



OCTOBER 2024

Welcome to Spooky Season!

Welcome to our new 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
 - Townhall follow up, gender identity markers resolution, expressive activity
- LGBT FSA Membership Survey
- LGBT FSA & Campus Events of Interest
 - Ombuds Day Open House 10/10
- Tentative Winter 2025 Event Calendar
- Get Connected

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

Townhall Follow Up

LGBT FSA Townhall took place on Zoom on Wednesday, September 18, 2024 with an excellent turnout of 19 attendees plus the steering committee members.

The annual LGBT FSA Townhall is an opportunity for the LGBTQ+ faculty and staff community to hear from the FSA Steering Committee on updates related to LGBTQ+ advocacy on campus and for the steering committee to hear from you, the membership, about your priorities for campus advocacy.

A document about the [LGBT FSA's past/current advocacy focus areas](#) was shared before the event.

[Notes from the Townhall](#) are available to the membership. Follow up conversation with the steering committee is welcomed and encouraged! You can email us at lgbtfsa@gvsu.edu with your thoughts or to schedule a meeting with one of the steering committee members.



Gender Identity Markers & Priority Health

On October 4, 2024, the LGBT FSA received an email from Tara Bivens, Director of Total Rewards and HR Operations at GVSU, which outlined a formal solution to the issue.

Priority Health now has mechanisms in place to prevent this issue from recurring, including a dedicated account manager for GVSU.

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.

A BIG THANK YOU to everyone who has been working diligently to resolve this issue over the past months to ensure that members of our community have access to healthcare that respects their identities. Thank you to our LGBTQ+ community members involved in this work, as well as our colleagues in HR and IT and at Priority Health.

GVSU Employees & Expressive Activity

GVSU senior leadership recently drafted guidance for GVSU employees participating in expressive activity on-campus. It is included below in its entirety. For more information, also see the [GVSU Grounds & Facilities Use Policy](#)

The following provides guidance for supervisors when employees seek to participate in expressive activity on-campus:

- 1. Understand Employee Rights:** The policy allows employees, like other members of the university community, to engage in expressive activities, such as demonstrations, protests, and distributing literature, provided they do so in a way that doesn't disrupt university operations or violate other policies. Supervisors should familiarize themselves with the Grounds & Facilities Use policy to ensure a fair and consistent approach.
- 2. Determine If the Activity Interferes with Job Duties:** Supervisors should engage in a conversation with the employee to understand the details of the proposed activity, such as:
 - a. When and where the activity will occur.
 - b. Whether it falls within work hours or personal time.
 - c. Whether it could impact their responsibilities or the overall functioning of their department.
 - d. If the activity interferes with the employee's job duties, supervisors should encourage participation during non-working hours or during breaks.
- 3. Review Time-Off Policies:** If the employee wishes to participate during work hours, supervisors can suggest:
 - a. Using paid time off, if applicable.
 - b. Requesting unpaid leave if PTO is not available or appropriate.
- 4. Maintain Neutrality:** Supervisors may not discriminate based on the content or viewpoint of the expressive activity, explaining any restrictions are based on operational needs rather than the nature of the expression.

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GVSU Employees & Expressive Activity

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5. Check for Compliance with University Policies: Supervisors should remind employees that, while expressive activities are allowed, they must still comply with:

- a. Time, place, and manner restrictions as outlined in the policy.
- b. Avoiding activities that would disrupt university operations or interfere with the rights of others in the community.

6. Provide Clarity on Non-Representation of the University: It is important for employees to know that, when engaging in expressive activities, they do so as individuals, not as representatives of the university, unless otherwise authorized.

7. Document the Discussion: For clarity and record-keeping, supervisors should document any decisions or agreements reached about how the employee will manage their participation in the expressive activity.

Please share this information with colleagues, especially any direct reports you have.



For those of you who attended the LGBT FSA happy hour, here's the cauldron project AJ was working on. The pattern is from [Little Baby Rory Crafts](#)



LGBT FSA Fall 2024 Membership Survey!

[Take the Survey!](#)

We need your input! We'd love to know more about what you, our members, are looking for from and with the LGBT FSA.

The survey should **take less than 10 min and can be anonymous** (if you're interested in getting more involved, we have 1 question that asks for an email, but you can skip that if you'd like your other responses to remain anonymous).

Thank you in advance for your feedback. This information will help guide our planning for the rest of the academic year so it is more aligned with what you, the membership, are looking for!

If you have any questions about the survey or would like to provide us with feedback more directly, please email lgbtfsa@gvsu.edu with your thoughts or to set up a time to meet with an LGBT FSA steering committee member to discuss your thoughts.

