%
- 4 - High: 30.21%
- 5 - High: 63.55%
- Prefer not to answer: 0.78%
Q5. Please indicate your familiarity with the following terms: - Gender expression

### Pre-Training

- 1 - None: 3.74%
- 2: 11.61%
- 3 - Moderate: 29.13%
- 4: 30.71%
- 5 - High: 23.62%
- Prefer not to answer: 1.18%

### Post-Training

- 1 - None: 0%
- 2: 1.17%
- 3 - Moderate: 4.46%
- 4: 30.8%
- 5 - High: 62.77%
- Prefer not to answer: 0.78%
Q6. Please indicate your familiarity with the following terms: Homophobia

**Pre-Training**

- 1 - None: 0.3%
- 2: 3.03%
- 3 - Moderate: 11.52%
- 4: 30.91%
- 5 - High: 53.03%
- Prefer not to answer: 1.21%

**Post-Training**

- 1 - None: 0.4%
- 2: 0%
- 3 - Moderate: 7.14%
- 4: 20.59%
- 5 - High: 54.68%
- Prefer not to answer: 1.19%
Q7. Please indicate your familiarity with the following terms: Heterosexism

Pre-Training

- 1 - None: 3.93%
- 2: 10.88%
- 3 - Moderate: 21.15%
- 4 - High: 32.02%
- 5 - Very High: 31.42%
- Prefer not to answer: 0.0%

Post-Training

- 1 - None: 0.76%
- 2: 0.4%
- 3 - Moderate: 7.91%
- 4 - High: 34.78%
- 5 - Very High: 54.55%
- Prefer not to answer: 1.58%
Q8. Please indicate your familiarity with the following terms - Queer

### Pre-Training

- 1 - None: 1.52%
- 2: 12.77%
- 3 - Moderate: 20.57%
- 4: 33.43%
- 5 - High: 30.7%
- Prefer not to answer: 0.91%

### Post-Training

- 1 - None: 0.4%
- 2: 0.8%
- 3 - Moderate: 9.87%
- 4: 28.69%
- 5 - High: 50.96%
- Prefer not to answer: 6.8%
Q9. Please indicate your familiarity with the following terms: LGBT

Pre-Training

Post-Training

Q9. Please rate your knowledge/awareness in the following areas. Please indicate your familiarity with the following terms: LGBT
Q10. Please indicate your knowledge of the following issues: LGBTQ civil rights movement in the U.S.

**Pre-Training**

- 1 - None: 6.73%
- 2: 22.40%
- 3 - Moderate: 34.36%
- 4: 24.01%
- 5 - High: 3.21%
- Prefer not to answer: 1.22%

**Post-Training**

- 1 - None: 0.76%
- 2: 3.97%
- 3 - Moderate: 10.44%
- 4: 42.86%
- 5 - High: 31.35%
- Prefer not to answer: 1.59%
Q11. Please indicate your knowledge of the following issues: - Diversity within the LGBTQ community

**Pre-Training**

- 1 - None: 6.69%
- 2 - Low: 18.84%
- 3 - Moderate: 30.4%
- 4 - High: 27.05%
- 5 - Very High: 14.89%
- Prefer not to answer: 2.13%

**Post-Training**

- 1 - None: 0.76%
- 2 - Low: 0.79%
- 3 - Moderate: 11.51%
- 4 - High: 37.7%
- 5 - Very High: 47.22%
- Prefer not to answer: 1.90%
Q12. Please indicate your knowledge of the following issues: - Understanding of what it means to be an LGBTQ ally

Pre-Training

1 - None: 6.73%
2: 13.76%
3 - Moderate: 28.13%
4: 29.05%
5 - High: 20.49%
Prefer not to answer: 1.83%

Post-Training

1 - None: 0.4%
2: 0.76%
3 - Moderate: 0.72%
4: 35.57%
5 - High: 54.04%
Prefer not to answer: 1.66%
Q19. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues: - The facilitators were well prepared, thorough, and effective.

