



DECEMBER 2024

we made it!

Welcome to our monthly newsletter to keep LGBT FSA members updated on our events, opportunities to get involved, and issues affecting the LGBTQ+ community at GVSU.

In addition to sending the newsletter out via email, we'll also post the newsletters on our website each month.

In this issue:

- Fall 2024 LGBT FSA Recap
- Tentative Winter 2025 Event Calendar
- Advocacy Spotlight
- Resources for the holiday season
- LGBT FSA Membership Survey Results
- Get Connected

CHECK OUT THE LGBT FSA WEBSITE!
OR EMAIL US AT LGBTFSA@GVSU.EDU



GVSU LGBT FSA



FALL 2024 RECAP

WHAT A GREAT SEMESTER!

The LGBT FSA Steering Committee was BLOWN AWAY by the participation and engagement for events this semester!

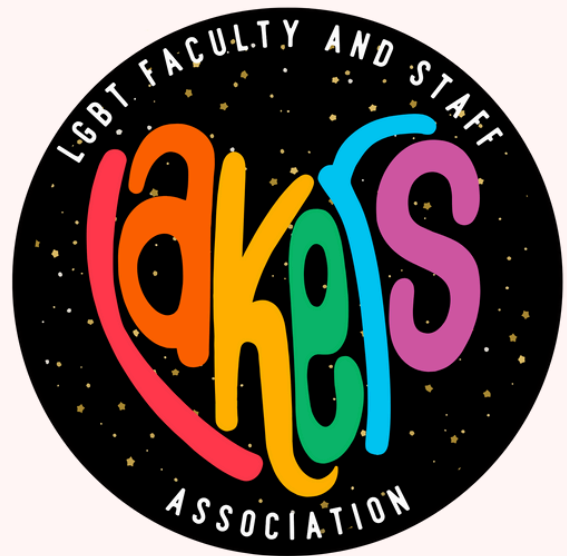
FSA Townhall - 22 attendees

**Happy Hour @ Trail Point
Brewing - 8 attendees**

Game Night - 5 attendees

Survey - 53 responses

Lunch Hangout - 6 attendees



Thank you to everyone who joined us for an event or completed the survey. A full list of winter events will be in the January newsletter. For now, you can check out some of the events already scheduled on the next page.

SEE YOU NEXT SEMESTER!



GVSU LGBT FSA



WINTER 2025 EVENTS

WE KNOW MANY OF YOU LIKE TO PLAN AHEAD, SO HERE ARE THE TENTATIVE DATES FOR OUR WINTER 2025 EVENTS

FEB 5
Wednesday

LGBT FSA HAPPY HOUR
05:30 PM - 07:30 PM @ New Holland - GR

MAR 20
Thursday

GAME NIGHT
05:30 PM - 07:00 PM KEN 134 (Pew)

APR 29
Tuesday

END OF YEAR PICNIC
11:00 AM - 01:30 PM Kirkhof/Library North Lawn

???
Someday

WHAT OTHER EVENTS WOULD YOU LIKE TO SEE?

TAKE THE SURVEY TO TELL US WHAT EVENTS YOU'D LIKE TO SEE!



Gender Identity Markers & Priority Health

This is a follow up to the issue of nonbinary gender markers not transferring properly from Workday to Priority Health systems. You can [read the full information and background information on the LGBT FSA website](#).

A group of folks including Kyle Felker, DL McKinney, and Callie Youngman, met recently with Dr. Robert Shorty, the new VP of People, Equity, and Culture, to talk about the insurance issue the FSA has been tracking. Here is what we learned:

Priority Health is working to overhaul their computer systems to be more accommodating of gender-expansive folks. Currently, their system requires a binary gender in order to establish an account. Their system gets legal sex data from our Workday system, which allows exactly three options for legal sex: male, female, and not reported. If you choose not reported, the PH system will default you to male so that your account can be generated. The work that's being done now will default that to a nonbinary gender marker, but that will not be in place for at least 18 months.

