



Consortium Elections

This document contains information provided by candidates for the Consortium's 2024 Executive Board positions. **Voting will be open until December 6, 2024.** Voting can be accessed by current, active members of the Consortium [via this link](#) (requires log-in).

If you have any questions or concerns regarding the election process, please do not hesitate to contact us through replying to this email or emailing coordinator@lgbtcampus.org and a member of the Executive Board will connect with you as soon as we're able.

Candidates

Executive Board Positions

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Community Education Coordinator (2 Candidates)

[Cornelius Baker \(he/him\)](#)

[Tristan Morton \(ze/zir/zirs\)](#)

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Fundraising Coordinator (1 Candidate)

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[Alison Park \(she/her\)](#)

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Advocacy and Outreach Coordinator (3 Candidates)

[delfin bautista \(they/elles/delfin\)](#)

[Susan Harper \(she/her or any with respect\)](#)

[Jeff Maliskey \(he/him\)](#)

Historian (2 Candidates)

[Milton Gómez-Toledo \(he/him\)](#)

[Em Huang \(they/them\)](#)

Internal Relations Director (1 Candidate)

Vanessa Gonzalez-Siegel (she/ella/ela)

Please provide a brief biography.

Vanessa Aviva González-Siegel (she/her/ella) is a first-generation Cuban-American born in New York City. She is a proud queer and trans Latina. Her start in diversity work began while she was pursuing her undergraduate studies and has since dedicated her personal and professional life to social justice education and intersectional LGBTQ+ inclusion.

Within higher education, she currently serves as the Director of the LGBTQ+ Center at UCLA. In this capacity, she is the chief university expert and advisor on issues of gender, sexuality, and LGBTQ+ issues in higher education to university leadership; serves as a liaison for LGBTQ+ affairs for UCLA to the City of Los Angeles and broader Southern California region; leads the campus LGBTQ+ center; and main strategist in the University of California system.

Outside of student affairs, Vanessa is an emerging scholar on the experiences of diversity workers in higher education as well as organizational leadership and development. She currently serves on the Directorate of the ACPA Coalition for Sexualities and Gender Identities (CGSI) as the Practitioner-in-Residence, QTBIPOC Caucus Co-Chair and member of the Transnational SubCommittee for NCORE. She serves on the Board of Directors for the New York Transgender Advocacy Group, an organization that advocates for gender-based legislation and policy that protect transgender, gender non-conforming, and non-binary people in the State and City of New York. Vanessa founded and manages The Aviva Group, an organization that brings LGBTQ+ fluency, intersectionality, and social justice education to individuals, teams, and organizations.

Vanessa holds a B.A in Women's, Gender, and Sexuality Studies and Social Justice Education from Rutgers University - New Brunswick and an M.A. in Higher & Postsecondary Education from Teachers College, Columbia University. She is currently a doctoral student at The City University of New York in Organizational Leadership, Development, and Change where her dissertation research is on the motivations and challenges of diversity workers in higher education.

**How have you contributed to queer and trans liberation that is rooted in racial justice?
Please provide examples.**

Throughout my career, I have primarily done QTBIPOC inclusion work in multicultural center settings. Recently, I have moved into a role in a stand-alone LGBTQ Resource Center. In my work with NCORE, I've developed policies, improved organizational fluency, and created spaces for QTBIPOC practitioners. In my work with CSGI, I support practitioners from across the country as they develop their own competency of intersectionality and social justice education.

Please share a vision for supporting the Consortium in its Mission.

The consortium has clearly changed a lot since I left the organization. When I left, it was in protest over the organization's lack of accountability and failure to provide support for members. Liberation is only achievable when structures are in place to bring about that change. I hope to be in the Internal Relations Director role to help support the organization's operations and allow for the flexibility of the org to achieve its stated mission.

Describe a time when you've managed conflict in a professional setting and what the outcome was.

Last Year at Columbia, I was the adviser for the Palestinian and Middle Eastern students organizations. With the War and Genocide in Gaza, my students lead an international movement of anti-war protests on college campuses. In my capacity as advisor, I was often at odds with the most senior leaders of the university, including the University President. When those moments of tension arise in professional contexts, I embody the ethics and discipline that I expect from my leaders so that we are able to work through issues and be solutions oriented. In moments when conflict has been more personal, I self-advocate and ask for others to be looped in to facilitate mediation. Overall, I have not had much conflict 1-1 with colleagues, but in moments when the work is contentious I model the discipline and mission I wish my leaders had so that we are able to come to a resolution, a solution, or a way forward.

Please share your approach to leadership and examples of developing a high performing and cohesive team. This includes team and project management, executing on deliverables, and creating a positive working environment.

Servant Leadership is my leadership model. Servant leadership is a leadership framework in which leaders prioritize the needs of others and the collective mission over their own goals and ambitions. I have had the unfortunate experience of having worked at institutions and with supervisors and leaders that did not believe in the development of me. So as a leader now, my

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approach is to identify the needs of the organization and areas of growth, then compare those to the skills and interests of those who are on my team. From there, I develop a collective vision and plan for project management. For team culture, it starts with the top. I model the culture and behavior that I expect, and I plainly and directly name my expectations and communicate them uniformly across my team. I also believe in appreciation and collective accountability which is not aimed at shaming, but utilizing shortcomings as opportunities to develop new strategies or re-think support.

How do you envision leading out and supporting the logistical, fiscal, communications and membership responsibilities of the Consortium?

I was on the board when the collective model was first operationalized. I currently manage a center operating budget of \$75,000; programming budget of \$25,000 and about \$250,000 in endowments and funds (mix of restricted and unrestricted). When I was last on the board, I managed the org finances, filed the Consortium's taxes with another OOC member, retained our Non-profit attorneys, as well as facilitated the execution of the board stipends. Organizational operations is my strong suit and I think my past experience with the consortium as well as my full-time professional role make me uniquely positioned for this role.

Is there anything you would like to share with members of the Consortium that you have not had the chance to share through other responses? If so, please include the information here.

I think it is important to state why I'm now interested in the board after resigning in protest a few years ago. The Consortium is desperately needed in our field. The organization has changed which it has needed to for years. I have a unique skillset, expertise, and experience in this field that I want to share with others. Further, the Consortium is the only organization currently that exists that could support practitioners in this work in a time when our work is under political attack. We need to come together and save ourselves.

Community Education Coordinator (2 Candidates)

Cornelius Baker (he/him)

Please provide a brief biography.

Cornelius Baker (He/Him) is the Program Coordinator for Queer & Trans (QT) Programs in the Student Engagement Center (formerly known as the Center for Sexuality & Gender Diversity) at the University of Kansas. He holds a bachelor's degree in psychology from the University of Kansas and a Master of Social Work degree from Columbia University in Advanced Generalist Practice & Programming. He received his LMSW in August of 2024.

Throughout undergraduate and graduate school, Cornelius has focused on educational initiatives around DEIB work within fields ranging from mental health awareness, suicide prevention, adolescent advocacy in the criminal legal system, recruitment and orientation, housing security and advising QTBIPOC students within higher education institutions. These broad experiences have informed the nature of interconnectedness that many of these struggles represent. In the work that he does currently he collaborates in building curriculum for sexual violence prevention as it relates to QT populations and other educational trainings based on the needs of the University of Kansas (i.e., SafeZone).

