

**LGBT Committee  
History and Accomplishments  
10/21/2016**

***LGBT Committee***

Committee History

The LGBT Committee was the first committee established and recognized by the University to address LGBT issues. The committee was created in 2011 by VP & Chief Officer for Diversity & Equity, Marcus Martin, and is chaired by Assistant VP for Compliance, Gary Nimax. It is a subcommittee of the Diversity Council. Prior to this committee, an employee-driven group called UVA Pride addressed similar concerns.

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, where appropriate, to the Diversity Council and/or senior administration; and
- Strategizing as to how to implement recommendations.

***Accomplishments of the LGBT Committee***

LGBT Community-Building

- Communication – launched LGBT Committee website ([www.virginia.edu/lgbt](http://www.virginia.edu/lgbt)) and assumed maintenance of the *UVA Pride* email listserv to disseminate news to and facilitate dialogue among the LGBT community
- Welcome reception – created an annual welcome reception each fall as an opportunity 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)
- Student coordination – collaborates with the UVA LGBTQ Center for students, with cross-representation between the LGBTQ Center advisory board and the LGBT Committee
- Records retention – developed a Collab site to store and safeguard seminal documents related to the LGBT community at UVA
- “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

## Benefits

- Same-sex health insurance benefits – worked with UHR in anticipation of Federal court ruling that legalized same-sex marriage in Virginia, enabling the University to offer benefits to same-sex spouses within 24 hours after the ruling (2014)
- Transgender health care – partnered with UHR to enhance benefits in the UVA health plan with fully-inclusive coverage of transgender faculty and staff (2016)
- Student health insurance – developed proposals for the Student Health Insurance Committee, which added domestic partner benefits (2014) and fully-inclusive transgender health coverage (2016)
- Student family housing – worked with Housing to respond to changes in state law and allow unmarried students (same-sex and opposite-sex couples) to live together in graduate student housing (2013)

## Training and Outreach

- Non-discrimination policy – worked with Equal Opportunity & Civil Rights to incorporate "gender identity" into the University policy (2014)
- 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*
- Good Old Song – campaigned with advertisements and letters in the UVA Alumni magazine and on social media; worked with UVA Athletics to sing the Good Old Song the right way

## Surveys

- Faculty Senate survey – worked with Faculty Senate to add demographic questions about sexual orientation and gender identity; survey results on overall satisfaction of LGBT staff showed no statistically significant differences in any area other than benefits [survey conducted prior to marriage equality] (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