Institutional Accomplishments in LGBT Inclusion and Equity 1/31/2022

LGBT Committee

Committee History

The <u>LGBT Committee</u> for Faculty and Staff was created in 2011 as a subcommittee of the Diversity Council. It is chaired by Gary Nimax, Assistant Vice President for Compliance.

Committee Charge

- Discussing and addressing items of interest to the LGBT community;
- Reviewing best practices of other institutions;
- Making regular reports to the Diversity Council about the work of the group;
- Providing recommendations to the Diversity Council and senior administration;
- Strategizing as to how to implement recommendations.

Institutional Accomplishments in LGBT Inclusion and Equity

Policy and Benefits

- Non-discrimination policy worked with Equal Opportunity & Civil Rights to incorporate "gender identity" (2014) and "gender expression" (2019) into the University's policy
- Same-sex health insurance benefits worked with UHR in anticipation of the legalization of same-sex marriage in Virginia, enabling the University to offer benefits to same-sex spouses within 24 hours after the federal court ruling (2014)
- Transgender health care partnered with UHR to enhance benefits in the UVA health plan with inclusive coverage for transgender faculty and staff (2016)
- Policy Directory began using gender neutral terms in university policies

LGBT Community-Building

- Communication launched LGBT Committee website (<u>www.virginia.edu/lgbt</u>) and assumed maintenance of the <u>UVA Pride email listserv</u> to disseminate news, publicize events, and facilitate dialogue among the LGBT community
- Welcome reception and other events created an annual welcome reception and events throughout the year for current LGBT faculty and staff to network with colleagues and to welcome new LGBT faculty and staff (2012)
- <u>Cville Pride Festival</u> established UVA presence at Charlottesville's annual celebration of LGBTQ diversity and inclusion (2012)
- Records retention developed a Collab site to safeguard key documents related to the history of the LGBT community at UVA
- History Wall supported intern's efforts to create panels and website on history of the LGBTQ community at UVA, now on display outside of the Newcomb Hall ballroom
- Demographic information added fields in HR and student systems to record sexual orientation and gender identity

Training and Outreach

- Employee training programs worked with Faculty and Employee Assistance Programs
 (FEAP) to develop and/or promote training on LGB issues in the workplace, transgender
 issues, and TIAA's "Equally Prepared" seminar on financial planning for the LGBT
 community; work with University departments to expand other training to include
 same-sex examples
- Tax information after the Supreme Court ruling to legalize same-sex marriage (2015), shared important tax-filing resources to benefit newly-married members of the LGBT community
- Out in the Workplace sponsored a panel discussion as part of the student-run Proud to Be Out Week
- <u>"All Gender" Restroom Signage</u> worked with Facilities Management and the Office of Equal Opportunity & Civil Rights to develop standard signage for single stall, genderneutral restrooms (2016)
- Good Old Song coordinated advertisements and letters in the UVA Alumni magazine, plus a social media campaign to sing the Good Old Song the right way
- <u>International Pronouns Day</u> supported EOCR's effort to raise awareness about asking, sharing, and respecting a person's chosen personal pronouns, including the distribution of pronoun buttons
- <u>Transition Guide</u> worked with EOCR to publish information to assist transgender faculty, staff, and students with name changes, gender markers, university IDs, and insurance coverage
- New Employee Orientation worked with UHR and Provost staff to add references to the LGBT Committee in orientation materials for both new faculty and staff orientations
- Community Partnerships co-sponsored and marketed LGBTQ content hosted by the Festival of the Book, Virginia Film Festival, University Bookstore, Jefferson-Madison Regional Library, Festival of Cultures, and Osher Lifelong Learning Institute (OLLI)

Benchmarking and Assessments

- Faculty Senate survey worked with Faculty Senate to add demographic questions about sexual orientation and gender identity (2012)
- Student Experience in the Research University (SERU) worked with Institutional
 Assessment & Studies to add survey questions about sexual orientation and gender
 identity, allowing UVA to track results with peer schools over time

Student Life

- <u>Campus Pride Index</u> ranked #7 on list of best colleges or universities for LGBTQ students, using a national independent scorecard of best practices (2019)
- Student coordination collaborates with the UVA <u>LGBTQ Center</u> for students, with cross-representation between the LGBTQ Center and the LGBT Committee
- Student health insurance partnered with Student Health Insurance Committee to add domestic partner benefits (2014) and transgender health coverage (2016)

- Student family housing worked with Housing to respond to changes in state law that allowed unmarried students (same-sex and opposite-sex couples) to live together in graduate student housing (2013)
- Open Housing expand LGBTQ housing options to allow students to share living spaces regardless of gender and gender identity
- Admissions worked with the Office of Admission to add a question to admissions application about whether a prospective student is part of the LGBTQ community
- <u>Serpentine Society</u> work with UVA's alumni affinity group on Reunions Weekend Events and annual reception
- <u>Safe Space training</u> supports online and virtual instruction provided by the LGBTQ Center staff and students

UVA Health

- <u>Healthcare Equality Index</u> named a "Leader in LGBTQ Healthcare Equality" by the Human Rights Campaign, which manages a nationally recognized assessment of how well medical centers meet the needs of LGBTQ patients (2018)
- <u>Patient Rights and Responsibilities</u> covers patients receiving treatment and having visitors, regardless of sexual orientation, gender identity, or gender expression
- Transgender and LGBTQ Advisory Committee formed an interdepartmental group to address concerns for patients and medical center team members
- Epic updates modified the patient medical record system to document preferred name, pronouns, Sexual Orientation and Gender Identity (SOGI), sex assigned at birth, affirmation steps, and organ inventory
- LGBTQ Healthcare Services published websites with resources for LGBTQ patients
- <u>Transgender Clinic and Related Services</u> established clinic for transgender patients and summarized services available to them
- Education created training for all team members to improve care for LGBTQ patients:
 - Delivering Compassionate Care to LGBTQ+ Patients
 - Documentation of SOGI Data in Epic