

UNT'S GLBTQ ALLIES UNT'S GLBTQ ALLIES

Past to Present Past to Present



Prepared by
Allies, Division of Equity and Diversity,
Friends of the UNT Ally Program
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(GLAD)

UNIVERSITY
of
NORTH TEXAS

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Section 1 UNT's Ally Program (2000/2001; edited 8/04)

All information mentioned or described in this report is available upon request at the Division of Equity and Diversity.

Goals

Equity and diversity goals at UNT include, among others:

- Assist UNT develop and maintain an inclusive, welcoming and supportive environment for all students, faculty and staff regardless of race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, disabled veteran status or veterans of the Vietnam era status;
- Provide a welcoming environment for everyone, to include going beyond mere compliance with the law;
- Expand persons' awareness of diversity and equity, as well as multiculturalism; and
- Address issues of discrimination and harassment.

Introduction

A group that has historically felt unsafe has been students, staff, and faculty who identify as gay, lesbian, bisexual or transgendered (GLBT). The need has existed for conspicuous "safe places" for gay, lesbian, bisexual and transgendered students, staff and faculty to go to when they need to talk to someone in confidence about issues, questions, fears and concerns. Students, staff and faculty often have fears of disclosing information about themselves, with this being especially true for persons who are GLBT. There are specific programs for various student, staff, and faculty groups at UNT, including the Ally program, which is offered through educational institutions worldwide, to assist persons who are GLBT and others. Programs at other universities may be known as safe space or Safe Zone programs.

Achieving and Maintaining Tolerance at UNT

It is very important that all persons with administrative responsibilities are at least tolerant and preferably accepting of the Ally program and that support, without fear of ridicule, be given to faculty and staff who want to be Allies.

Tolerance must be achieved and maintained at UNT along with programs to realize this goal. UNT supports the GLBT Ally program with its major objective being to help create a safe and healthy environment for all faculty, staff, students and guests.

Discrimination and harassment at UNT are not acceptable. Instances of alleged discrimination and harassment should be reported to the Equal Opportunity Office and/or the appropriate supervisory or administrative office.

The University's mission (2000/2001 undergraduate catalog, page 4) "supports a culturally diverse environment and advocates mutual respect for all members of the university community as they strive for excellence."

The University's Diversity Statement (2000/2001 undergraduate catalog, page 7) states the following:

- "UNT possesses and values an increasing diversity among the individuals who make up its community. This is one of UNT's greatest strengths."
- "Harassment based on individual differences is inconsistent with UNT's mission and educational goals."

In 2000/2001 it is anticipated that during the next few years, representatives of appropriate offices will pursue clarification of UNT's non-discrimination policy to include sexual orientation with the other protected classes across campus. Allies consider an ideal plan to be similar to that recently undertaken at American University, Washington, D.C., whereby the university updated and simplified its non-discrimination policy to explicitly mention sexual orientation as a protected category. Morningside College, Iowa, recently cross-listed the inclusion of sexual orientation in all appropriate university publications, such as faculty and staff handbooks, student orientation guides, etc.

UNT Allies

An Ally is simply a person who has information, sensitivity and understanding towards GLBT issues. The Ally program certificate immediately identifies Allies to university members, which is important, because many persons who are GLBT are fearful that simply requesting a list of Allies through university channels would cause them to disclose their orientation, and they may not be comfortable doing so. The Ally program certificate displayed in offices and work areas identifies people with GLBT information, caring attitudes for all persons, and signifies confidentiality as allowed by UNT policy.

Allies are not advocates and will not take advantage of a person who is in a vulnerable situation. Allies often are not persons who are GLBT. Regardless of their sexual orientation, Allies have a sincere interest in equity and diversity issues for all persons. They may be a parent, relative or friend of a person who is GLBT. If an Ally happens to be a person who is GLBT, it is extremely important to understand that the Ally does not have to disclose his/her sexual orientation, even during training sessions, unless he/she wants to. For many persons it is very difficult to openly talk about their sexual orientation with others, particularly when the trust factor is not known.

Allies are prepared to be non-judgmental as a result of participation in training sessions and must be able to keep information confidential when requested to do so, and adhere to UNT policies in regard to confidentiality issues. They are good listeners and are available and civil to students, staff and faculty. Allies will share with others that UNT policy states allegations of sexual harassment must be reported, as well as, allegations of discrimination and harassment.

UNT Allies understand their names are included on a list of UNT's Allies, posted on the Ally website. Allies will be prepared to handle questions and possible criticism.

The format for UNT's Ally list is similar to that of other public universities, by listing the Ally's name, department and office location. Refer to <http://orgs.unt.edu/ally> for a list of Allies and contact information.

Numerous research studies indicate that approximately 10% of the population is GLBT -- at UNT that would factor to approximately 3,000+ university members. It is believed that persons who are GLBT and who are also persons of color or who have disabilities represent groups where members face tremendous adversity, often on a daily basis. As an example, the specific programs offered at other public institutions are often designed to meet the needs of diverse individuals.

Ally Program

Given the higher rate of suicide among youth who are GLBT and the increasing number of violent incidents in society directed towards this group, a special program is warranted. It is a priority of the university to create a safe environment or university in which all people may study and work. Many universities, both public and private, have adopted a Safe Zone or Ally program that allows a group of Allies to publicly acknowledge their office space, or work area, as a place of safety. Iowa State University's Safe Zone information states that the Safe Zone or Ally sticker is seen on hundreds of college campuses in the United States and internationally. In the United States alone, it is estimated that there are more than 300 universities and colleges, including public institutions, which have Safe Zone or Ally programs. Persons who identify as GLBT often do not feel safe in many campus areas to talk about grades, work, etc., because they fear they are not well received if they are "out" or are suspected of being GLBT.

The Dallas Independent School District (DISD) is respected throughout the United States for its safe school program, which has been implemented system-wide by the Intercultural Relations Department. DISD's policy on racial/ethnic/religious/gender/sexual orientation harassment, clearly states that harassment and discrimination are not tolerated, whether by or between students, staff and faculty. As many universities are currently doing, DISD provides sexual orientation sensitivity training to faculty and staff, and openly hires faculty and staff who are GLBT. As an example, the University of Nevada - Las Vegas' Student Services office is very committed to an Ally program. The university plans to provide training for the Student Services staff, as that group comprises the "front line folks" who need to make sure they are not discriminating against students who are GLBT based on perceived characteristics to possibly include attitude and appearance.

A Safe Zone or Ally program does not only represent a place where people come to talk. Often, the Safe Zone or Ally program is symbolic of a desire to sensitize the culture with tolerance as an initial goal. It is possible an Ally may never have a person stop by. Perceptions that people want to talk about sex are not founded, when in reality they just want to feel safe.