Please complete the survey by Friday, October 25!



GVSU LGBT FSA



FALL 2024 EVENTS

JOIN THE LGBT FSA FOR OUR FALL EVENTS!

AUG 28

Wednesday

RAINBOW SOCIAL

Thanks to everyone who stopped by to say hello!

SEPT 18

Wednesday

LGBT FSA TOWN HALL

What a great turnout!

SEPT 24

Tuesday

LGBT FSA HAPPY HOUR

So happy!

OCT 16

Wednesday

GAME NIGHT

05:30 PM - 07:00 PM @ Kirkhof

HOPE TO SEE YOU AT GAME NIGHT!



GVSU.EDU/LGBTFACSTAFF



LGBTFSA@GVSU.EDU



Community Read of **Rising** by Graci Harkema

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



Graci Harkema is an international diversity, equity, and inclusion speaker and author, specializing in inclusive leadership and implicit bias training for Fortune 500, small businesses, and non-profit organizations throughout the globe.

She's also a GVSU grad!

Session 1: Ch. 1-3 Discussion

Wed. 9/25 7:30-9:00am

Kirkhof 2266

Coffee & breakfast snacks

Session 2: Ch. 4-7 Discussion

Tues. 10/15 11:30am-1:00pm

Bicycle Factory 330

Beverages & snacks (BYO Lunch)

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!

STOP IN FOR STRESS-RELIEF ACTIVITIES
& LIGHT REFRESHMENTS



**POST-ELECTION
CHILL OUT LOUNGE**



11/6/24

Allendale

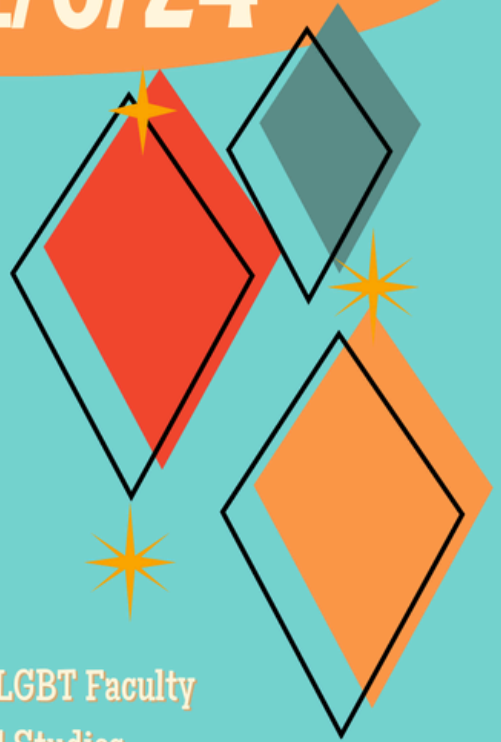
ZUMBERGE 1035

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

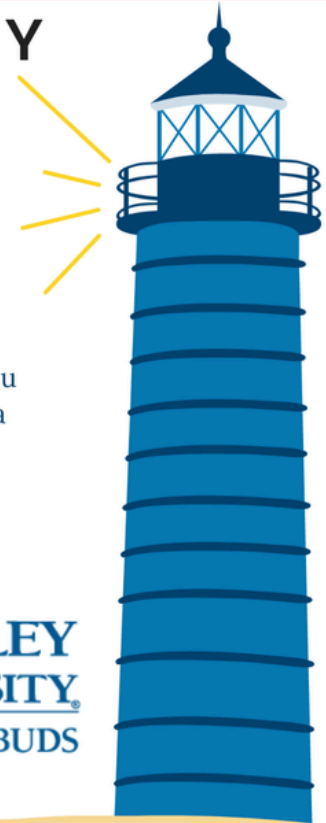
NATIONAL OMBUDS DAY

Ombuds Day Open House

Date: October 10th

Time: 11:30am - 1:00pm

Location: Lake Michigan Hall, Suite #133
4069 Calder Dr. Allendale, Michigan 49401



Come meet our Student and Employee Ombuds! Have you been to our office in Lake Michigan Hall? We will have a lunch with pizza and snacks.

WE LOOK FORWARD TO SEEING YOU!



Student Ombuds
Takeelia Garrett



Employee Ombuds
Elisa Ortega-Schultz



GRAND VALLEY
STATE UNIVERSITY
OFFICE OF THE OMBUDS

Neutral | Independent | Confidential | Informal

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. Shameless plug for the session on [Creative Wellness](#) facilitated by LGBT FSA Communications Coordinator, AJ Young.

[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!](#)



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 123 (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](#)!