



NOVEMBER 2024

Just keep swimming!

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:

- Advocacy Spotlight
 - Advocacy group starting, gender markers & insurance update
- Meet the newest Steering Committee member!
- LGBT FSA Membership Survey Results
- Resources for surviving ongoing election season
- LGBT FSA & LGBT RC Events
- Campus Events of Interest
- Tentative Winter 2025 Event Calendar
- Get Connected

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

LGBT Advocacy Group Starting

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

Steering Committee Chair Kyle Felker has emailed everyone who had expressed interest either via the member survey or directly via email to schedule the first group meeting.

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.

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](#).

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](#). If you have questions about this issue or how to proceed, you can reach out to the LGBT FSA or to GVSU HR directly.

According to HR, Priority Health has already reached out to everyone whose legal sex markers were set in Workday to unreported or incorrectly identified as male. From the email from Tara:

Priority Health has identified all employees with unreported legal sex fields and those incorrectly identified as male. For undeclared individuals, they attempted to determine sex based on claims in their system. If they were unable to do so, a senior member of their customer advocate team reached out to explain the importance of capturing this information for claim processing. We have been informed that all member records have been updated.

Theoretically, legal sex in the PH system should now correctly reflect correct legal sex. However, we still advise people who identify as trans/nonbinary/gender-expansive to call PH directly to check and make sure their marker is correct, especially if they have not received a call from a PH representative. Using past care as an indicator of legal sex is an imperfect method, at best, but we were not consulted on this aspect of the process.

Priority Health is supposed to reach out to any new employees who choose the “unreported” option for sex in Workday shortly after they are put into Workday. If you are a new employee impacted by this issue and have not received a call from Priority Health, please email lgbtfsa@gvsu.edu and we can share the contact information for GVSU’s account representative.

Priority Health estimates a permanent solution for the integration issue will not be in place for at least another year. In the meantime they will continue to use [the process outlined on our website](#).

WELCOME TO THE STEERING COMMITTEE



Kel Nemetz Treasurer/Recorder she/her

Administrative Assistant for
Federal TRiO Programs

How long have you worked at GV?

I have worked at GVSU for five years now, am an alumni, and a current graduate student in the Social Innovation program.

What is something you are reading/watching/listening to right now?

Currently, I am obsessed with all things queer pop – Chappell Roan (duh!), Renee Rapp, FLETCHER, King Princess, but am always looking for recommendations for good music!

What is one highlight from your semester so far?

A big highlight for me this semester was the Teaching for Equity professional development we hosted for pre-service teachers in October. It was so fulfilling seeing it from conception to reality and have a whole day surrounding equity work. Plus, we had incredible representation of LGBTQ+ presenters and topics, which was extra amazing.

If you were an ice cream (or non-dairy equivalent) flavor, what would you be?

I think I would be Neapolitan – a little crazy of a choice, but something fun for everyone.



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!!

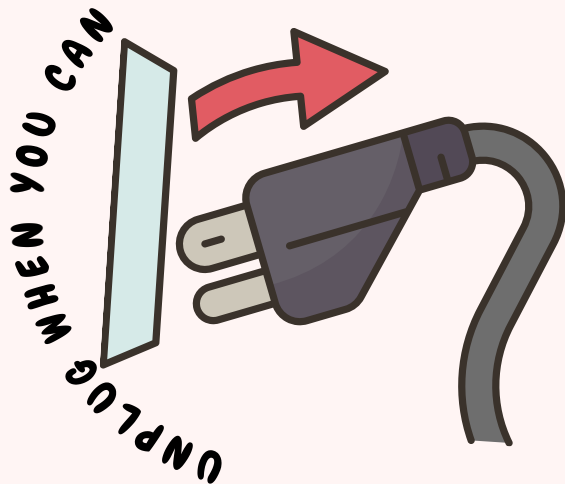
You can [read the results report here](#) (this does not include the write in questions for confidentiality), and here's a snapshot of some of the feedback...

- 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!