With the start of fall semester 1999, both undergraduate and graduate students learned about UNT's Ally program. Many students expressed gratitude and/or offered assistance in support of the program. A member of Delta Lambda Phi, who is gay and a sophomore from Lubbock, Texas, shared that he feels safe at UNT, but would not feel safe at Texas Tech University, based upon knowledge and experience.

Many of today's college students who are GLBT have already "come out," even during high school where there may have been identified Allies and programs for GLBT students. Therefore, today's college students who are GLBT are often coming to the university with different expectations than those of their predecessors.

UNT Ally Program Certificate

Safe Zone and Ally programs, offered through educational institutions worldwide, assist gay, lesbian, bisexual, transgendered and other persons. The Design Works staff of the University Union developed an Ally program logo, as shown below.



Beneath the logo is printed the following:

University of North Texas

The Ally respects all people regardless of age, color, disability, gender, national origin, race, religion, sexual orientation, gender identity and veteran status.

All UNT employees and students are expected to be respectful of equity and diversity. The person displaying this identification has completed Ally training and has pledged to listen and be understanding.

Section 2 Background Information (2000/2001; edited 8/04)

An Environment of Inclusiveness at UNT

The university has taken steps, including those listed below, to create a welcoming environment for everyone. A university-wide Ally program is a logical step in that effort.

UNT is an institution with "...a history of seeking to preserve an atmosphere of openness and tolerance. This university is committed to maintaining an unpretentious and accepting atmosphere welcoming to anyone who will strive to achieve his or her personal best." (2000/2001 Undergraduate Catalog, p.7.)

Through the years there have been several UNT employees who have posted Ally or Safe Zone stickers by their offices, and the results have been very positive for those wanting someone to talk with confidentially, to feel safe and to not be judged. UNT

employees who are not GLBT and have served as Allies, are willing to share their experiences of helping an often fearful student; of receiving telephone calls from parents who thank them for providing a safe and understanding environment for their son or daughter; and, meeting with students and their parents to talk about important issues.

Inclusion related to sexual orientation is currently being taught in numerous courses on campus, such as managing a diverse work force.

The Student Ethnic Enrichment Center (now Multicultural Center) serves students of different ethnic backgrounds, and not specifically persons who are GLBT.

Students, often student leaders, go to the Division of Equity and Diversity or Housing and Residence Life offices, or talk to UNT GLAD, about questions such as:

- Where do GLBT students go if they have concerns or questions they want to share with a UNT representative?
- Is there support for GLBT programming at UNT, (i.e. student organizations seeking sponsors for special events)?

GLAD is the official UNT student organization open to all students who are GLBT and Allies, regardless of sexual orientation or gender identity. GLAD is now very active on campus and in the community. GLAD often co-sponsors university-wide events with other UNT organizations and offices, as well as community organizations such as Denton County Parents, Families and Friends of Lesbians and Gays (PFLAG).

The Department of Housing and Residence Life offers diversity programs to resident hall assistants and residents, which includes GLBT information. A form of Safe Zone or Ally program has been in existence in UNT's residence halls for several years as a result of student interest and need. This program continues to grow in Housing and Residence Life, with educational programs offered on a regular basis.

The North Texas Chapter of the National Coalition Building Institute (NCBI) leaders and facilitators are supportive of persons who are GLBT and Allies. The North Texas Chapter of NCBI is part of an international organization dedicated to ending mistreatment of every group. NT-NCBI offers training programs, consultations, and intervention strategies that promote greater understanding and appreciation of diversity and build bridges of cooperation among all people.

At the Matthew Shepherd vigil held at UNT fall semester 1998, hundreds of UNT community members, including administrators, faculty, staff and students, as well as Denton citizens, came to campus to show their support of the GLBT community and to make a statement against hate crimes.

Denton County Parents, Families and Friends of Lesbians and Gays (PFLAG) is very active, and includes UNT employees. This organization submitted a letter documenting support of UNT's Ally program. The "Denton County PFLAG newsletter" is distributed to Allies via e-mail, and contains excellent information. Kathy Massey of Denton County PFLAG has been a great asset in providing brochures to Allies, the letter in support of UNT's Ally program, and unbelievable contacts in the Metroplex supportive of the work underway at UNT.

Welcoming actions at UNT include the following:

- Several UNT academic departments are including sexual orientation as part of the diversity statements in faculty recruitment ads.
- To promote a welcoming atmosphere to all at UNT, the inclusion of sexual orientation is in the Division of Equity and Diversity handout distributed during new employee orientation sessions.
- The focus of an increasing number of UNT faculty members' research is on GLBT-related issues.
- Numerous featured speakers on campus are openly gay or lesbian, and are leaders in their professions, with national and international recognition for their professional achievements.
- Numerous vendors contracted by UNT, represent leading national corporations with visible philosophies of celebrating diversity, to include sexual orientation.
- In the past, the Texas Triangle and Lambda Pages have been available in the University Union, lower level adjacent to the Syndicate.
- The UNT University Bookstore features an excellent selection of GLBT books and periodicals. The University Bookstore participates in numerous Ally-sponsored programs throughout the school year, including book signings by authors.
- At the end of spring semester 2000, the UNT Queer Faculty/Staff group was co-founded by Harry Benshoff, Edra Bogle, and Sue Young, with a social event held summer 2000. Significant interest was generated with the formation of this group. Approximately 20 persons attended the first meeting. For additional information interested persons may contact Ally Sue Young at syoung@unt.edu.

GLBT Communities at UNT and Other U.S. Universities

Note: GLBT group Courage changed to its current name GLAD Fall Semester 2000. For historical accuracy, the name Courage is used in this section, but the student organization is currently known as GLAD.

Note: The fraternity Delta Lambda Phi became inactive at UNT Spring Semester 2001.

A group of approximately ten interested persons assisted in planning the proposed UNT Ally program. This group of ten individuals first met February 1999 and was comprised of faculty and staff from different areas on campus, including the Division of Equity and Diversity, University Union, Student Development, Human Resources, Housing and Residence Life and Public Affairs and Information Services. In addition, student leaders from UNT Courage and Delta Lambda Phi were invited to attend.

At a March 1999 meeting, Priscilla Tate, an Associate Dean from Texas Christian University (TCU), and advisor to TCU's Triangle GLBT student organization, met with the team to share information on TCU's Ally and Safe Zone program. Dr. Tate also provided information on SMU's GLBT Ally program.

Resource information, including website addresses, has been gathered, and is posted on the Ally Website.