Cornelius' personal interests involve queer and trans media, building social housing opportunities through tenant organizing, everything related to the horror genre and dog walking!

Please describe below your interest in this specific position and what skills and experiences you would bring.

I am interested in the Community Education Coordinator position on the Executive Board. In my current position a large amount of my work involves working on developing educational engagement opportunities. I have a significant amount of experience collaborating with panelists and speakers to provide unique and timely perspectives on current events relevant to QT communities. As a Program Coordinator, I have worked with mental health care providers in our local community (Kansas/Missouri) to host a panel with QTBIPOC practitioners to discuss the barriers that many QTBIPOC people have with navigating and accessing mental health care resources. This event was geared more so to faculty and staff on our campus. I have also worked with a variety of on-campus and off-campus community organizations to host a Mental Health Resource Fair (with over 12 organizations) in collaboration with our Counseling & Psychological Services office to highlight QT-affirming services. This position would give me

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the opportunity to expand this work to serving the interests of other 2SLGBTQIA+ higher education professionals. I am deeply passionate about education and professional development, especially as it relates to strengthening and building community across many coalitions.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

In my experiences as a Black queer cisgender man, I have been in a variety of spaces in which I have had to strategically navigate how best to show up based on the privileged and marginalized identities that I hold. The intersection of these identities has shown me the meaning of Audre Lorde's quote, "there is no such thing as a single-issue struggle because we do not live single-issue lives". In my work at the University of Kansas, a predominately white institution, I have often struggled with the lack of representation present for QTBIPOC individuals. This erasure has often led to the perpetuation of many pillars of white supremacy even in spaces claiming to be accepting. In my position on the Executive Board, I would work to find educational opportunities that represent how intertwined these struggles are and highlight the historical relationships that were built on the ideals of shared liberation.

For myself, there is no other way to do this work other than from an intersectional approach. This requires us to reflect on ways that racial justice work shows up in every variation (i.e., internalized, interpersonal, institutional, and ideological – the 4 'I's of oppression). Therefore, it is necessary to provide not just formal educational development but spaces for self-reflection and awareness on the ways in which we build relationships with one another (i.e., forums or reading groups).

Please discuss your experience with building and fostering a sense of community with organizations, as well as with different populations within an organization.

In my previous experiences I have worked in several ways to build and foster a sense of community within organizations. This has especially shown up in my work recently as the staff advisor for our Queer & Trans Students of Color student organization on campus. The organization started off as one of our affinity groups since we saw a gap in QTBIPOC students visiting our space or using our resources. In the past we have collaborated with our Office of Multicultural Affairs to help facilitate this group. In recent years some students wanted to have access to better funding opportunities which were provided through the Student Senate to registered organizations. In the building process for this group many of the students were in their 1st or 2nd years and were not familiar with being on the executive team for a student organization.

As I worked with them on some of the logistical aspects such as funding, we also had to find new ways to build and foster a sense of community as the dynamics had changed from a more informal affinity group meeting space. This required meeting regularly with the executive team to figure out what their goals were in starting this organization and how to communicate that message to others that might be interested. Considering the vast number of different cultural backgrounds present there was also a lot of work focused on making sure that people's voices were included in building the bylaws and policies that guided the organization. This helped to provide a foundation where people felt like their interests and skills were being represented appropriately and the avenue to provide feedback throughout the experience.

Providing ongoing educational opportunities for our membership is a priority for our organization; how would you determine educational needs for members and how would you meet those needs? Please share examples from your experiences.

Determining educational needs for members and paths to meet those needs is like work I have done with one of my volunteer organizations called Lawrence Tenants. Lawrence Tenants is a group of tenants that are dedicated to making the renting process better in our city. I got involved in this work through my time living in a housing cooperative (co-op) community. As someone who has experienced housing insecurity early on in life, I know how people's experiences can vary and inform their perspectives in this work. Many of the members have lived experiences related to housing insecurity and others work directly with people going through that experience. This was the basis of how we determined educational needs.

Our current goals are related to addressing issues of source of income discrimination and securing tenant rights to counsel for those facing eviction. We attempted a variety of ways to make sure that we were all educated on these topics by having 1:1s within our organization. This allowed us to discuss with each other why we were involved in the group, our own housing history or challenges, and previous work experience. This initial process helped us to determine who in our group had a particular knowledge base and areas where there were gaps. Afterwards we tried to utilize each person's skills by hosting educational workshops to help provide knowledge in areas where gaps in information were significant. This allowed us to work towards being able to canvas our community and network with other organizations in the area (KC Tenants) that could provide further educational trainings and skill building workshops designed to help us meet our goals.

As a membership-based organization, the continued enrichment and growth of the Consortium is dependent on outreach, creating buy-in and engaging new and potential members. Please share examples of how you would enrich membership experiences and engage in outreach strategies.

From my experiences with membership and development outreach engagement, especially for new and potential members, can be difficult to achieve. The nature of the work that we do often means that people are being pulled in countless different directions in addition to living in a world that is frequently harmful to the identities that we hold. To create buy-in we must have trust and mutual respect. One of the ways to create this is through community building activities such as opportunities for people to just meet one another and be able to link a face to a name or email. This can often help with outreach strategies when that form of outreach comes from someone that you have made a connection with and feels more personalized. We know from the work done on the Consortium Member Needs Assessment that there is a deep desire for those seeking community. Many of the members are in unsafe or hostile environments for 2SLGBTQIA+ work. This is work that we are both passionate about but is also very personal. To challenge the burnout (or burn through) that many people are experiencing we need to strengthen our channels of mutual aid and share our resources to make sure they are reaching those who need them the most.

Community Education Coordinator (2 Candidates)

Tristan Morton (ze/zir/zirs)

Please provide a brief biography.

Tristan “TK” Morton is the associate director of Spectrum Center. Ze is a Black, trans, queer educator; advocate; and joy creator. Ze centers queer and trans BIPOC joy, laughter, and advocacy, making sure that all spaces are accessible and centering the love and care of the community. Tristan brings experience in student affairs; social justice; and supporting LGBTQIA2+ and marginalized staff, faculty, students, and alumni. Ze previously served as director of the LGBTQIA Resource Center at the University of California-Davis and, before that, worked with students at Macalester College, Edgewood College, and the University of Kansas. Tristan has a bachelor’s degree in women’s and gender studies from Eastern Michigan University and a master’s in higher education administration from Stony Brook University. When ze isn’t working ze is trying new foods, going on an adventure, reading the dozens of books that are still waiting to be read on zirs bookshelves, listening to their favorite music, and discovering new amazing possibilities.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I am interested in this position as someone who loves being able to provide professional development for our community which many folks are not able to access. I want to be able to share with our community on what knowledge they want to build. Who can we provide a platform too that never has gotten the opportunity and highlight amazing people across this field.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

As a Black trans queer person I am someone that always strives towards queer and trans liberation through my personal identities, experiences, and perspective. How I am able to support this work is through not only representation, but how we are continuing to uphold white supremacist ideas, cultures, and processes in this organization. One main thing would be developing an accountability process when conflict arises.

Please discuss your experience with building and fostering a sense of community with organizations, as well as with different populations within an organization.