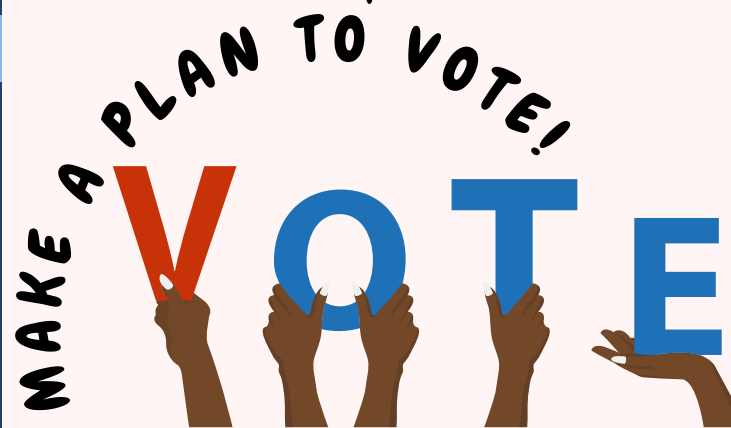
TIPS FOR ELECTION SEASON

ELECTION SEASON CAN BRING UP COMPLEX EMOTIONS AND FEELINGS OF UNCERTAINTY AND UNSAFETY. TRY ONE OF THESE TIPS TO PROTECT YOUR PEACE, CREATE COMMUNITY AROUND YOU, AND ESTABLISH BOUNDARIES.



OTHER HELPFUL RESOURCES:

- [THE TREVOR PROJECT](#)
- [“QUEER THE VOTE” PROJECT](#)
- [“REALITY CHECK: EQUALITY IS SURGING” ARTICLE](#)
- [CENTERING QUEER SELF-CARE](#)
- [A THERAPIST’S TIPS](#)





GVSU LGBT FSA



FALL 2024 EVENTS

NEWLY ADDED FALL EVENT!

Lunchtime Hangout!

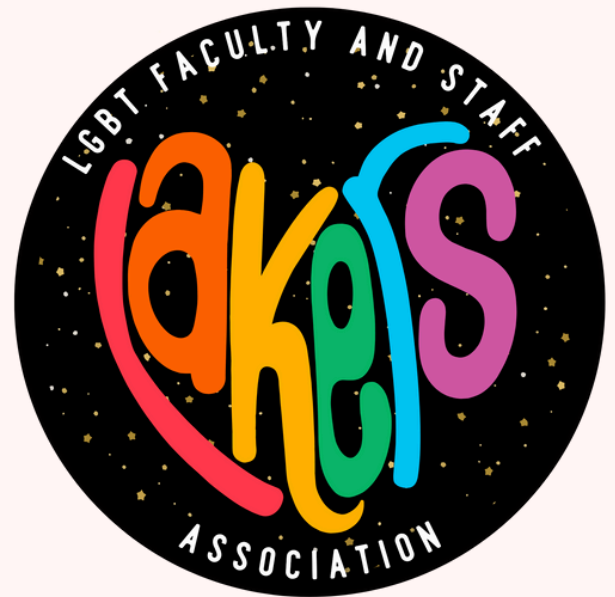
Bring your lunch and join FSA Steering Committee Member AJ for a casual lunch hang out and chat. Feel free to stop by for as little or as long as you like!

Thursday, November 21, 2024

12:00-1:30pm

Kirkhof 1142

Allendale Campus



If you're interested in hosting a lunch or coffee meet-up this semester on the Pew Campus, let us know!

HOPE TO SEE YOU THERE!

