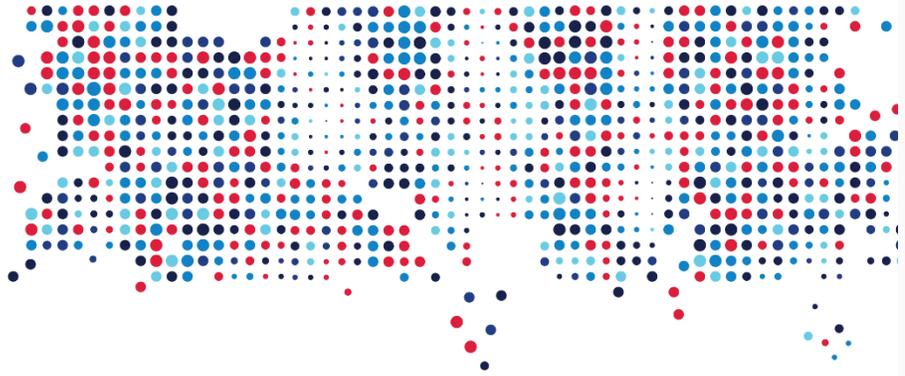




University of Dayton
Women's Center



UD MEN FOR GENDER EQUITY

UD MEN FOR GENDER EQUITY MONTHLY NEWSLETTER

DECEMBER 2021

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December 2021

Welcome to the monthly newsletter from the UD Men for Gender Equity Initiative! This monthly newsletter promotes gender equity efforts at the University of Dayton through education, connection to resources, and providing actionable steps to advocate for gender equity. We invite you to engage with this newsletter by forwarding it to colleagues, participating in future events, and supporting gender equity in our community.

Upcoming Engagement Opportunities

Women Lead. Certificate Program

Calling all women leaders who want to challenge themselves to career exploration and continue to rise in their organization. You're already leading, use this program to take your leadership skills to the next level. Immerse yourself in this 6-month leadership experience where you will be among other top women leaders creating a vibrant new ecosystem. Listen to them, learn from them and connect with them. Through Women Lead, the [Center for Leadership](#) intends to give you the additional tools and insights needed to expand your positive impact on your organization and community and continue to rise with purpose.

Next Cohort Begins March 11, 2022. [Apply today!](#)

Advocacy 101 Info Session

Are you a man interested in taking an active role in the UD Men for Gender Equity initiative and becoming a Gender Equity Advocate? Learn more about the roles that Gender Equity Advocates play on campus and how you might lend your skills and talents to the initiative! *Advocacy 101* is an informational session recurring monthly in the Spring term to help men understand how they can be more involved in the UDMFGE efforts.

[Click here](#) to register for the **Wednesday, January 12, 2022 session**, which will take place from **12pm - 1pm** on Zoom.

Additional dates for Spring 2022 (registration forthcoming):

- Tuesday, February 15 from 11am - 12pm
- Friday, March 25 from 2pm - 3pm

Men's Coffee Hour!

Join the UD Men for Gender Equity Advocates on **January 20, 2022** from **12pm - 1pm** on Zoom, the session aims to talk on the issue of bodily autonomy. Bodily autonomy- the idea that an individual has the right to determine what they do with and how they use their body- is often taken granted by some segments of our community, while for others, it is an ongoing struggle. The Covid-19 pandemic, along with various mandates to wear masks, get vaccinated, etc., provides an opportunity for us to contemplate, discuss and evaluate how gender impacts our views and responses to the pandemic, these mandates, and a range of ongoing issues concerning bodily autonomy for members of our community.

[Register](#) by January 18th, and bring a colleague!

Celebrate Pride Every Day!

***** As we do not publish any newsletters in summer and pride month falls in June, we are celebrating pride in December.***

Did You Know?

Critical Imperatives for Studying Queer and Trans Undergraduate Student Retention

Although institutions have central priorities for promoting retention among the entire student body, few institutions have developed Queer and Trans-inclusive initiatives or services to foster retention. This article provides an overview of two key contexts to understand institutional contexts related to QT student retention: campus climate and QT student services.

Read the full article [here](#).

Awe-Inspiring Voices of Trans Students

Meet the students behind the revolutionary trans student survival guide.

Diving Deeper: Data on LGBTQ Students in Higher Education

Data show that LGBTQ students face challenges in high school that impact their college experience and enrollment. According to the data, nearly 10% of LGBTQ students who experienced frequent verbal harassment did not plan to attend college after high school.

For the full report, click [here](#)

University Of Dayton: We Are Here For You

Guided by its Catholic and Marianist values, the University of Dayton calls all of its members to commit to "honoring the intrinsic value and dignity of all people" ([Presidential Statement on Diversity & Inclusion](#)). The Brook Center, serving students, and QDayton, serving employees, are two such UD organizations.

The Brook Center

[The Brook Center](#) honors the commitment to community by housing a LGBTQ+ Student Services Coordinator, Riley Jelenick, who connects students with resources, provides support, and develops campus wide programming. The role of the LGBTQ+ Student Services Coordinator is to foster a more welcoming campus community where all students who identify as Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) feel welcomed, respected, safe, and valued as full members of the University of Dayton community. The Brook Center LGBTQ+ Student Services Coordinator supports LGBTQ+ students by connecting students, staff, and faculty with resources and services, providing educational programs and workshops available to all members of the UD community, and developing students who are committed to leading positive social change related to gender identity and sexual orientation through internships and the peer education group- the Q*mmunity Leaders.