I want to make sure that we are able to build capacity for this work and being able to work with our members across the country. I have been able to make connections across this country from other QT higher ed professionals and trying to bring new folks into this organization. Especially folks who are newer professionals not working in QT spaces that can feel a sense of belonging as QT higher education professionals.

Providing ongoing educational opportunities for our membership is a priority for our organization; how would you determine educational needs for members and how would you meet those needs? Please share examples from your experiences.

I would like to see what our members would like to see by either social media campaigns, direct conversations in affinity call meetings and at our events. Also balancing new folks doing this work with our seasoned professionals so that everyone is continuing to gain/refine skills.

As a membership-based organization, the continued enrichment and growth of the Consortium is dependent on outreach, creating buy-in and engaging new and potential members. Please share examples of how you would enrich membership experiences and engage in outreach strategies.

For membership engagement I want to think through feedback our members have given in the past to either revamp or create new engagements. I was able to help support the first consortium drive in and it was a great experience to give our members different opportunities. Also, seeing smaller ways of engagement such as co working spaces and 1 on 1 support with entry level and grad students with mid level and seasoned professionals so the only chance of engagement is not just at large national conventions/conferences.

Region Representatives Coordinator (1 Candidate)

Jeremy Torres (he/they)

Please provide a brief biography.

Jeremy Torres (he/they) is the Assistant Director of LGBTQ+ Services at MIT, where they contribute to transformative initiatives across the campus community. Outside of work Jeremy serves as Chair of the Denison University LGBTQA+ Alumni Association. As Assistant Director of LGBTQ+ Services at MIT, they were instrumental in creating support systems and community resources for marginalized groups. Jeremy also leads projects like the Rainbow Compass Mentorship Program and organizes impactful events, MC² Multicultural Conference and LGBTQ+ Leadership Retreat. Known for engaging presentations, Jeremy often speaks on topics such as "Rest as Radical Resistance" and the intersections of necropolitics and social justice, continuously pushing for systemic change in higher education.

Please describe below your interest in this specific position and what skills and experiences you would bring.

With a background in LGBTQ+ advocacy, educational program management, and strategic DEI initiatives I am well-prepared for the Region Reps Coordinator role with the Consortium of Higher Education LGBT Resource Professionals. Having served as Assistant Director of LGBTQ+ Services at MIT, I have extensive experience coordinating outreach and support systems for LGBTQ+ members enabling me to develop strong communication and collaboration skills, essential for connecting and guiding regional representatives effectively. Additionally, my work with the Rainbow Compass Mentorship Program and leadership as Chair of the Denison Pride Steering Committee demonstrates my commitment to fostering community through structured mentorship and policy advocacy. Organizing events like the MC² Multicultural Conference, Trans Day of Remembrance, LGBTQ+ Leadership retreats speaks to my capacity for coordinating large-scale, meaningful programs that require collaboration. These experiences have honed my ability to manage complex initiatives while staying responsive to community needs—a skill set that aligns seamlessly with the responsibilities of a Region Reps Coordinator.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

Throughout my career, I've committed to elevating racial justice as a foundational element of LGBTQ+ advocacy, understanding that true queer and trans liberation must be intersectional and

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actively anti-racist. My experience as Assistant Director of LGBTQ+ Services at MIT has allowed me to develop programs that prioritize and support marginalized identities within the queer and trans community, solidifying my dedication to an inclusive, racial justice-centered approach.

On the Executive Board, I would leverage this background to create initiatives that amplify BIPOC queer and trans voices, ensuring that racial justice is not only a guiding principle but a measurable outcome across Consortium efforts. My work as Chair of the Denison Pride Steering Committee has also allowed me to prioritize racial justice in programming, from establishing mentorship structures like the Rainbow Compass Program to co-organizing the MC² Multicultural Conference, which centers the experiences of intersectionally marginalized communities.

In my recent presentations, such as "Rest as Radical Resistance" and my upcoming talk on necropolitics, I've explored how systemic oppression affects BIPOC queer and trans individuals uniquely, especially within educational and community contexts. These presentations allow me to share strategies and frameworks that promote resilience while highlighting the need for systemic change. My work on the upcoming Trans Day of Remembrance observance is similarly focused on creating space to honor and remember BIPOC trans lives impacted by violence, integrating educational and healing components into our community observances.

I would bring these experiences to the Consortium by supporting cross-regional collaborations and developing frameworks that consistently center racial justice in all programming. Through these initiatives, I aim to promote an environment that not only welcomes diverse identities but also actively dismantles structural inequities, ensuring the Consortium's commitment to racial justice remains robust, dynamic, and impactful.

Please discuss your experience with building and fostering a sense of community with organizations, as well as with different populations within an organization.

In my roles at MIT and beyond, I've focused on building communities that not only support but also empower individuals across diverse backgrounds. As Assistant Director of LGBTQ+ Services at MIT, I facilitated spaces and initiatives specifically designed to connect LGBTQ+ students, faculty, and staff while addressing the unique needs of intersecting identities. For instance, I launched community programs that centered BIPOC queer experiences and created peer support networks to foster an environment of solidarity and belonging.

My work as Chair of the Denison Pride Steering Committee also strengthened my community-building skills, where I have helped foster an alumni network dedicated to

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supporting and advocating for LGBTQ+ students and alumni. Through this role, I've facilitated mentorship and leadership opportunities that empower members to connect across generations, creating a sustained culture of community and collective pride.

Furthermore, I've led initiatives like the Rainbow Compass Mentorship Program, which pairs LGBTQ+ students with mentors in ways that prioritize both shared identity and professional aspirations, bridging gaps between various populations. My involvement with the MC² Multicultural Conference highlights my ability to bring together diverse student populations within and beyond MIT, creating a platform that amplifies underrepresented voices and addresses issues at the intersections of race, gender, and sexuality.

Whether through events, mentorship, or shared advocacy efforts, I am deeply committed to cultivating community spaces where individuals feel seen, valued, and connected to others. On the Consortium Executive Board, I would leverage these experiences to create initiatives that foster a supportive, inclusive environment across regions, ensuring that our community-building efforts resonate deeply and inclusively with all members.

Providing ongoing educational opportunities for our membership is a priority for our organization; how would you determine educational needs for members and how would you meet those needs? Please share examples from your experiences.

Identifying and meeting the educational needs of Consortium members requires a thoughtful approach, centered on regular feedback, collaborative input, and a commitment to addressing gaps and emerging issues. At MIT, as Assistant Director of LGBTQ+ Services, I implemented needs assessments to understand the educational priorities of our LGBTQ+ community, leveraging surveys, focus groups, and one-on-one conversations to capture nuanced needs across intersectional identities. This data informed programs on topics like inclusive language, allyship, and anti-racist practices, ensuring our efforts were both relevant and impactful.

In my role as Chair of the Denison Pride Steering Committee, I've also prioritized educational programming that is responsive to community needs. For example, when alumni expressed a need to better support current LGBTQ+ students navigating college and career, I developed mentorship training sessions that combined foundational LGBTQ+ issues with specific strategies for supporting diverse identities in academic and professional spaces.

Additionally, my recent presentations, including "Rest as Radical Resistance" and my upcoming discussion on necropolitics, reflect my commitment to addressing complex, timely topics that resonate across communities. Through these and other workshops, I focus on building resilience

and awareness around systemic oppression, meeting both immediate and long-term needs for members engaged in advocacy and social justice work.