STOP IN FOR STRESS-RELIEF ACTIVITIES
& LIGHT REFRESHMENTS



**POST-ELECTION
CHILL OUT LOUNGE**



11/6/24

Allendale

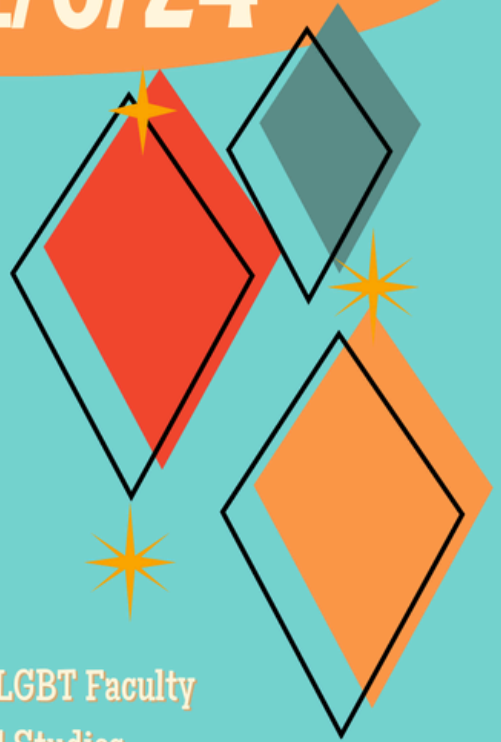
ZUMBERGE 1035

10:00am - 3:00pm

Pew

DEVOS U-CLUB

11:00am - 2:00pm



Sponsored by:

Women's Commission, Black Faculty & Staff Association, LGBT Faculty
Staff Association, Hauenstein Center for Presidential Studies

ACCEPTING DONATIONS FOR WEAR THE RAINBOW

Donate your gently used clothing for our gender-affirming free clothing pop-up shop event on Nov. 16, 1-4pm.

Drop-Off Locations:

GVSU LGBTRC (1161 KC)
GVSU CWGE (1201 KC)
Grand Rapids Pride Center
Pew Campus Career Center

Accepted through:

Monday, November 11

Special Requests:

Women's clothing & shoes
*large sizes especially



GVSU.EDU/LGBTRC

WEAR THE RAINBOW

VOLUNTEERS

✦ **NEEDED!**

QR CODE SIGNUP



Where:

Hager-Lubbers Exhibition Hall
401 Fulton St W (Devos Building E)
Grand Rapids, MI 49504

When do we need help?

Saturday, Nov. 16th,
between 10AM - 6PM

Why volunteer?

First dibs on shopping, free lunch, and
thank you merch!



CO-SPONSORED EVENTS

Community Read of **Rising** by Graci Harkema

Co-sponsored with GVSU's Women's Commission, Positive Black Women, and Black Faculty Staff Association



Session 3: Ch. 8-11 Discussion
Tues. 11/19 3:30-5:00pm
Seidman Center Forum A
Beverages & snacks

[Check the event website](#) for more info and to RSVP to any/all sessions!

CAMPUS EVENTS OF INTEREST

The events below are not affiliated with the LGBT FSA, but may be of interest to FSA members. Click the links below to learn more about each event.

[Inclusion and Equity Institute Workshops](#)

See website for topics, dates, and times.

[GVSU Teach-In: Power, Privilege and Difficult Dialogues](#)

Wednesday, Nov. 13 (Pew Campus)

Thursday, Nov. 14 (Allendale Campus)

Have an event you'd like us to highlight? [Submit it here!](#)

The Visual Media Arts Department at Grand Valley State University has a new job opening for a **Stuart and Barbara Padnos Distinguished Artist-In-Residence**. One-year term beginning August 2025.

[A copy of the job posting, and description is available on the GVSU website](#)



GVSU Department of Philosophy Colloquium Series

God's Gender

Prof. Quinn Harr

Friday, November 15, 2024, 3:00 - 4:30 pm

MAK-BLL-110

Some religious traditions hold that God is disembodied. However, they use gendered pronouns and language to refer to and describe both God and God's attributes. They also hold that God can take on the form of human body. On the face of it, these beliefs and practices seem to suggest acceptance of the potential for a "mismatch" between bodily sex and gender roles and identities. They also seem to provide a model for bodily transformation to resolve any such mismatch. And yet, within some religious traditions, there seems to be widespread opposition to acknowledging the validity of transgender and non-binary identities for humans. Are these stances consistent? Can religious views about God's (dis)embodiment be used to provide support for transgender and non-binary humans?



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!



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...

- Member spotlights
- Member survey results
- 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](#)!