QDayton: The LGBTQ+ Affinity Group at UD

Because of the University of Dayton's mission to respect the inherent dignity of every human being, employees identifying as Lesbian, Gay, Bisexual, Transgender, Queer, + (LGBTQ+) are a valued part of the campus community. Through our visible and vocal presence on campus, the LGBTQ+ Affinity Group aims to provide a supportive, affirming, and safe environment for LGBTQ+ employees at UD through collegial gatherings, campus dialogue, and community awareness. The Group is open to LGBTQ+ university employees interested in promoting equality for the LGBTQ+ community and supporting informed dialogue about LGBTQ+ issues on campus. This group honors and recognizes the intersections of diverse identities and varying levels of visibility; we invite LGBTQ+ employees to participate in whatever manner is most comfortable for them.

For more information, contact gdayton@udayton.edu.

Who We Are: Stories of LGBTQ+ Members and Gender Equity Advocacy at UD

Aqsa Sultana, the Graduate Assistant for UD's Men for Gender Equity, spoke with Julie Zink and Patrick Thomas about their experiences at the University of Dayton, as well as their experiences as the members of LGBTQ+ community.

Julie E. Zink

Professor of Lawyering Skills
School of Law

Member of the UD Men for Gender Equity Women's Advisory Council

Q: How do you identify yourself?

A: I identify as a proud member of the LGBTQ+ community.

Q: How does your identity as a member of the LGBTQ+ community show up in your work at UD?

A: I have been involved in diversity, equity, and inclusion work at UD Law for over six years. Being a member of an underrepresented group that is often discriminated against has allowed me to be more empathetic and understanding in terms of others' experiences.

Q: In the past have you experienced any discrimination or have you felt othered based on how you identify? If so, please explain as much as you feel comfortable.

A: I have had people close to me reject me based solely on my LGBTQ+ identity. While these were the most painful situations, I have also had several frightening experiences. For example, one time when my wife and I were holding hands in public, we were chased down an alley by a group of men who were making hateful statements. On a different occasion, lit torches were placed outside our front door in the middle of the night. Thankfully, such situations are rare. Subtle slights are more common.

Q: Do you have any LGBTQ+ role models that you look up to when you are in need of a boost or reminder of how awesome you are? If so, please share and shout them out!

A. I had a professor in college who was a wonderful role model and later mentor. Before I met her, I did not know any lesbians. I also had a supervising attorney in practice who served as an amazing role model. Her presence in my life helped me find the courage to come out.

Q: If you could share any advice with other members of the LGBTQ+ community working in higher education, what advice would you give them?

A: Do not hide who you are. Your authentic presence on this campus will make a difference to more people than you could ever imagine.

Patrick Thomas

Associate Professor & Director of Undergraduate Studies
Department of English

Equity Advocate, UD Men for Gender Equity

Q: How do you identify yourself?

A: I am a gay person.

Q: How does your identity as a member of the LGBTQ+ community show up in your work at UD?

A: For a long time, it did not! That was because I did not feel completely safe being out at UD. In fact, I still feel it is risky for some folks. Even so, now my identity appears primarily in the service opportunities I pursue at UD. For instance, I helped to begin QDayton, the LGBTQ+ employee affinity group. And as an advocate in the UD Men for Gender Equity

initiative, I hope that my work can move our institution forward in terms of understanding the diversity of our colleagues' gendered experiences, and to promote policies that are responsive to those experiences.

Q: In the past have you experienced any discrimination or have you felt othered based on how you identify? If so, please explain as much as you feel comfortable.

A: At work, it's less of a direct othering and more of a series of smaller moments that make me question or hesitate whether I really belong at UD. For instance, I've often heard administrators across campus refer to LGBTQ+ students as "others," so it's difficult not to infer that I'm an "other" as well. That's not a comment directed at me, but it's reflective of me. After all, I was a gay college student at one time.

The more persistent tensions, of course, have to do with experiences of climate that are more difficult to pinpoint. For instance, I question whether I'm really a candidate for advanced positions, given the lack of out/visible LGBTQ+ representation in any administrative level. Most of the time I think that LGBTQ+ people can belong at UD, but not in leadership roles.

Q: Do you have any LGBTQ+ role models that you look up to when you are in need of a boost or reminder of how awesome you are? If so, please share and shout them out!

A. Like so many academics, I've benefitted from the mentorship of professors who supported me. The queer ones were especially meaningful. They know who they are!

Q: If you could share any advice with other members of the LGBTQ+ community working in higher education, what advice would you give them?

A: Use your queer sensibilities, intuition, and lived experience for good - which is to say, to make opportunities for students and your colleagues where there previously were none.

Announcements!

Each year, the Women's Center and its partner organization, Hannah's Treasure Chest, work together to bring Christmas to children whose families might not be able to do so. Due to the pandemic, the gift-wrapping part of the program has been suspended, but we would like to provide the families with the resources they need to make the holiday merry and bright for their little ones. Please consider dropping off any holiday-themed, family-friendly, wrapping paper you might not need between now and December 14th.

Collection box locations are:

St Mary's Hall Third Floor Break Room and Alumni Hall Hallway near Room 204. We are also collecting tape, ribbon, bags, or other wrapping supplies. Thanks to all for helping out!

Share Your Experience

The Women's Advisory Council invites you to submit any comments, questions, or other concerns related to gender equity and campus climate. The form is anonymous and will not collect any identifying information. The Council will share these comments in aggregate with the men's Equity Advocates and Allies as we work collaboratively to affect positive change on campus.

[Share Your Experience Here](#)

Visit the [UD Men for Gender Equity website](#) for more information.

Subscribe to our [newsletter](#).

The UD Men for Gender Equity Initiative is sponsored by the President's Office and the Office of the Provost; in collaboration with many campus partners, it is housed in the Women's Center.

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