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

LGBT Committee

Committee History
The LGBT Committee 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 (www.virginia.edu/lgbt) and assumed maintenance of the *UVA Pride* email listserv 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)
- Cville Pride Festival – 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*
- "All Gender" Restroom Signage – worked with Facilities Management and the Office of Equal Opportunity & Civil Rights to develop standard signage for single stall, gender-neutral 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
- International Pronouns Day - supported EOCR's effort to raise awareness about asking, sharing, and respecting a person's chosen personal pronouns, including the distribution of pronoun buttons
- Transition Guide – 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

- Campus Pride Index – 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 LGBTQ Center 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
- Serpentine Society - work with UVA's alumni affinity group on Reunions Weekend Events and annual reception
- Safe Space training – supports online and virtual instruction provided by the LGBTQ Center staff and students

UVA Health
- Healthcare Equality Index – 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)
- Patient Rights and Responsibilities - 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
- Transgender Clinic and Related Services – 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