As part of the Consortium's Executive Board, I would apply this experience to create ongoing assessments, engage in collaborative discussions with regional representatives, and ensure that educational offerings reflect members' evolving needs. Through a combination of responsive workshops, webinars, and written resources, I would aim to foster an educational environment that both supports and challenges members, equipping them with knowledge and strategies to serve their communities effectively.

As a membership-based organization, the continued enrichment and growth of the Consortium is dependent on outreach, creating buy-in and engaging new and potential members. Please share examples of how you would enrich membership experiences and engage in outreach strategies.

To foster membership growth and engagement within the Consortium, I would focus on creating a welcoming, enriching experience for both current and potential members through targeted outreach, intentional relationship-building, and meaningful program development. In my role as Assistant Director of LBGTQ+ Services at MIT, I regularly hosted open forums and conducted surveys to understand community needs and refine programming that resonates. For example, I organized workshops specifically for transgender and gender-expansive individuals in STEM, collaborating with alumni to discuss unique challenges and create pathways for increased belonging. These workshops have been instrumental in building support networks and enhancing feelings of inclusion, especially for those who may not have seen themselves represented in traditional STEM spaces.

Fundraising Coordinator (1 Candidate)

Nicole Newsome (they/she)

Please provide a brief biography.

My name is Nicole Newsome (they/she) and I'm a Black, queer, disabled emerging student affairs professional. Queer and racial justice advocacy has always been at the center of my educational and professional work. From leading multiple queer student organizations and launching a grassroots Black Lives Matter coalition to co-building the Consortium's 2022 Member Needs Assessment, my passion for community engagement and leadership for resources aiding marginalized communities is tenfold.

For the past two years, I've served on the Consortium Executive Board as the Marketing & Communications Coordinator. Furthermore, I recently accepted a Program Specialist role at the University of Michigan's Spectrum Center, where I will directly support programs and events centering queer and trans students of color. When not working, I love being outside in nature, watching scary movies (and football), listening to audiobooks, spending time with friends and family, and napping with my cats.

Please describe below your interest in this specific position and what skills and experiences you would bring.

"Since serving on the Consortium Board, I've been curious about ways to increase our funding efforts/modes of income as a non-profit with growing financial needs. I am eager to build my competency in fundraising to better serve the Consortium, as well as support my local QT communities in mutual aid and crowd-funding efforts.

While my fundraising experience is limited in scale compared to the Consortium, I have invaluable knowledge and skill on how to approach fundraising. Furthermore, I have personal and professional support from individuals with a variety of non-profit fundraising experience. I am confident my drive, network, and creative thinking would greatly aid me in improving our fundraising efforts. "

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

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Racial justice informs every facet of my professional work and values. As one of few QTBIPOC members on the Board, I admire the Consortium's continued transparency about enabling harm and drive to uphold an anti-racist framework. This space consistently empowers me to push beyond the boundaries of White supremacy in order to make our organization more accessible to QTBIPOC practitioners. I can and will continue to champion QTBIPOC needs, voices, and epistemologies as this is necessary for transforming how the Executive Board approaches QT justice work.

What experiences illustrate your ability to support the logistical needs of operating a member-based organization? (e.g. maintaining org. history, scheduling and coordinating meetings and events, maintaining a robust membership system, etc.)

My experience as a Board member within the Consortium's Organizational Operations Collective has greatly prepared me to support the logistical needs of the Consortium. Using my skills in program management and marketing analytics, I created a more standardized approach to our social media production, which has improved membership engagement.

What is your experience with fiscal management and/or budgeting for an organization? Please provide examples.

In addition to my experience directly supporting Consortium's fiscal budget management as an Executive Board member, I directly managed the operating budget for the Live On Campus Crew ambassador program. As their graduate supervisor, I coordinated funding for all Campus Crew events by finalizing all the budgets and forecasting event budget needs for the following fiscal year.

Please discuss your experience in communications, marketing, or public relations. Additionally, what ideas do you have to improve/augment the Consortium's approach to communications?

I currently serve as the Marketing & Communications Coordinator for the Consortium. Prior to this role, I was a Communications Graduate Assistant at Michigan State University. Some ideas I have for improving our approach include sustaining a consistent schedule for when we send communications to members, creating more informal opportunities for engagement via social media, and shifting to Threads instead of X/Twitter.

Marketing and Communications Coordinator

(3 Candidates)

Harley Brown (he/they)

Please provide a brief biography.

I am a young queer person channeling their feral energy by managing social media and building accepting and authentic communities. I have been managing social media professionally for six years now. I started off at Mott Community College in Flint where I learned the basics of social and communications. I then worked as a peer educator and marketing assistant for the University of Michigan- Flint where I advocated for my queer community as a peer educator and built solid relationships while advising the university's social media presence. I now find myself at Michigan State University at the College of Nursing, where I write stories about our Spartan Nurses and their impact on our communities while also building our community online with social media. I am so lucky to know that I want to tell others stories, I want to be able to give light on stories that may have fallen through the cracks of higher education.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I really have wanted to be more involved in advocacy spaces for queer rights, and using social media to do it. My ADHD at a young age gave me such a passion for social media and understanding the good that it can do (while also acknowledging the bad it contributes to society). I have been building online communities for six years now, and writing social media and communication strategy for two years. I know that quality content and understanding your audience is key to get positive engagement while also understanding that people should be the brand of your social media when you are a large organization and not graphics and perfectly polished branded images. With my current social media strategy we have seen an increase of engagement by 20% on Instagram and in total for all social platforms we use, (Facebook, X (Twitter), LinkedIn and TikTok), we have seen a growth of 10% in total from the previous year. I also understand why accessibility is so important and have learned the meta suite's accessibility features to add Alt Text to photos, add in closed captioning on videos and transcribing them. I have other experience with video editing, photography and photo editing, alt-text creation and graphic design. I also have been tokenized and I understand how dehumanizing that feels to be slapped on as a rainbow for an organization that isn't actually doing anything for my rights. I have really challenged not only myself but my team in my current role to really think about

talking about DEI from the beginning (which can be hard when historically your institution and department have had MULTIPLE Barriers to keep people of color and queer people out of the classroom).

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I truly think that we have to LIFT voices of our community. I think through digital storytelling you not only bring stories that may have been lost or untold to the community but also can use social media to build an audience to organize and gather to help fight for our rights as a community. Organization is the key part in any advocacy space and I see building this community as a top priority to be able to talk about queer voices of color and giving them the spotlight, bills and news that we should be aware of and places and ways we can advocate.

What experiences illustrate your ability to support the logistical needs of operating a member-based organization? (e.g. maintaining org. history, scheduling and coordinating meetings and events, maintaining a robust membership system, etc.)

I have taught myself and learned multiple website management tools, social media management tools and analytics to be able to not only do my job but make sure our jobs as a unit who has small staffing, is significantly easier. I build spreadsheets and reports on social media data that is easy to break down for leadership to understand. I also built a team of website editors to help with managing a department website that can be taxing.

What is your experience with fiscal management and/or budgeting for an organization? Please provide examples.

As a member of the University of Michigan-Flint Campus Activities Board I was a leader as an event coordinator where I was given a budget to balance and manage for each event, and would either always go under budget or right on budget for each event I held, this was key to also grow my events even more and add extra opportunities onto my events when I came in under budget. As President of the organization I had to oversee all finances for the organization such as office supplies and technology fees for my organization.