[Bar chart showing percentages for Strongly disagree, Disagree, Agree, Strongly agree, and Prefer not to answer]

Q20. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues: - The handouts for this training were clear and effective.

[Bar chart showing percentages for Strongly disagree, Disagree, Agree, Strongly agree, and Prefer not to answer]
Q15. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- This training helped me to dispel some myths/incorrect information I had about LGBT issues.

Q16. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- This Safe Zone Training provided a safe environment/process for useful and structured dialogue and learning.
Q17. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- I felt respected and comfortable asking questions/participating during this training.

Q18. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- The length of the training was appropriate.
Q19. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- The facilitators were well prepared, thorough, and effective.

Q20. Please rate your experience in the Safe Zone Training.

Please indicate your experience with the following issues:
- The handouts for this training were clear and effective.
Appendix C
Speakers Bureau
Total Respondents: 523
Total Complete: 511
Percent Complete: 97.71%

Q2. Please indicate your level of agreement with the following: - The panelists were organized and knowledgeable about the subject.

- Strongly agree: 84.81%
- Agree: 15%
- Disagree: 0.19%
- Strongly disagree: 0%
Q3. Please indicate your level of agreement with the following: - The panelists were respectful and appropriate in presenting information/experiences.

- Strongly agree: 86.35%
- Agree: 11.92%
- Disagree: 1.15%
- Strongly disagree: 0.58%

Q4. Please indicate your level of agreement with the following: - The panel format was an effective way to convey this information.

- Strongly agree: 80.27%
- Agree: 18.01%
- Disagree: 1.34%
- Strongly disagree: 0.38%
Q5. Please indicate your level of agreement with the following: - Hearing these personal experiences helped me to understand some of the issues faced by LGBT people.

- Strongly agree: 77.36%
- Agree: 20.36%
- Disagree: 1.54%
- Strongly disagree: 0.77%

Q6. Please indicate your level of agreement with the following: - I have greater understanding of the LGBT experience after this panel.

- Strongly agree: 70.77%
- Agree: 26.73%
- Disagree: 1.73%
- Strongly disagree: 0.77%
Q7. Please indicate your level of agreement with the following: Overall, the panel stayed focused and on topic.

- Strongly agree: 70.06%
- Agree: 21%
- Disagree: 0.19%
- Strongly disagree: 0%

Q9. Please indicate your level of agreement with the following: There was an appropriate amount of interaction between panelists and audience members.

- Strongly agree: 76.35%
- Agree: 22.31%
- Disagree: 1.35%
- Strongly disagree: 0%
Q9. Please indicate your level of agreement with the following: - The panelists challenged some of by opinions/beliefs regarding LGBT people.

Q10. Please indicate your level of agreement with the following: - My perspective of LGBT people has changed because of this panel.
Q11. Please indicate your level of agreement with the following: - Overall, attending this panel was a good use of my time.

- Strongly agree: 74.36%
- Agree: 22.11%
- Disagree: 2.74%
- Strongly disagree: 0.78%

Q12. Please indicate the best response to the following: - My perspective of LGBT issues prior to this panel was:

- Mostly positive: 66.47%
- Somewhat positive: 16.27%
- Neutral: 21.78%
- Somewhat negative: 3.92%
- Mostly negative: 1.57%
Q11. Please indicate the best response to the following: - My perspective of LGBT issues prior to this panel was:

- Mostly positive: 66.47%
- Somewhat positive: 16.27%
- Neutral: 21.78%
- Somewhat negative: 3.92%
- Mostly negative: 1.57%

Q12. Please indicate the best response to the following: - My perspective of LGBT issues after this panel is:

- Mostly positive: 68.82%
- Somewhat positive: 15.88%
- Neutral: 12.75%
- Somewhat negative: 2.16%
- Mostly negative: 0.39%