

LGBTQIA+ Allies Meeting

Friday, Dec. 2, 2021
12:00 – 1:00pm



Welcome & introductions

Thank you so much for coming!

Meeting organizers



Meeting agenda (~50 min.)

- Welcome & introductions (5 min.)
- Allies 101 (5 min.)
- Topic: 2021 Year in Review (5-10 min.)
- Topic: Ideas for 2022 (10 min.)
- Ally Discussion (15 min.)
- Wrap-up (5 min.)
- Next meeting (2-3 min.)



Allies 101 - Group

- **What is this group all about?**
 - Get great people together and (try to) leave hierarchies at the door
 - Develop advocacy and encourage activism
 - Promote equity, safe spaces, and visibility
 - Bring ideas to (and create positive change in) the spaces where you participate or frequent
- **What is this group not?**
 - A formal, decision making entity or governing body of the College
 - A department, office, or organizational unit of the College
 - The only place to talk about equity (we have many great ones)



Allies 101 - Who is an Ally?

- **You are*!**

We have no group membership requirements. However, our goal is to help create “[inclusive classroom and campus space\[s\] for LGBTQ students](#)” and the College community, so sexism, racism, homophobia, transphobia, heterosexism, other hatreds, and other intolerances have no place here.

- *[Campus Pride definition](#):

*“**Ally**: An individual whose attitudes and behavior are supportive and affirming of all genders and sexual orientations and who is active in combating homophobia, transphobia and heterosexism, both personally and institutionally.”*



2021 Year in Review

- Participation at 3rd CCC LGBTQ+ Summit
- Name Change Form for Employees (HR)
- CCCApply: Nonbinary Identity (A&R)
- [Safe Space Training by Campus Pride](#) (Employee Innovation Grant)
 - **48** PARTICIPANTS earned a badge! -- TODO: Add to [Ally Directory](#)
 - Collaboration with newly energized Student Pride Club
 - Poetry Event November 1, 2021
- [Allies Website](#) + Content
- Some publicity (President's Newsletter, Social Media)
- College President/Superintendent support



Ideas for 2022 - Areas of focus (2020)

- **Safe Spaces**
Identify and provide directional information to gender neutral restrooms.
- **Institutional Language**
Implement protocols for use of pronouns and language for syllabi (Academic Senate/instructional and Counseling faculty).
- **Student Engagement** - Re-establish Pride Club and coordinate key events at the College (Student Life). Key events include - June - Pride Month, October - LGBTQ+ History Month, October 11 - National Coming Out Day.
- **Online Presence** - Create a web presence for resources and information for students. Provide lists of key contacts at Hartnell and resources in Monterey County, (Equity Programs).
- **Data** - Improve data collection, analysis and tracking.



Ideas for 2022 - Action Plan (2020)

2020 Action Plan (case-sensitive, all lowercase):

<http://bit.ly/allyactionplan>

How can I contribute?

- Feel free to comment or update the 2020 document if you'd like.
 - We'll keep it up as a resource for Allies.
- Send a message to the [Allies Google Group](mailto:lgbtqia-allies@hartnell.edu):
lgbtqia-allies@hartnell.edu
- Or share what you're working on at this meeting or an upcoming meeting.



Ideas for 2022

- Who are we serving?
 - Rate our College with the Campus Pride Index or similar measurement tool.
 - Survey our students. Use the data we collect in 2022 to ask for resources.
- Safe Space
 - Develop an institutional “Train the trainer” program.
 - More Safe Space training.
- Visibility
 - Update our website and add to <https://www.ccclgbt.org>.
 - Stickers, fliers, posters -- we need artists and advocates to put these up at every campuses.



Ideas for 2022

- Participation
 - 4th CCC LGBTQ+ Summit (\$75/person - maybe we can find resources for Allies to attend)
 - Pride Club and student events
 - Add more equity to every space you occupy - for LGBTQIA+ folks and others
- “Low hanging fruit”
 - Ex: Facilities and Gender Neutral Bathrooms
- Let’s discuss further...



Ally Discussion

- Allies have the floor.
- Please discuss ideas, projects, events, activities for next year, or anything else you'd like to share.



Next meeting

- Spring 2022
 - What's a good time?
- Meeting modality?



Thank you!

Links

- LGBTQIA+ Resources page
<https://www.hartnell.edu/students/lgbtqia>
- LGBTQIA+ Allies page
<https://www.hartnell.edu/students/lgbtqia/allies>
- CCC LGBT Resources
<https://www.ccclgbt.org>
- 4th CCC LGBTQ+ Virtual Summit - May 4-5, 2022
<http://cccqsummit.blogspot.com>