November 1998, the University of Michigan's Office of Lesbian, Gay, Bisexual and Transgender Affairs conducted a brief safe space/Safe Zone survey for persons who are GLBT. The survey was completely confidential. This same assessment tool was given

to UNT Courage members on the evening of April 7, 1999. The students enthusiastically supported the program, knowing that students, staff and faculty who are GLBT would have a safe place to talk with an Ally. Some students indicated they had similar programs in their Metroplex high schools. Almost all the students asked how they could work as an individual in support of the Division of Equity and Diversity in achieving its goals.

Iowa State University has a very successful and extensive GLBT Ally and Safe Zone program, and has recently completed an extensive evaluation of the program. The data has been examined to determine awareness of the program by all persons on campus, attitudes about the project, and the effects of the program on the university climate. The results are available at <http://www.public.iastate.edu/~clund/safezones/research.html>

The Oregon Survey Research Laboratory performed an extensive campus climate survey on GLBT concerns. Refer to <http://www.darkwing.uoregon.edu/~osrl> for summary information.

The Washington State University gay and lesbian Safe Zone program may be accessed at <http://www.wsu.edu:8080/~chr/discrim.htm>

UNT's initial pilot Ally training took place on the UNT Campus Spring 1999, and included a 3-hour Ally and Safe Zone session conducted by a Florida International University administrator. In addition, two national NCBI facilitators conducted an extensive 6-hour workshop on diversity, equity, and GLBT issues. The NCBI workshop supports UNT's commitment to promote a multicultural campus climate that truly values diversity and builds a sense of community. All three workshop leaders are known nationally for their expertise in GLBT diversity training and community and coalition building.

Whit Hollis, University Union Director at Florida International University - North Campus, conducted the first Ally training and information session at UNT free of charge. Key points from Whit Hollis' presentation included the following:

- Educational process of initially sensitizing the corporate culture to at least a level of tolerance;
- The GLBT Ally/Safe Zone sticker helps to reduce the "shock" effect of dealing with GLBT issues in the effort to at least achieve tolerance during the process of sensitizing the corporate culture;
- Goal is to establish a welcoming and open environment for all; this is a productivity issue where possibly 3,000+ persons at UNT will have the opportunity to feel better about themselves;
- Placing the Ally program certificate by an office door is less shocking than one may think. Questions create educational opportunities;
- There are many examples of universities that include sexual orientation in the non-discrimination policy, even though sexual orientation protection may not be part of a state law. Many university presidents believe protection against discrimination is important for all students;
- When a student, staff or faculty member who is GLBT walks by an office or work area with an Ally program certificate, it is empowering to observe this level of support;
- The sticker is not about sex;

- Many Allies may never have someone come into their office to talk about sexual orientation issues. Allies often spend minimal time with persons stopping by to talk. The interaction is similar to questions educators, counselors, and advisors typically receive from others on campus who are seeking information or want someone to talk with;
- Allies are expected to increase their knowledge about sexual orientation issues on a regular basis;
- There are often funding opportunities from human rights organizations at local, state or national levels for university GLBT Safe Zone and Ally programs;
- Many high schools in the United States provide protection for students, staff and faculty who are GLBT;
- Marketing of the Ally program is needed each year, as the university receives new students, staff and faculty. Programming is key, as well. It is expected and planned that UNT's student organizations will become involved with this effort;
- Being an Ally is not about religion. However, Allies can give reference information appropriate for the needs of the person talking with them, should the individual make such a request;
- The Ally program provides a safe and empathetic space to discuss questions about sexual orientation.
- Allies often become mentors for others; and,
- When a counselor is needed, the Ally can make this referral as is often done by faculty, counselors and advisors.

Spring 1999, 24 staff and faculty members were trained to be Allies. If potential Allies missed one of the two training workshops in March or April they were able to complete their training by attending the appropriate make-up session on August 25, 1999.

Due to demand from approximately 25+ prospective Allies, an all day Ally training workshop was held at UNT August 25, 1999, where an additional 25 persons completed Ally training. Facilitators were UNT Allies trained as facilitators for the NCBI "Welcoming Diversity/Prejudice Reduction" Workshop. The August training schedule included the following:

What is the Ally Program?
 "Growing Up Gay and Lesbian" video
 NCBI Ally Workshop

A third Ally training workshop was requested by academic counselors, degree program advisors, and others, who were not available to attend the August 25th workshop. To advertise for this workshop a campus-wide e-mail message was sent to faculty and staff on August 31, 1999 announcing the September 15, 1999 information update session and the September 24, 1999, Ally training workshop. Also on September 8, 1999, flyers were sent via campus mail to approximately 6,000 UNT employees, including part-time and student employees. Persons interested in training as Allies were asked to contact the Division of Equity and Diversity. As a result, a total of 68 persons at UNT had completed Ally training by that date.

The fourth Ally training workshop was conducted April 7, 2000, in preparation for the 2000/2001 school year. The fourth workshop raised the number of Allies to approximately 85 persons.

The August 2000 Human Resources newsletter included an article on the Ally program and included Ally training workshop dates for 2000/2001.

On September 15, 2000 the fifth Ally training workshop was conducted. Nineteen persons completed training to include UNT students, staff and faculty. This was the first workshop offered to students who were not student employees, or members of UNT Courage or Delta Lambda Phi. Per previous requests from students, this option was provided.

At the conclusion of the initial pilot program training, and after a year of program operation, an evaluation was completed to plan future Ally training workshops. On a regular basis participants upon completion of the Ally training workshops have submitted evaluations. Evaluations are on file in Human Resources Department and the Division of Equity and Diversity.

The Ally program training system currently in place utilizes components of the NCBI model and includes information on UNT's Counseling Services/ Polices/Confidentiality.

During the 1999/2000 school year, several campus-wide email announcements were sent to UNT employees on Groupwise announcing Ally training workshops and information update sessions. Campus-wide flyer distribution on these programs was frequently undertaken as well.

Many universities, including the University of Texas – Austin and Texas A&M University, ask Allies to sign a letter of agreement that defines the Ally's role.

Section 3: Research and Studies (2000/2001; edited 8/04)

Research Findings: University Nondiscrimination and Ally Programs (Spring Semester 1999)

A directory listing schools that include sexual orientation in the non-discrimination policy is *Lesbian, Gay, Bisexual and Transgender Campus Organizing: A Comprehensive Manual*. Additional information may be provided by the National Gay and Lesbian Task Force, (202) 332-6483, ext. 3327, email: publications@nglft.org. Texas examples included as part of this particular list which include sexual orientation in their non-discrimination policies are:

- University of Texas – Austin;
- Rice University;
- Texas Women’s University; and,
- University of Houston

The Division of Equity and Diversity at UNT confirmed that Texas Christian University (TCU) also includes sexual orientation in its non-discrimination policy:

The Texas Tech University Student Affairs handbook includes sexual preference as a protected category in the section entitled “Assumptions and Beliefs.”