Please discuss your experience in communications, marketing, or public relations. Additionally, what ideas do you have to improve/augment the Consortium's approach to communications?

As the Content and Social Media Coordinator at Michigan State University College of Nursing. I have been responsible for: working with media to set up interviews, also attending interviews and preparing faculty for them. Creating communications plans for large scale events that span the other health colleges at MSU. Manage the online presence of the College of Nursing (@michstnursing) on all social media platforms. Have acted as crisis communicator for multiple issues and leading our social media responses for each. Create ad sets in Facebook business manager around: events, programs, and general purposes to enhance the college's reputation using geotagging and optimized ad creation. I am curious about how the Consortium has previously used CRM tools to be able to not only understand the audience but also how it has researched how to communicate to its members.

Is there anything you would like to share with members of the Consortium that you have not had the chance to share through other responses? If so, please include the information here.

Thank you for your time! I look forward to seeing the good work you all are doing!

Marketing and Communications Coordinator (3 Candidates)

Alison Park (she/her)

Please provide a brief biography.

Alison Park (she/her) is a Korean-American, butch lesbian who is fiercely passionate about educating, advocating, and building community in Higher Ed. spaces. She is the Assistant Director of the LGBTQIA+ Resource Center at Worcester State University and previously worked at the LGBTQ+ Center at UMass Lowell. The best thing she did this summer was increasing the number of gender inclusive bathrooms from 3 to 11 on-campus. Anyways, when she's not working, she enjoys lifting weights, spending time with loved ones, indoor climbing, joy rides, cooking, and playing on her PS5.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I'm interested in the Marketing and Communications Coordinator position because I've always loved creating graphics, and spreading LGBTQ+ visibility, especially over different social media platforms. Over the summer, I gained Adobe Photoshop / Adobe Express skills and whenever I create graphics for the LGBTQIA+ Resource Center here, it doesn't feel like work because I love it! I'd love to get involved supporting folk in the community as well and making sure everyone has a place to thrive and grow.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I live, eat and breathe fighting for the rights of all, especially marginalized folk. Queer and trans liberation that's rooted in racial justice to me means, fighting for everyone. I am a firm believer of equity and as a Korean-American, butch lesbian, I understand some of the struggle, not all, but some. I will further support this mission by making sure we are inclusive and advocating for all, especially queer and trans folk.

What experiences illustrate your ability to support the logistical needs of operating a member-based organization? (e.g. maintaining org. history, scheduling and coordinating meetings and events, maintaining a robust membership system, etc.)

I've worked in education for about 10 years now. I know that I'm able to provide growth and community. For example, when our Lavender Graduation first started here at Worcester State, the first event had 50 people then the following year it grew to 150 folk in attendance. I'd put the same amount of passion into making sure that the logistical needs get done whether it's archiving, scheduling / coordinating meetings and events, and maintaining memberships. Most of the communication aspect I do on the daily as my job so it would feel like second nature to me.

What is your experience with fiscal management and/or budgeting for an organization? Please provide examples.

To be frank, I don't like working with numbers but I have a department budget that is maintained and planned for the fiscal year.

Please discuss your experience in communications, marketing, or public relations. Additionally, what ideas do you have to improve/augment the Consortium's approach to communications?

I run my social media accounts, newsletter, website, and internal and external communications at Worcester State University. I think communications is based on how the audience engages best so I'd have to see some data of how our users interact the most. At my current org, I know it's integral to have flyers up around bulletin boards, an active Instagram, and internal emails that get sent directly to faculty, staff, and students but that's the demographic here. If Consortium members have more of an active LinkedIn presence, I'd go and put more of the effort there but would like to gage before actively putting things in place. I am a big believer of doing more than not and keeping things current so I'd keep very active on social media and try to engage folk directly like maybe creating a discord, facebook group, or monthly engagement zoom meetings, etc.

Is there anything you would like to share with members of the Consortium that you have not had the chance to share through other responses? If so, please include the information here.

I would love to support in any way that's need whether it's an official position or not. I also really enjoy eating baked goods but can't stand making them for the life of me!

Marketing and Communications Coordinator

(3 Candidates)

Bee Taylor (they/them)

Please provide a brief biography.

My name is Bee Taylor, my pronouns are they/them, and I am the Director of LGBTQ+ Services and Gender Equity Programs at Central Michigan University (CMU). Prior to CMU, Bee was the LGBTQ+ Program Manager at the University of Michigan-Dearborn and previously served as the Coordinator of Diversity & Inclusion at Daemen University in Buffalo, NY. Bee earned a bachelor's degree in Gender and Women's Studies and Nonprofit Leadership from Western Michigan University and holds a master's degree in Higher Education from UM-Ann Arbor with a focus in diversity and social justice. In their free time, Bee can be found singing, making music, visiting any coffee shop within walking distance, studying astrology or hanging out with their cat Salem.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I have been a graphic artist/photographer for most of my life, but as I've gotten older my opportunities to do this hobby have dwindled. I have over ten years of graphic design experience and around 8 years of experience with social media management/content creation, specifically in the DEI/LGBT space. I am able to do some designing in my "day job" but most of that has been delegated to students, and I would love to be able to pick up the task once again, especially when it is for an organization I care deeply about. I also work at a rural institution with only one or two other people doing this type of work, so being able to work with my peers is something I'm seeking a lot.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

Firstly, doing this work and holding anti-racism and racial justice at the center of my praxis requires acknowledging that my whiteness is both a strength and a weakness - it is a strength when I can use it to elevate or emphasize the work of Black, Brown, and Indigenous folks, but it is also a weakness that I need to actively work to overcome in creating content for a wide audience. I pride myself in my willingness to admit when I am wrong or have made mistakes, as

well as my active listening skills. I hope folks will read these bios and take into consideration that I want the best person for the job in the role, even if it means that is not me.

What experiences illustrate your ability to support the logistical needs of operating a member-based organization? (e.g. maintaining org. history, scheduling and coordinating meetings and events, maintaining a robust membership system, etc.)

All of my previous professional positions have either been vacant for an extended time before my hire or I was the first person to hold the position, so I have developed a large amount of skill in re-organizing programs or beginning the process of "starting over" so to speak - creating new branding, creating documentation processes, establishing new traditions and re-inventing existing traditions, and generally re-invigorating programming or offices that have become nonfunctional.

What is your experience with fiscal management and/or budgeting for an organization? Please provide examples.

I currently oversee a budget of around \$30,000 for my office, and have previously coordinated the budget...

Please discuss your experience in communications, marketing, or public relations. Additionally, what ideas do you have to improve/augment the Consortium's approach to communications?

I have managed the social media platforms (Facebook, Instagram, Twitter, etc) of all previous professional positions I've held, except for UM-Dearborn as we were not able to have our own platforms. Since undergraduate studies I have created content for and managed a variety of social media accounts and ran many social media campaigns, such as the Undocumented Students Awareness Day at Daemen University and various heritage month feature series.

Is there anything you would like to share with members of the Consortium that you have not had the chance to share through other responses? If so, please include the information here.