The current workaround for this is: when someone chooses the unreported option, it should kick off a process on the PH side where a service representative calls the employee. This person is, we are assured, trained in gender-expansive support. That rep will walk the employee through a specially developed questionnaire to help determine what value their legal sex should be set to in the PH system to cover them for the care they need. Once that's done, the rep will set the value in the PH system. This will not be overwritten by future data loads from workday.

We are also told that PH is developing a training plan for all their customer service representatives to equip them to better assist with calls from gender-expansive folks. We don't have a timeline on when that will be done.

HR assures as that, at this time, every current employee who has their gender set to "unreported" has been called and their markers set appropriately. If you are still having issues with reimbursement, you have not been called, or you're experiencing some other issue, we'd encourage you to contact the FSA so that we can surface your issue with the division of People, Equity, and Culture and work to get it resolved.

LGBT Advocacy Group First Meetings

Thank you to everyone who expressed interest in the Advocacy sub-group of the LGBT FSA!

The Advocacy group met via Zoom for a very successful initial meeting. A second group meeting is scheduled for this week and work will continue through the winter semester.

Next meeting: Tuesday, December 3, 2024 at 11am - Kirkhof 2242

If you're interested in joining the group - or just learning more about what this group will be doing - it's not too late! Please email lgbtfsa@gvsu.edu to let us know you are interested. Or just stop by the meeting!

We are excited to see this group get started and engage more of you in advocacy conversations and work at GVSU!

Do you know about Replenish, GVSU's Basic Needs Center?

With locations on the Allendale, Pew, and Health Campuses, students get access to free food, clothing, personal hygiene products, household goods, and school supplies. Without these supplies many GVSU students would find it very difficult to attend class and be successful students.

To learn more about Replenish, including locations and hours, [visit their website](#).

As the semester continues and the weather gets colder, students who are struggling to meet their basic needs are at even greater risk.

Now is the perfect time to think about a donation of goods or money to Replenish, GVSU's Basic Needs Center. For a list of needs and more information on how to donate, [check out their website](#).

SURVIVING THE HOLIDAYS

QUEER HOLIDAY SURVIVAL GUIDE



IT'S OKAY TO SET
BOUNDARIES AND PUT
YOURSELF FIRST

IT'S OKAY TO SPEND
TIME WITH YOUR SELF-
MADE FAMILY



IT'S OKAY TO MAKE YOUR
OWN TRADITIONS



IT'S OKAY TO
CELEBRATE...OR NOT

The holidays can be challenging, complex, and emotional. It's okay to choose to not celebrate at all or to celebrate in your own way.





LGBT FSA Fall 2024 Membership Survey Results

[CLICK HERE FOR THE RESULTS REPORT](#)

Thank you to everyone who completed the Fall member survey! We had **52 people** complete the survey - you blew us away with your participation!!

You can [read the results report here](#) (this does not include the write in questions for confidentiality), and here's a snapshot of some of the feedback...

- About **84% of respondents joined the FSA to build community and meet other LGBTQ+ faculty/staff**. And **80% joined to advocate for a more inclusive & equitable campus community**.
- Lots of people were interested in **casual meet-ups for lunch or coffee, meeting up to attend off-campus LGBTQ+ events, and crafting events**. Be on the lookout for some of those events in the future!
- We see you Pew Campus! Lots of folks were interested in **events on the Pew Campus and in Downtown Grand Rapids**, in addition to Allendale events.

We are so grateful for your input and appreciate your feedback as we plan for the winter semester and beyond!

Join the Out List!

The LGBT FSA and LGBT Resource Center maintain an Out List of LGBTQ+ faculty & staff at GVSU.

You can use this list to find and connect with queer colleagues across campus.

Participation is completely optional. **Click here to add your name to the list!**

In next month's newsletter...

- Winter events calendar
- Member spotlights
- and more!!

Did a friend send you this?

Email lgbtfsa@gvsu.edu to sign up for the LGBT Faculty & Staff Association email list!



Have an idea for our newsletter?

Please share it with us!

Check out our [idea submission guidelines](#) & [submission form](#)!