In the Spring Semester of 1999 UNT’s Division of Equity and Diversity first attempted to contact, via e-mail, the members of the National Consortium of Directors of LGBT Resources in Higher Education, as members of this consortium have access to current information on GLBT issues in higher education. Respondents belonging to the National Consortium of Directors of LGBT Resources in Higher Education represent a variety of colleges and universities to include: public and private; diverse U.S. geographical locations; and, location in states which protect sexual orientation and states which do not. The universities frequently have GLBT offices or centers on campus. The combined vision and mission of the Consortium is to achieve higher education environments in which students, faculty, staff, administrators, and alumni who are lesbian, gay, bisexual and transgender have equity in every respect. Goals are to support colleagues and develop curriculum to professionally enhance this work; to seek climate improvement on campuses; and to advocate for policy change, program development and establishment of LGBT office/centers. Check the Consortium’s Website at <http://www.uic.edu/orgs/lgbt/>, which provides links to many universities that have LGBT offices, centers, Safe Zones and Ally programs.

As a next step, telephone calls were placed to those who did not receive the e-mail or did not respond. Fifty-five U.S. universities belonged to this consortium as of February 1999, when the research was conducted, with sixty-three universities belonging to the National Consortium of Directors of LGBT Resources in Higher Education, September 1999. The research objectives were to determine if each university:

- include sexual orientation as a protected category;
- have a GLBT Ally or Safe Zone program and whether the program has been successful; and,

- had lawsuits against the university as a result of the program.

Twenty-nine (52.7%) directors responded by providing the requested information. Summary information included the following:

Twenty-four (82.8%) of the respondents indicated their universities include sexual orientation as a protected category.

Seventeen (58.6%) of the university respondents have Ally and Safe Zone programs. The need for training was noted when establishing the program, and at least two (6.9%) of the respondents, UCLA and University of Minnesota, who do not have this program, indicated they believe the program may not be appropriate for their campuses. UCLA has numerous university organizations supportive of the GLBT community including several organizations representative of different ethnicities and gender and even an alumni group. The respondent from the University of Minnesota stated this is particularly true for a large university with more than 40,000 students and 20,000 faculty and staff. However, this was not the case at the University of Texas at Austin, which has a very successful GLBT Ally, and Safe Zone program.

The following universities, which belong to the National Consortium of Directors of LGBT Resources in Higher Education, have Ally and Safe Zone programs:

- Metropolitan State College of Denver;
- University of Illinois at Urbana-Champaign;
- Indiana University;
- University of Oregon;
- Washington State University;
- University of Maryland;
- Emory University;
- Texas A&M University;
- Penn State University;
- Bucknell;
- University of Colorado;
- University of Michigan at Ann Arbor;
- Iowa State University;
- Morningside College;
- Duke University;
- Western Michigan University; and,
- Brown University.

The University of Illinois at Chicago plans to implement an Ally and Safe Zone program.

The Division of Equity and Diversity determined that the following Texas universities have Ally/Safe Zone programs:

- University of Texas – Austin – safe space program;
- Texas A&M University – Ally program;
- Texas Christian University - Allies; and,
- Southern Methodist University - Allies.

The program at the University of Texas at Austin is offered through a student organization. March 27, 1999, a safe space workshop was presented at the University of Texas at Austin, for persons on that campus as well as from other universities throughout Texas.

In reference to the universities belonging to the National Consortium of Directors of LGBT Resources in Higher Education, one university (3.4%) was faced with a lawsuit, with only talk of a potential lawsuit at one (3.4%) other university.

At Metropolitan State College of Denver (MSCD), the College Republicans Student Organization refused to sign the anti-discrimination clause that includes sexual orientation. MSCD won the case. For informational purposes, it is pointed out that a similar case is currently underway at the University of Wisconsin – Madison. It is noted that at other universities, including SMU and University of Georgia, heterosexual students recently led the cause for sexual orientation to be included in the non-discrimination policy.

At the University of Illinois at Chicago there was the possibility of one lawsuit for failure to promote based on discrimination because the staff member is gay.

Washington State University faced a small amount of openly expressed hostility.

When sexual orientation is included as a protected category at the surveyed universities, it is specifically and clearly included in the policy listing the protected categories. The non-discrimination policies state that the university provides a welcoming environment for everyone and does not tolerate discrimination. There may or may not be a reference to federal, state or local laws.

Universities utilizing this approach are the following:

- University of Minnesota;
- University of Oregon;
- Washington State University;
- University of Maryland (University System of Maryland);
- University of Illinois at Chicago;
- University of Illinois at Urbana-Champaign;
- UCLA;
- Bucknell;
- University of Michigan – Flint;
- University of California – Riverside (University of California System);
- Cornell University;
- Metropolitan State College of Denver;
- Emory University;
- Penn State University;
- University of Michigan at Ann Arbor;
- Iowa State University;
- Morningside College;
- Brown University;
- Duke University;

- University of Connecticut;
- Western Michigan University;
- Wayne State University;
- University of California – San Francisco; and,
- University of Northern Colorado.

The University of Maryland (University System of Maryland) has a considerable number of policies and procedures, which include sexual orientation. In fact, July 11, 1997, the Board of Regents approved a separate policy of non-discrimination on the basis of sexual orientation.

Examples of precise policies, among many others, are the ones from the University of Michigan-Flint and University of Illinois at Chicago. The University of Illinois at Chicago's policy reads as follows:

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from individual discrimination in all its forms.

It is the policy of the University of Illinois not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era and to comply with all federal and state non-discrimination, equal opportunity, and affirmative action laws, orders, and regulations. The non-discrimination policy applies to admissions, employment, access to and treatment in the University programs and activities. Complaints of individual discrimination prohibited by University policy are to be resolved within existing University procedures.

The University of Michigan-Flint's policy reads:

It is the policy of the University of Michigan that no person on the basis of race, sex, color, religion, national origin or ancestry, age, sexual orientation, marital status, handicap, or Vietnam-era status, shall be discriminated against in employment, educational programs and activities or admissions.

The University of Michigan-Flint, as an Equal Opportunity/Affirmative Action employer, complies with applicable federal and state laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. Inquiries or complaints may be addressed to the Affirmative Action Office, the University of Michigan-Flint, MI 48502, (810) 762-3169

Section 4: Organizations and Events (2000/2001; edited 8/04)

Supporting Organizations

News information is submitted by Allies and regularly posted on the Ally website, with this disclaimer:

Information shared by Allies is for informational purposes for those who are interested and is not meant to be offensive or disrespectful to anyone, including those with differing viewpoints. In celebrating diversity and inclusiveness, diverse viewpoints may be shared, respected and examined. The communication below is offered if you are interested. Otherwise, please disregard. Questions may be directed to **emenheiser@unt.edu**

Professional Organizations

Association of College Unions International (ACUI) UNT staff members are actively involved in this organization, including involvement with the gay, lesbian, bisexual and transgendered concerns committee (chaired by Mary Finley, UNT University Union Marketing Director and UNT Ally) and the committee on multi-ethnic programs.