I would just like to say that I'm grateful to those who nominated me and that I'm looking forward to bringing attention/awareness to the mid-Michigan region as a hub for gender and sexuality activism. There is a lot of work to be done here but it's clear to me that connecting with our fellow institutions across the Midwest/yellow region is a great start. I hope to be able to connect

more and work with all of you whether it be in this position (am I to be selected) or just by getting involved!

Advocacy and Outreach Coordinator (3 Candidates)

delfin bautista (they/elles/delfin)

Please provide a brief biography.

delfin is a social worker, writer, activist theologian, and diversity educator who serves as director of the Lionel Cantú Queer Resource Center at UC Santa Cruz. Originally from Hialeah, FL, delfin is of Cuban and Salvadoran heritage. delfin has a Master in Divinity from Yale University and a Master of Social Work from the University of Pennsylvania. A queer and trans Latinx diva of faith and spirit, delfin is passionate about intersectional justice and resilience, especially around the experiences of queer and trans people of color. delfin was part of the faculty and planning teams for Campus Pride's Advisor Academy and Camp Pride and is involved with different LGBTQIA2S+ faith based organizations including DignityUSA, Soulforce, Queer Christian Fellowship, and enfleshed. delfin enjoys cooking, eating, writing, cartoons, coloring, theologizing, spending time with their beloved, and queerly queering where no queer has queered before.

Please describe below your interest in this specific position and what skills and experiences you would bring.

As an activist scholar, I am interested in the different ways advocacy is lived into and lived out. As we form communities of belonging within our institutions and across institutions, advocacy takes on many different forms from students organizing to what happens within the curriculum. My hope is to be able to tap into the many different ways we as professionals advocate with and for our communities in order to share best practices, spark possibilities, and create networks of solidarity. I have over 20 years of experience in different forms of advocacy campaigns from direct action to vigils to writing.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I am committed to honoring the contributions, narratives, and experiences of queer and trans communities of color; recognizing that many of our commitments to justice are rooted within different communities of color. I strive to infuse intersectionality into all I do, exploring not just how systems of oppression are interlinked but also how dynamics of liberation are also interconnected.

Please discuss your experiences building coalitions and working to create policy change in your organization.

I am a strong believer and practitioner of bridge building. Throughout my career I have reached out to others to partner on events as well as on policy change initiatives. While I was at Ohio University, I was able to bring together a coalition of offices/departments in support of implementing the name and pronoun policy; adding trans affirming health care benefits for employees (students already had the benefit); and on cocreating Athens Pride as a campus and community initiative. In my time here at UCSC, I have partnered with other offices to raise awareness about the hardships students are experiencing related to food insecurities, housing, and other basic need realities. I have also been able to expand the network of support of the Cantu Queer Center to include offices/departments/organizations on and off campus.

Please share how you use research and best practices to inform your work on an individual and organizational level, as well as the importance of history and archival work within the Consortium.

Researching best practices is important as it is an opportunity to learn from the experiences of others, not just in terms of successes but also bloopers and blunders. Exploring what others have done helps us uplift the hard work of our colleagues and helps challenge systems that often privilege cis / het / white frameworks of praxis.

Advocacy and Outreach Coordinator (3 Candidates)

Susan Harper (she/her or any with respect)

Please provide a brief biography.

Susan Harper, PhD is an educator, activist, advocate, and scholar researching, writing, and agitating for social change in the Ames/Des Moines area. She holds an MA and PhD in Cultural Anthropology from Southern Methodist University, where her work focused on identity construction within the Texas NeoPagan community. She also holds an MA in Multicultural Women's and Gender Studies from Texas Woman's University. She currently works as Coordinator for Student Activities at the University of North Texas at Dallas, overseeing student activities and multicultural programs. She has presented her work on lesbian motherhood, NeoPaganism, feminist pedagogy, qualitative inquiry as a tool for social justice, adjunct exploitation, and ethnography as an act of radical witnessing at conferences in three countries. She is deeply invested in restorative justice, collaborative decision-making, consensus-building, and other nonviolent forms of leadership and social change. She currently serves as Director of the Center for LGBTQIA+ Student Success at Iowa State University, and looks forward to her next professional adventure after the state closes the Center in 2025.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I am interested in this position because I am invested in creating a broad professional community for people doing this work. We are currently under attack from multiple fronts, and being able to have multiple points of entry and professional support is more important than ever. Coordinating across the professional associations, communicating about important issues, and working to help our members find a way forward in the challenging climate is vital, and the opportunity to help with that is incredibly exciting in a time when it is easy to succumb to despair.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I would help further this mission by helping to build a broad-based community of support that centers the voices and experiences of QTBIPOC students and practitioners, who are often erased in the overwhelming whiteness of queer spaces. This would include ensuring a diversity of voices in presenters, speakers, and subject matter experts. It also includes a willingness to hold myself and the organization accountable to considering QTBIPOC voices where they may be

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absent or silenced, and to recognizing that QTBIPOC experience multiple axes of oppression -- and offer specific, vital bodies of knowledge, expertise, and lived experiences -- that must be considered when creating policy, programs, and research agendas.

Please discuss your experiences building coalitions and working to create policy change in your organization.

I have built strong relationships with the other cultural centers on my campus through asking for their input on how to serve their students, by planning co-sponsored events, by supporting their events and initiatives, and finding common areas of concern and cooperation. While these efforts have not led to formal policy change they have led to significant culture change that informs the work we do.

Please share how you use research and best practices to inform your work on an individual and organizational level, as well as the importance of history and archival work within the Consortium.

An important part of my practice is keeping up to date on the newest research and professional discussions in education and also in my home disciplines of anthropology, sociology, and Women's and Gender Studies. I have an active scholarly agenda which offers an opportunity to learn about new innovations and discussions in the field, and to apply them to my own research and assessments.

Historian and archival work is vital in the Consortium. In this time of unprecedented attack on our work, including closures of Centers like mine, it is key that we keep a record of what we have done, where have been, and what we have lost -- these are key to rebuilding or creating something new out of the ashes of the old.

Advocacy and Outreach Coordinator (3 Candidates)

Jeff Maliskey (he/him)

Please provide a brief biography.

Dr. Jeff Maliskey (he/him) serves as the inaugural Director for the Pride Center at the University of North Dakota. His work focuses on 2SLGBTQIA+ identity support, gender and sexuality education, and advocacy. Jeff brings over a decade of student affairs experience working with student affinity-based resources and support centers. As a first-generation; Indigenous and White; Queer scholar-practitioner; Jeff's practice is student-centered, and justice based as means to work towards equity and inclusion in higher education. Jeff is also the current Advocacy and Outreach Coordinator for the Consortium. He has helped shape the role on the Consortium Board along with the Community and Advocacy Collective as the newest Collective within the Consortium. Jeff has been involved with the Consortium since 2019, first as a Yellow Region Representative until 2023 when he joined the Board as the Advocacy and Outreach Coordinator.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I have had the opportunity to serve as the first Advocacy and Outreach Coordinator for the Consortium and feel that I still have so much more to contribute. In a newly developed position, you often spend the first few years structuring the role, building relationships, and prioritizing responsibilities. Now that I have a strong foundation, I feel that there is still time for me to continue in the role and growing the potential for the position and the Consortium as a whole. What I have really enjoyed about the role is the connections I have made with professionals in the field. This role has provided an opportunity for me to not just be a part of a collaborative team but to facilitate and lead.