National Association of Student Personnel Administrators (NASPA) offers twelve network preferences for its members, one of which is Gay, Lesbian, Bisexual and Transgendered Issues.

American College Personnel Association (ACPA) offers a Standing Committee for Lesbian, Gay, Bisexual and Transgender Awareness.

National Organizations

Human Rights Campaign (HRC) HRC is a bipartisan organization that works to advance equality based on sexual orientation and gender expression and identity, to ensure that gay, lesbian, bisexual and transgender Americans can be open, honest and safe at home, at work and in the community. Much of what HRC does applies to workplace and college and university environment. The website is: <http://www.hrc.org>

National Gay and Lesbian Task Force (NGLTF) NGLTF is the national progressive organization working for the civil rights of gay, lesbian, bisexual and transgender people, with the vision and commitment to building a powerful political movement. NGLTF provides resources oriented towards the college and university environment on their website. Their website is: <http://www.thetaskforce.org/>

Student Centered Organizations

GLAD The Gay and Lesbian Association of Denton works to achieve equality through education in the UNT and Denton communities. GLAD is an all-inclusive organization that strives to promote tolerance in order to provide a safe

environment for all students, faculty and staff. The website is:
<http://orgs.unt.edu/GLAD/>

Delta Lambda Phi (This fraternity was active at UNT from 1999 - 2001).

Continuing Education Seminars

Continuing education seminars at UNT will be a critical step of the process to include featured speakers such as Jane Ellis, Shane Windmeyer and Keith Boykin. Fall semester 1998, Ellis, originator of the brown eyes and blue eyes experiment in the 1960's after the assassination of Martin Luther King Jr., spoke to a packed audience for three hours in the Silver Eagle Suite, University Union. Spring 1999, Windmeyer, author of *Out on Fraternity Row*, lectured in the Golden Eagle Suite. Both events were co-sponsored by numerous UNT organizations. February 2000, Boykin gave two presentations at UNT as part of the Annual Equity and Diversity Conference.

A Sample of UNT Events

Originally to maintain Ally status, Allies were expected to attend at least two presentations on GLBT issues per year. UNT's Division of Equity and Diversity coordinated monthly programs, including sack lunch sessions for Allies, students, and others to attend as often as schedules allow.

Interested students, faculty, staff, Allies, potential Allies and members of the community may attend Ally Information Update Sessions, which are open to everyone. The events are listed on UNT's video calendar and Event Calendar at www.unt.edu/events. Many UNT Ally programs are offered in the University Union, located one block west of Welch and West Prairie streets, on the University of North Texas campus, Denton, TX. For additional information, contact Dr. Dan Emenheiser at (940) 565-2456 or emenheiser@unt.edu.

The website for UNT's Ally Program is: <http://www.unt.edu/ally/>.

NOTE: Co-sponsors for Ally programs are welcome. Please contact Dr. Dan Emenheiser for information. Co-sponsors provide financial support and/or marketing/promotion of events.

Examples of initial programs in 1999-2000 and 2000-2001 for Allies and prospective Allies include:

Academic Year 1999-2000

Date	Event	Facilitator
8/26/1999	UNT's Counseling Services/Polices/Confidentiality	Judith McConnell, Dianne Berg, and Dan Emenheiser
9/15/1999	UNT GLBT History	Edra Bogle, Associate Professor, Department of English
12/2/1999	Queer Theory and Queer Film	Harry Benschhoff, Visiting

		Assistant Professor, Department of Radio, TV, and Film
2/7/2000	Race Issues on College Campuses: Achieving Inclusiveness	Keith Boykin, former special adviser to President Clinton
3/30/2000	GLBT Issues, the Bible and World Religions	Rev./Dr. Mona West and Rev./Dr. Bob Goss and moderated by Dr. Claire Sahlin, Assistant Professor of Philosophy and Religious Studies, Texas Woman's University, Denton, TX.
4/27/2000	Political Activism	Edra Bogle, Ally and Associate Professor, Department of English and Marsha Keffer, Ally and coordinator of TASP
6/6/2000	Sharing of Personal Experiences Growing Up as Gay Persons in Strict Religious Families	Marc Adams and Todd Tuttle, national speakers and founders of Heartstrong, Inc.

Academic Year 2000 - 2001

Date	Event	Facilitator
10/24/2000	Coming Out and Being Out: What You May Need to Think About	Mary Finley and Sue Young
11/8/2000	Ally Information Session: Question and Answers/Practicing the NCBI Model	Brandon Bays with support from other Allies and NT- NCBI members
11/15/2000	Myths, Stereotypes, and Misperceptions about Individuals who are GLBTQ and Barriers and Constraints to Leisure and Recreational Activity Experienced by Individuals who are GLBTQ	Edra Bogle, Allies and UNT COURAGE members DanPaul Roberts and Ashley Thomas
1/26/2001	UNT and TWU present Margaret Cho	Margaret Cho, Comedian, Activist
2/26/2001	Legal Issues Affecting Persons who are GLBTs and Their Families	Nancy Jessie, Attorney

4/2/2001	<i>Licensed to Kill</i> (film screening)	Harry Benshoff, Assistant Professor, Department of Radio, Television, and Film
4/11/2001	AIDS Prevention	Doug Shehan and Al Dawson, The University of Texas Southwestern Medical Center at Dallas
7/25/2001	Film: <i>¡La Vida es lo que hagas de ella! ¡Viva la Vida!</i> Un programa educativo para el tratamiento del VIH	Educational Film (Spanish with English subtitles)

Programs continue on a regular basis each year.

A Sample of State and National Events

- November 18, 2000, and December 2, 2000, Allies participated in leadership roles at statewide meetings held at the capital in Austin, TX. Participation is part of the Lesbian Gay Rights Lobby (LGRL) initiative.
- Mary Finley gave a presentation entitled “How to Build an Ally Program that Works” at the October 29, 2000, meeting of the ACUI Regional Conference, Fayetteville, Arkansas
- March 2000, Mary Finley gave a presentation on UNT’s Ally program in New York City at the ACUI conference.
- The Sixth National Convocation of the **Reconciling Congregation Program (RCP)** Proclaiming Jubilee was held at UNT July 29 – August 1, 1999. This sixth national convocation, *Proclaiming Jubilee* was a celebration of the RCP’s 15th anniversary. Approximately 500 United Methodists and others, including UNT Allies, participated in this event.
- **Delta Lambda Phi**’s national conference was held on the UNT campus July 16-18, 1999. There were approximately 50 fraternity members on campus at that time, with a banquet held Saturday evening, July 17, in the Silver Eagle Suite, University Union. The keynote speaker was Texas State Representative Glenn Maxey. His presentation included an overview of important issues on the recent hate crimes bill debate, building community relationships, and examples of experiences he has encountered during his career. (This fraternity was active at UNT from 1999 - 2001).
- The **Association of College Unions International (ACUI)**, held its 79th annual conference in Dallas, Texas, March 21-24, 1999. UNT staff members are actively involved in this organization, including involvement with the gay, lesbian, bisexual and transgendered concerns committee (chaired by Mary Finley, UNT University Union Marketing Director and UNT Ally) and the committee on multi-ethnic programs. Eleven diversity sessions were offered at the conference

Other Events and Activities

Ally programs are now often included in the newsletters of local organizations. Examples include the Denton County PFLAG newsletter, as well as the one for Harvest Metropolitan Community Church. These programs are open to all.

In addition to completing the Ally training workshops and UNT monthly Ally information updates, Allies have facilitated the following:

- Ally Program Website (completed fall semester 1999 and updated regularly).
- Ally Program GLBTQ Website Resource Information (updated regularly).
- List of GLBT books to be submitted to UNT libraries for purchase and inclusion in the library (completed fall semester 1999; purchase of requested and available books, completed.) Refer to “LESBIAN, GAY, BISEXUAL AND TRANSGENDERED BOOKS IN UNT LIBRARY (07/10/00).” (See Appendix B)
- The Ally program and GLBT – related UNT events continue to receive coverage by the North Texas Daily and metroplex newspapers.
- Information announcing Ally programs and training sessions may be accessed at <http://www.unt.edu/ally>.
- Listing of Allies with contact information may be accessed at <http://www.unt.edu/ally>.
- Speaker teams available to share information on the Ally program and various GLBT issues to interested groups, classes and offices on and off campus.
- Ally program brochure for distribution at orientations and other information or training sessions.
- Buttons, magnets and stickers illustrating the Ally program and logo. Buttons are particularly popular with students who have completed Ally training.
- Successful, continual marketing of Ally program (completed and on-going, as there are new persons on campus each semester).
- Successful identification of and application for grants to cover expenses to be incurred by the Ally program, to include training, development of educational materials and sponsorship of national speakers for campus-wide UNT events and programs.
- External counselor list, which includes counselors supportive of persons who are GLBT and Allies. Refer to Ally Program GLBTQ Website Resource Information found on the Ally website.

- List of contacts affiliated with different religious beliefs, which are also sensitive and open to talking with persons who are GLBT and their Allies. Refer to Ally Program GLBTQ Website Resource Information found on the Ally website.
- Development of booklet on “Coming Out and Being Out.” A group of Allies completed this project spring and summer 2000, with representatives of UNT’s Counseling Services and friends of UNT Allies. To view the booklet, which includes resource information, refer to the [Ally website](#).
- The Ally poster presentation and information materials are often used at meetings, talks, conferences, etc. Allies have displayed the poster presentation at several campus events and at the GLSEN – sponsored Dallas Safe School Conference, March 4, 2000.
- Allies purchased two bricks to recognize the UNT Ally program. The bricks are permanently in place at the Shrader Pavilion on the University of North Texas Campus (fall 2000).
- Numerous websites across the county now link to the UNT Ally website, which is being used by students, potential students and other university, organization and association contacts.
- Ally programs are often videotaped for future use. Several of the programs presented spring 2000 were videotaped and are often used by others on the UNT campus, and in the community.
- Allies organized and participated as volunteers in the AIDS Services of North Texas’ “Reason to Run and Walk” on November 4, 2000, in Denton, TX. Included was a display of Ally information.

Appendix A: Frequently Asked Questions (2000/2001; edited 8/04)

UNT is an institution with “... *a history of seeking to preserve an atmosphere of openness and tolerance. This university is committed to maintaining an unpretentious and accepting atmosphere welcoming anyone who will strive to achieve his or her personal best.*” (2000/2001 Undergraduate Catalog, p.7).

In general (2000/2001), UNT community members, including students, staff and faculty who are GLBT, as well as many Allies, do not clearly realize that sexual orientation is included in the University’s non-discrimination policy due to the manner in which the policy is written. However, it has been reported that both the student handbook (on the internet) and the housing and residence life brochure have a statement to the effect that UNT supports non-discrimination on the basis of sexual orientation.

The non-discrimination/equal employment opportunity and affirmative action policy is in the UNT Policies Manual, vol. 1, Human Resources Department (policy 1.3.7) at http://www.unt.edu/human_resources/policies/contents.htm.

Refer to the University policy on diversity, UNT Policies Manual, vol. 2, Human Resources Department (policy 10.15) at <http://www.unt.edu/humanresources/policies/contents.htm>.

Refer to the sexual harassment policy, UNT Policies Manual, vol. 1, Human Resources Department (policy number 1.3.19) and the consensual relationship policy (policy 1.3.23) at http://www.unt.edu/human_resources/policies/contents.htm

Responses to Questions

Steve Miller, UNT’s Director of Human Resources, responded to the following questions:

- In regard to UNT’s non-discrimination policy, does your Division consider sexual orientation to be included as a protected group, along with those protected by law?

The University’s non-discrimination policy states: “In addition to complying with the federal and state equal opportunity laws and regulations, the university through its Diversity Policy declares harassment based on individual differences (including sexual orientation) inconsistent with its mission and educational goals.”

Although not a protected group under the law, we have by policy established persons who are GLBT as a “protected group” from “harassment” here at the university. We interpret this to mean that individuals cannot be harassed or treated differently because of their sexual orientation and to do so would be a violation of university policy. When dealing with these cases, we refer them to the Division of Equity and Diversity for investigation and action.

- Is there a UNT policy that states that if any UNT policy is violated, disciplinary action could result?

Yes, for both faculty and staff the University’s Ethics Policy, No. 1.2.9, Section 2, Standards of Conduct, Item 2.15 states: “*Faculty and staff members shall not knowingly or*

intentionally violate policies of the university or state or federal laws regarding their employment.” Item 2.17 of the same policy further states that violation of any of the codes of conduct (including Item 2.15) is grounds for “*disciplinary action, including suspension or discharge, whichever is applicable.*”

In addition, the Performance Counseling and Discipline Policy (No. 1.7.1), applicable to staff members only, includes the following major rule violation: “4.20. *Failure to abide by university and/or departmental policies or rules.*” Violation of this rule also may result in severe disciplinary action, including suspension or discharge.