One of the skills I have is to organize and facilitate teams of individuals with unique experiences and knowledge to achieve a common goal. An example of this is my coordination of the Consortium's ACPA Pre-Convention engagement in 2024 on Imagining LGBTQIA2S+ Justice and Equity in Education along with this coming year's pre-convention on Centering Racial Justice in Queer and Trans Equity, Inclusion, and Belonging Work on Campus. Additionally, in my role as a director at the University of North Dakota, I have learned to be strategic and innovative in advancing queer and trans justice work. I am the only full-time staff member for the only QT Center in the state of North Dakota. Through the role I continue to provide guidance and leadership to professionals across the state in higher education and non-profits to advance

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queer and trans inclusion. For me the connections, networking, and coalition building has become such an important piece of my work. The Advocacy and Outreach Coordinator is just that; bridging connections to advance our collective work and that is why I am interested in continuing on in the role.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

Racial Justice is crucial as we work towards queer and trans liberation. Personally, I continue to advance my own knowledge and understanding so I can do the work professionally. In my current role as director of the Pride Center at the University of North Dakota I work towards decolonizing our practices and educating at the intersections of identity. I work with students and professionals to engage in racial justice work from the Pride Center activities and programs to service-learning projects and curriculum advances with institutional faculty. Within the Consortium I work to uplift 2SLGBTQIA+ voices in our projects and professional engagement opportunities such as our Pre-Convention sessions at ACPA or supporting the research team as they advance the new guidance on supporting QTBIPOC students and professionals in higher education. The work also extends into my life as a yoga teacher. In my teaching, I work to decolonize the westernization of yoga and teach an accessible and trauma-informed practice. On the Consortium Board, I will continue to work with the team to think critically about how we are engaging in our work and practices. One way I can support the mission and work is through our community partnerships by intentionally connecting with professionals and organizations that are also committed to racial justice. I also believe there is always opportunity to learn as a board and I think one area I can help facilitate conversation around is where racial justice shows up and does not show up at the intersections of work. There is so much we can still do around disability justice at the intersections of racial justice along with some intentionality around inclusion of Indigenous communities.

Please discuss your experiences building coalitions and working to create policy change in your organization.

Coalition Building and policy change is an area where I find myself engaging daily in my role as director at the University of North Dakota. One example of my work involved implementing a name change process for students at the University who have not or could not complete a legal name change process. I helped organize a team of individuals from the University registrar's office, enrollment services, information technology, Title IX/Equal Opportunity, Provost's office and Housing to develop a plan to address misgendering and create a structure for student success. The outcome resulted in working with the North Dakota University System to allow students to change their name and email address in all University systems not just for the University of

North Dakota but for all the institutions of higher education in the state. Additionally the collaborative work created an opportunity for students to self-identify their gender, pronouns, and sexuality in our campus systems for enrollment tracking and communication with students. This had led to a name change policy being created at the state level. Another example of work I facilitated was creating a professional development opportunity for professionals across the state. I organized a group of LGBTQ+ faculty from across the state to develop the LGBTQ+ Higher Education Day-Long Institute at the University of North Dakota in 2023. The Institute had over 200 participants attend from within the state and neighboring institutions in Minnesota. The Institute is scheduled to occur every other year as a way to provide continual educational opportunities to advance queer and trans inclusion in higher education in North Dakota.

Please share how you use research and best practices to inform your work on an individual and organizational level, as well as the importance of history and archival work within the Consortium.

As a scholar-practitioner my research focused on queer and trans history in higher education. My doctoral research was on the History of Queer Resistance and Student Activism at the University of North Dakota. The research focused on how student organizing in the 1980s led to the development of the Pride Center at the University. However, it was a narrative of how students were burdened with the responsibility to create their own programs and support resources in the absence of the University until the Pride Center was created in 2017. Historical research is important for preserving the history of our centers and work. It also can be used to leverage our place and space in higher education. Throughout time we have used historical data and archival work to tell our story but it has also been used to provide foundations for the creation of centers and student groups, especially in our rural communities. As a practitioner I am always looking for ways to state current on what are “best” or promising practices for doing QT center work. This means engaging with new and upcoming research, utilizing the guidance documents such as the New Guidelines on Supporting Trans and Nonbinary People in Post-Secondary Education that the Consortium released. I use research and best practices in my professional development sessions for faculty and staff to keep folks informed to do the work without causing harm.

Is there anything you would like to share with members of the Consortium that you have not had the chance to share through other responses? If so, please include the information here.

The Consortium has become my professional home, but it is so much more than that; it is a place of community for scholars and practitioners alike to connect and make change to work towards our collective liberation. I bring a historical perspective to the Consortium from the many structure changes that have occurred to how we have shaped and continue to shape our work

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over the last decade. I believe that my ability to connect and lead, my years of experience in higher education and as director of a QT center, along with my history of engagement with the Consortium have set me up to succeed and continue on as the Advocacy and Outreach Coordinator.

Historian (2 Candidates)

Milton Gómez-Toledo (he/him)

Please provide a brief biography.

Milton Gómez-Toledo (he/him/his) is a Humanities PhD candidate at the University of Missouri-Kansas City. He's been an educator for almost 18 years. He is originally from Colombia, South America but he's lived in the United States for 9 years. He has taught ESL (English as a Second Language), Composition, Latinx Queer Narratives, and American Literature classes at a college level. Back in Colombia, he used to work as a YMCA volunteer for 8 years which allowed him to meet different community leaders from different cultures and backgrounds. He has used his college training and teaching as conduits to make Queer narratives more visible. His research in Queer archives has improved his understanding of the different approaches that past LGBTQIA+ organizations got involved in community building to challenge heteronormative attempts to make the Queer community invisible.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I have been a Historian for organizations such as Sigma Tau Delta English Honors Society, the English Graduate Student Association, and the Graduate Assistant for the Faculty Senate at the University of Missouri-Kansas City. Those experiences allowed me to hone in organizational and language skills that I've put into practice to present and document information in a way that is accessible for everyone.

The Historian position at the Consortium entails the documenting of meetings, events, and conferences as well as the collecting of artifacts and narratives that contribute to strengthening the mission of the Consortium. I believe that I have the skills in order to organize, document, and present information to effectively promoting educational initiatives so that younger generations learn about the history of queer and trans liberation movements. Knowing about our history will foster community building and solidify our sense of collectiveness to contest social, racial, and gender discrimination.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I intend to be an active participant of the academic initiatives, conferences, events, and meetings to be able to document diverse experiences and diverse voices. Queer and trans liberation rooted in racial justice connotes to give Queer and Trans people effective opportunities for visibility and tools to promote social change. Therefore, the documentation I will be engaging in has to reflect the diversity of voices that participate in the national and local initiatives the Consortium sponsors and organizes. Organizing and documenting initiatives by the Consortium at a national and local levels will foster community building and solidify our sense of collectiveness to contest social, racial, and gender discrimination.

Please discuss your experiences building coalitions and working to create policy change in your organization.

I've used my classes as opportunities for teaching and learning about queer and trans art, queer narratives, queer literature, and queer theories. I have collaborated with Special Collections and Gay and Lesbian Archive of Mid-America (GLAMA) so that my students can access their collections for the research and multi-modal projects. I encourage my students to research queer and trans archives so they document and engage in reading and writing projects that can be used outside the classroom in research symposiums and other academic venues where they can network and share their experiences and research. My teaching practices have become opportunities to develop my students' reading and writing skills so that they can critically reflect on queer and trans histories.