Questions about an Ally Program might include questions such as the following:

- What will my supervisor say if I want to be an Ally?
- Is the Ally program at UNT a sanctioned university program?
- May I be fired from UNT based on my sexual orientation alone?
- May I share my true sexual orientation with my peers without fear of discrimination?
- May I be denied tenure at UNT based on my sexual orientation alone?
- Why is there not a plan to achieve tolerance to prevent all forms of discrimination at UNT?
- What right does a student have when a professor makes derogatory comments about gays or lesbians to a large class?
- What right does a faculty or staff member have if a peer makes a derogatory comment about persons who are GLBT during a meeting or in conversation with others?

Faculty and staff need to initially talk with the person they report to about becoming an Ally so that the supervisor is informed. University employees, who seek to volunteer to become a trained Ally and participate in Ally activities, must receive prior permission from their immediate supervisor. This document may serve as a source of information if the employee's supervisor does not already know about UNT's GLBT Ally program.

Yes, the Ally program at UNT is an approved university program. The Division of Equity and Diversity coordinates the program.

UNT's Ally program supports the goal of establishing a welcoming environment for all students, staff and faculty at UNT and assures that persons who are GLBT have a support system on campus, as other student, staff and faculty groups do. Ally Programs at other Texas universities and colleges, include:

- University of Texas – Austin – safe space program;
- Texas A&M University – Ally program;
- Texas Christian University - Allies; and,
- Southern Methodist University - Allies.

An initial goal is to at least achieve a level of tolerance.

- Why are Ally program certificates needed in offices and work areas?

Certificates allow a person to identify and talk to a trained Ally knowledgeable of sexual orientation issues and related laws and policies and not have to make a request to someone who may not be understanding or keep a conversation confidential. Certificates allow students and others to not disclose personal information to a non-Ally.

- Why can this program not be implemented very quietly?

This is an educational process that all persons should be made aware of and understand, to include those in administration, supervisory roles, as well as faculty, staff and students.

An initial goal is to prevent miscommunication by providing accurate and clear communication.

- What if other groups of persons want to display their “symbols” on campus?

The Ally program is a university-sanctioned program.

Other university-sanctioned programs also post stickers by office doors, including the Mentor Program.

“Hate groups” do not have the option of posting stickers or signs on campus. The university does not protect hate groups.

- How are Allies not promoting the GLBT lifestyle?

Allies listen and offer information and resources. Allies definitely do not promote a lifestyle; that is not part of the communication.

Faculty and staff routinely talk to others with different beliefs, such as political and religious beliefs. Promoting a particular belief does not need to be part of the conversation.

- What about Christian beliefs held by many?

The Ally program is definitely not about religion. Allies may give information and resources to interested persons.

- Are we going to get hate mail?

Allies definitely do not advocate a lifestyle. Allies are promoting a welcoming environment for all students, faculty and staff, as UNT is a microcosm of society. Should hate mail be received, that action alone is a reason to have a program to at least achieve tolerance of others different than oneself. Receiving hate mail is not a reason for not implementing a program in support of human rights.

It is noted that in the May 2, 1999 issue of the “Fort Worth Star-Telegram”, there was a very significant article with numerous illustrations entitled “The Invisible Minority.” UNT, along with other Metroplex universities and colleges, was featured in the article, including mention of UNT's Ally program. Not one piece of hate mail was received at UNT as a result of the front-page article.

In addition, UNT hosted two national GLBT-related conferences on campus July 1999, and UNT did not receive negative communication as a result of the conferences. There were nearly ten articles, many of which were front page or in the religion section of Metroplex newspapers. In addition there was television and radio coverage and increased visibility on

campus. The article, "New Program Lends an Ear," which describes UNT's Ally program, was published in the "Denton Record-Chronicle," July 28, 1999.

- Is sexual orientation a protected class under State Law?

At UNT we are sensitive to the fact that under State Law sexual orientation is not a protected class. It is important that we continue to promote UNT as an institution with *"...a history of seeking to preserve an atmosphere of openness and tolerance. This university is committed to maintaining an unpretentious and accepting atmosphere welcoming to anyone who will strive to achieve his or her personal best."* (2000/2001 Undergraduate Catalog, p. 7).

UNT supports the Ally program with its major objective to help create a safe and healthy environment for all of our faculty, staff, students and guests.

- Are Allies expected to "drop everything" and immediately meet with interested persons?

No. Allies need to make time available at a convenient date and time for both the Ally and interested person. Allies must be accessible and willing to meet with persons in a timely manner.

Many Allies may never have someone come into their office to talk about sexual orientation issues. Time spent with persons wanting to talk about sexual orientation issues is likely to be minimal. The interaction is similar to questions educators, counselors, and advisors typically receive from others on campus that are seeking information or want someone to talk with.

Similar to UNT's newly formed Staff Council, the Ally program will take minimal time from Allies and still be a successful program. In addition, many of the educational updates for Allies will be offered during lunch periods and evenings.

- What type of training is required for someone to be named an Ally? Please distinguish between "Ally" activities and "counseling."

Volunteers who wish to be designated Allies are required to participate in the Ally training program and are encouraged to participate annually in at least two Ally information update sessions.

All Allies must complete a training module that assists them in distinguishing between appropriate Ally activities and "counseling." Allies are not "counselors" and are expected to refer individuals to counseling when the situation warrants.

It is specifically noted that it is appropriate for an individual to contact UNT's professional counseling staff to discuss personal and social concerns including those relating to sexual orientation.

- Where will the trained Allies display their certificate?

Allies who have successfully completed appropriate training may display, in their office or work area, a certificate of completion.

- How does UNT's consensual relationship policy relate to trained Allies and those seeking their assistance?

Allies must not establish a consensual relationship with those seeking their assistance as noted by the Consensual Relationship Policy of the University. (Policy 1.3.23.)

- Are there additional faculty and staff on campus who are willing to discuss sexual orientation issues with interested persons?

The term Ally may suggest to some individuals, that only certain people are Allies. At UNT we will be clear in our publications and in our actions that "Allies" designates an individual who has received special training dealing with sexual orientation and has volunteered to talk with others who seek him/her out. The absence of the Ally designation should NOT be interpreted as a deficiency or an unwillingness to discuss sexual orientation.

Appendix B: GLBT Book List (7/10/00)

Books on Lesbian, Gay, Bisexual and Transgendered Issues

The following books may currently be found in the UNT Library Collection.