Please share how you use research and best practices to inform your work on an individual and organizational level, as well as the importance of history and archival work within the Consortium.

Most of my research explores the efforts of 50s and 60s Homophile movement through rhetorical analysis of their intellectual productions--mostly newsletters--that were distributed all over the US. These newsletters contributed to changing academic and political conversations about queerness and foster a sense of community when being different was illegal.

My dissertation work explores liminal spaces for queer people and queer people of color as a framework to understand how we constantly inhabit hetero and queer spaces where compliance and disruption go hand in hand. I use the literature of James Baldwin and John Rechy as well as the art of Felix Gonzalez-Torres to theorize liminal places of belonging for queer people.

My research has allowed me to meet other LGBTQIA+ leaders and scholars. I have presented at

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different conferences and implemented activities in my classes by using some of these materials I've found in the archives.

For me, it is important to educate and promote critical reading, writing, and thinking skills because to create intentional and sustainable regional relationships, we should engage in discursive practices that are persuasive, inclusive, and strategic.

I wouldn't have been able to know about all those narratives included in those 50s and 60s newsletters if LGBTQIA+ leaders hadn't collected hundreds of issues that were published and distributed all over the United States. Through my archival work, I was introduced to writers such as John Rechy and conceptual artist Felix Gonzalez-Torres. This experience allowed me to further my research and theorization about Queer people and Queer people of color.

Documenting of the history of the Consortium as well as the arduous work leaders and volunteers engage in will allow for future generations of queer and trans people to reflect back on those initiatives. Archiving the work the Consortium does will also provide queer and trans scholars and leaders with opportunities to challenge policy that aims at making their voices illicit and invisible. The past informs the present and serves as a scaffold to build more inclusive and effective policies that embrace all queer and trans people.

Historian (2 Candidates)

Em Huang (they/them)

Please provide a brief biography.

My name is Em Huang (they/them) and I serve as the Director of LGBTQ+ Advancement & Equity at UC Berkeley's Gender Equity Resource Center. I engage queer and trans communities in higher education through an intersectional lens, with my experiences as a queer, trans, and nonbinary East & Southeast Asian American informing my passion for social justice education and advocacy. My work includes leading advocacy efforts to improve university and UC system-wide policies and practices that impact LGBTQ+ students, faculty, and staff, developing and implementing initiatives to address community needs, and advising the campus on issues of gender and sexuality. I also serve as one of the Core Members for Trans Inclusion on NASPA's Gender and Sexuality Knowledge Community, and am on the leadership team for the NCORE QTPOC Caucus. I received my B.A. in Sociology from the University of Southern California and my M.Ed in Higher Education and Student Affairs Administration from the University of Vermont. Outside of work, I love coaching volleyball, finding the best places to eat, and geeking out about queer media, speculative fiction, and Star Wars.

Please describe below your interest in this specific position and what skills and experiences you would bring.

I am drawn to the Historian position because of the opportunity for this new role to integrate archival and organizational work as intentional strategies that are part of the advocacy, capacity-building, and resource sharing work of the Consortium. In this current anti-DEI climate that is particularly hostile to trans and queer communities and has significantly increased precarity for our field, I see the importance of storytelling as a powerful tool for us to advocate for our work. Finding effective ways to document and share the stories of our past, present, and future as a field will equip us to better communicate the necessity and impact of our work, especially when advocating to campus decision makers and stakeholders for resources and support. Additionally, I value the opportunity to help practitioners in our field better understand the contexts that have shaped the policy and advocacy work impacting our communities, which will also help us better develop strategic approaches and responses to the challenges we face. Finally, I hope to support the long term sustainability of the Consortium and its membership through this role. Documenting the history of the Consortium and its work will allow incoming board members to be better equipped with important information and continuity, and organizing

existing resource archives will make resource sharing more accessible to Consortium members, offering opportunities for strengthening intergenerational connection and wisdom sharing.

I deeply enjoy improving organizational efficiency and information management by finding the best tools to help make information and resources available and accessible to those seeking to use them. In my current role, one of my focuses has been to improve the sustainability of our center's work by introducing organizational tools to improve workflow and communication across the organization, and by documenting the processes we use across our center so they can be easily replicated and improved on. I have also been working on collaborative projects with students and staff to archive the history and impact of our center and LGBTQ+ organizing on campus. In this role, I would engage my existing networks and continue building new connections, assessing the needs of practitioners in our field in order to determine how best to archive, organize, and share the resources and information that can help us in our work.

The Consortium is committed to queer and trans liberation that is rooted in racial justice. How will you further support this mission through your work on the Executive Board?

I believe that putting racial justice frameworks into practice in our work involves moving beyond just representation or recognition of identities, to identifying, understanding, and rectifying the systems, policies, and practices that continue to disenfranchise QTBIPOC communities. To me, this is grounded in self-accountability to continuing education, unlearning and decentering dominant approaches, and engaging my own positionality as an East and Southeast Asian American. I would integrate this into the Historian role by critically examining whose narratives and needs have been centered in the Consortium's history and work, and seeking to uplift and amplify the stories, contributions, and approaches of QTBIPOC communities which have often been minimized. I would also intentionally focus on identifying historical and current contexts that have created disproportionate impacts on QTBIPOC practitioners' sustainability in this field, and, with these contexts in mind, organizing and sharing resources to better support our needs.

Please discuss your experiences building coalitions and working to create policy change in your organization.

In my role, I have worked on the development and implementation of multiple university- and system-wide policies (gender recognition and lived name policy, gender inclusive facilities, etc.), all of which have involved cross-functional campus partnerships. In order to effectively secure buy-in and move these policy changes forward, I started by building a strong relational foundation with the partners involved. This included establishing a clear understanding of each partner's role, context, goals, and approach to the project while ensuring that mine were also clearly articulated, and developing consensus when making decisions by accounting as best as

possible for the different needs and priorities of each stakeholder. I also approach policy work as community work since policies should ultimately be accountable to the communities they impact. Thus, I seek to build coalitions by valuing the different ways that various communities might experience particular policies and ensuring that our approaches and end goal address as many of those perspectives and concerns as possible.

Please share how you use research and best practices to inform your work on an individual and organizational level, as well as the importance of history and archival work within the Consortium.

To inform my work, I seek out a range of information to help determine the strategies, approaches, or tools that may be the best fit for a particular situation. This typically includes gathering as much relevant context as possible, researching what has been done before, why, and its outcome, consulting peers who are at similar institutions or who have navigated a similar issue, and seeking out feedback from multiple perspectives on proposed approaches. This looks similar at an organizational level, especially in order to provide clear rationale and justification for decisions or approaches that must be understood by multiple stakeholders with various needs. As mentioned above, this is deeply connected to the importance of history and archival work for the Consortium, as the history and resources the Consortium holds (both directly and within the experiences of its membership) are a wealth of context, knowledge, and strategies that can inform the work we are doing. By understanding how practitioners in our field have utilized various approaches to successfully advocate, develop policies, or enact change to address community needs, we can more effectively engage the collective wisdom of our community.