Acts of Disclosure, the Coming Out Process of Contemporary Gay Men	Vargo, M.	HQ76.3.U5 V37 1998
Becoming Visible	Jennings, K.	HQ76.25B425 1994
Beyond Acceptance, Parents of Lesbians and Gays Talk About Their Experiences	Griffin, C.	HQ76.3.U5G75 1996
Bisexuality: A Critical Reader	Storr, M.	HQ74.B577 1999
Breaking the Surface	Louganis, G.	GV838.L68A3 1996
Can Homophobia be Cured	Hilton, B.	BR115.H6H54 1992
Coming Out Every Day, A Gay, Bisexual or Questioning Man's Guide	Johnson, B.	HQ76.25.J65 1997
Coming Out of Feminism?	Wright, E. et al. Fox, M.	HQ75.15C66 1998
Coming Out Through Fire	Tigert, L.	BV4596.G38T54 1999
Counseling Lesbian Partners	Marshall, J.	BV4437.5M37 1997
Cross-Purposes: Lesbian, Feminist, and the Limits of Alliance	Heller, D.A.	HQ75.5C76 1997
Death by Denial	Remafedi, G.	HV6545.D43 1994
Discovering Images of God: Narratives of Care among Lesbians and Gays	Graham, L. K.	BV4437.5G73 1997
Does Your Mama Know? An Anthology of Black Lesbian Coming Out Stories	Moore, L.	PS648.L47 D64 1997
Empowering the Tribe, A Positive Guide to Gay and Lesbian Self-Esteem	Pimental-Habib, R.	BF697.5.546P55 1999
Entiendes	Bergmann, E.	PQZ7081.A1E59 1995
Exile and Pride, Disability, Queerness, and Liberation	Clare, E.	HQ1426.C56 1999
Family Outing	Bono, C.	HQ76.3.U5B65 1998
Female Masculinity	Halberstam, J.	HQ75.5.H33 1998
Femme: Feminists, Lesbians and Bad Girls	Harris, L. Crocker, E	HQ75.5F46 1997
Finding the Boyfriend Within	Gooch, B.	HQ76.25G66 1999
Friends and Family, True Stories of Gay America's Straight Allies	Woog, D.	HQ76.8.U5W66 1999
Gay Widowers	Picano, Felice	HQ76.2.45G398 1997
Grace of Coming Home: Spirituality, Sexuality and the Struggle for Justice	Morrison, M.	BT83.55M67 1995
Growing Up Gay/Growing Up Lesbian: A Literary Anthology	Singer, B.	PS374.H63G76 1994
Holy Homosexual	Piazza, M.	BR115.H6PS 1997
Home Girls, A Black Feminist Anthology	Smith, B.	on order
Identity Politics: Lesbian Feminism and the Limits of Community	Shane P.	HQ75.5P48 1989
Is It a Choice	Marcus, E.	HQ76.3.U5M35 1999

Is the Homosexual my Neighbor	Mollenkott, V. Scanzoni, L.	BR115.H6S3 1978
Journey Out: A Guide for Lesbian, Gay and Bisexual Teens	Pollack, R.	on order
Legal Queeries, Lesbian, Gay and Transgender Legal Studies	Moran, L.	K3242.2.Z9L448 1998
Lesbian Parenting	Arnup, K.	HQ75.53L43 1995
Lesbian Step Families	Haworth	HQ75.53W75 1998
Love, Ellen, A Mother/Daughter Journey	DeGeneres, B.	HQ75.4.D44 1999
Loving in the War Years	Moraga, C.	on order
Loving Someone Gay	Clark, D.	HQ76.2.U5C57 1997
My Child is Gay	McDougall, B.	HQ75.8G75M34 1998
Navigating Differences	Price, J.	BF692.P75 1999
Not Like Other Boys: A Mother and Son Look Back	Shyer, M. F. Shyer, C.	HQ75.8.548A3 1996
Now that I'm Out, What Do I Do	McNaught, B.	HQ76.3USM395 1998
Now That You Know, A Parents' Guide to Understanding Their Gay and Lesbian Children	Fairchild, B.	HQ76.3.U5 F33 1998
On Being Gay: Thoughts on Family, Faith and Love	McNaught, B.	HQ76.25.M375 1988b
One More River to Cross: Black and Gay in America	Boykin, K	HQ76.3.U5B685 1996
Out of the Closets: Voices of Gay Liberation	Jay, K. Young, A.	HQ76.8US088 1992
Out on Fraternity Row: Personal Accounts of Being Gay in a College Fraternity	Windmeyer, S.	LJ51.088 1998
Outspoken	Ford, M. T.	HQ76.2USF65 1998
Permanent Partners, Building Gay and Lesbian Relationships that Last	Berzon, B.	HQ76.3.U5B47 1988
Prayers for Bobby: A Mother's Coming to Terms with the Suicide of Her Gay Son	Aarons, L.	HQ75.8.G75A25 1995
Presence and Desire: Essays Gender, Sexuality, Performance	Dolan, J.	PN2270.F45D65 1993
Respecting the Soul, Daily Reflections for Black Lesbians and Gays	Boykin, Keith	HQ76.3U5B687 1999
Restricted Access, Lesbians on Disability	Brownworth, V.	HV1569.3.W65R48 1999
Setting Them Straight, You Can do Something About Bigotry and Homophobia in Your Life	Berzon, B.	HQ76.3.U5B475 1996
Sexuality and the Black Church	Douglas, K. B.	BT83.9D68 1999
S/HE	Pratt, M. B.	HQ75.4P7A3 1995
Something to Tell You, Between Men – Between Women: Lesbian and Gay Studies	Herdt, G.	HQ76.25.H44 2000
Split Britches: Lesbian Practice Feminist Performance	Case, S.	PS627.L48565 1996
Straight Mind and Other Essays	Wittig, M.	HQ1190.W58 1992
The Bull-Jean Stories	Bridgforth, S.	PS3552.R4553B85 1998

The Gay and Lesbian Self-Esteem Book: A Guide to Loving Ourselves	Hardin, K.	on order
The Intimacy Dance, A Guide to Long-Term Success In Gay and Lesbian Relationships	Berzon, B.	HQ76.3.U5B467 1997
The Oldest Gay Couple in America	Harwood, G.	HQ76.3.U5H37 1997
The Original Coming Out Stories	Wolfe, S.	HQ75.3.C65 1995
Trailblazing: The True Story of America's First Openly Gay Track Coach	Anderson, E.	GV1061.15.A53A3 2000
Transgender Warriors: Making History	Feinberg, L.	HQ77.9.F44 1996
Two Spirit People, American Indian Lesbian Women and Gay Men	Brown, L.	on order
Understanding Homosexuality, Changing Schools: A Text for Teachers, Counselors, and Administrators	Lipkin, A.	HQ76.3.U5L58 1999
Virginia Woolf: Lesbian Readings	Barrett, E.	PR6045.072Z8936 1997
Waiting in the Wings, Portrait of a Queer Motherhood	Moraga, C.	HQ759.M8617 1997
What the Bible Really Says About Homosexuality	Helminiak, D.	B5680.H67H45 1994

Most of the books referenced in the booklet, “*Coming Out and Being Out: What You May Need to Think About,*” may be found in the UNT Library.