

Princeton University Alumni Council
AD HOC COMMITTEE ON LGBT ALUMNI AFFAIRS

COMMITTEE REPORT



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SECTION I

Introduction

In April of 2013, Princeton hosted the *Every Voice* conference, bringing together approximately 550 LGBTQ+¹ alumni, faculty, staff, students, and their guests on campus. It was the largest activity explicitly targeted to the LGBTQ+ alumni community that was funded by the University. Historically, such events were funded by Fund for Reunion/Princeton Bisexual, Transgender, Gay and Lesbian Alumni Association (“FFR/Princeton BTGALA”), the University’s recognized affiliated organization for LGBTQ+ alumni.² The University’s sponsorship of *Every Voice* represented a meaningful shift in the relationship with LGBTQ+ alumni, connecting many more alumni to the University in a positive way.

For some attendees who had spent their undergraduate years in the closet, the conference provided an opportunity to be “out on campus” for the very first time. For others who had been out while at Princeton but did not feel supported or welcome, the conference was a gratifying sign of the progress the University has made.

Indeed, the Princeton LGBTQ+ community finds itself at a place not unlike where the wider LGBTQ+ community is. The LGBTQ+ movement has made remarkable advances in recent years. Out LGBTQ+ people are ascending to leadership positions in business, academia, the arts and politics. There is a palpable sense that the tide of equality is gaining strength.

And yet, at the same time, there is a recognition that there is so much left to do. While Princeton makes the list of most “LGBT friendly” universities, current undergraduate and graduate students still speak about difficult experiences. Countless LGBTQ+ alumni continue to feel disconnected from the University community. Funding for the LGBT Center is insufficient to meet the growing demands on its resources. As much as the University has accomplished, and as empowering as *Every Voice* was, now is the time to ensure that the University and the alumni community work collaboratively to firmly bring even greater numbers of LGBTQ+ alumni back into the University fold.

The *Ad Hoc Committee on LGBT Alumni Affairs* was brought together to build on the success of *Every Voice* and to provide recommendations on where the University community should go next.³ This report is the product of the Committee’s work throughout 2014. During the course of their discussions, the Committee considered a wide array of strategies and action steps. The Committee also spent much time discussing the particular challenges involved in connecting with the LGBTQ+ community, including:

- Despite the LGBTQ+ community’s many advances, privacy and confidentiality continue to be a concern for many members of the community. Those concerns may be due to work, family, religion or other personal circumstances. As a result of these privacy and confidentiality concerns, identifying, and communicating with, community members always needs to be

¹ “LGBTQ+” is an inclusive term used to describe members of the lesbian, gay, bisexual, transgender and queer community, as well as those who choose to identify in other ways that have meaning to them, including questioning, gender nonconforming, and intersex.

² More information on FFR/Princeton BTGALA can be found in Section III of the report.

³ See Attachment A for the Committee’s charge statement.

attentive to these concerns, and must make allowances for the possibility that such communication will be difficult or impaired.

- That the “community” as we define it includes family members and partners of LGBTQ+ people, whether they be spouses, parents, children or other relatives. Our responsibility in creating a welcoming environment includes recognizing their voices in our community.
- We have a particular responsibility for amplifying the voices of members of our community who have historically been under-represented. The bisexual and transgender communities have long struggled to gain visibility within the LGBTQ+ community, and activity programming must include their perspectives, along with those of other members of the community.
- LGBTQ+ people are members of multiple communities, and issues of engagement and of building relationships might be more difficult for alumni who feel a part of multiple communities, or who are part of communities that may be less welcoming of LGBTQ+ people. It is our responsibility as a University community to honor the intersectionality of identities and interests, and to create welcoming environments wherever and however those identities are expressed.

Set forth below is the structure of the remainder of this report.

- In Section II, we provide a short summary of the Committee’s recommendations.
- In Section III, we provide some historical context of the activities of the LGBTQ+ community, focusing primarily on the Fund for Reunion/Princeton BTGALA.
- In Section IV, we list recommendations aimed primarily at enhancing the connection between the University and the LGBTQ+ community.
- In Section V, we identify broader alumni community issues and discuss how they interact with the concerns of the LGBTQ+ community.
- In Section VI, we provide some concluding thoughts.

In considering potential recommendations, the Committee concluded that no single action could bridge the historical disconnect between LGBTQ+ alumni and the wider University community. There are many reasons for this. It is in part due to the fact that creating a welcoming environment in a setting as broad and rich as a university setting requires more than just one step. It is also in part due to the fact that the LGBTQ+ community is not monolithic and is seeking a variety of avenues for connecting with the University. Some seek academic connections, some seek social connections and others seek a welcoming environment in the University’s other activities. The recommendations we make seek to bridge all these desires.

The Committee also deliberately chose not to prioritize recommendations. The recommendations are presented not as a series of individual, distinct action steps, but rather as a holistic approach to welcoming LGBTQ+ people wherever they may be found, knowing that LGBTQ+ people are found in every facet of the University’s community, including other identity groups. While

the recommendations may not all be implemented at the same time, we believe that the ultimate goal of a strong bond between the University and the LGBTQ+ community will be reached when all recommendations are put in place.

Finally, the Committee recognized that the responsibility to implement these recommendations rests with many stakeholders in the Princeton community, including the University itself, FFR/Princeton BTGALA, the Alumni Council, and the Office of Alumni Affairs (“OAA”), with the cooperation of the LGBTQ+ community. Where possible, we have indicated if we believe certain recommendations fall more closely within the duties of a particular stakeholder community.

SECTION II

Summary of Recommendations

As noted above, this report provides two sets of recommendations: (1) recommendations aimed specifically at connecting with LGBTQ+ alumni, and (2) recommendations aimed at addressing wider concerns within the alumni community.

In order to better connect with the LGBTQ+ alumni, the Committee recommends:

1. The *Every Voice* conference should be held on a four-year cycle so that each graduating class of seniors will experience the conference once. This four-year cycle also ensures an anchor for the interaction of LGBTQ+ alumni with the University, regardless of whether they choose to participate in other University activities.
2. A representative group of LGBTQ+ alumni should conduct an annual campus visit to meet with key members of the University staff and discuss campus climate issues.
3. A mechanism should be created for LGBTQ+ alumni to self-identify and create connections with other alumni.
4. Policies for alumni events should be assessed, especially around Reunions and Alumni Day, to ensure that programming reflects content that is representative of, and of interest to, the LGBTQ+ community.
5. A plan should be developed to raise the profile of FFR/Princeton BTGALA and enhance LGBTQ+ alumni involvement with the organization.
6. A fundraising initiative should be organized in support of LGBTQ+ student life and scholarship.
7. A Princeton LGBTQ+ oral history should be captured and updated regularly.

In order to address broader issues of concern to the alumni community, including to LGBTQ+ alumni, the Committee recommends:

1. The Alumni Council and OAA should develop policies and programs to educate the Princeton alumni community about issues relevant to historically underrepresented communities. Where

they don't exist, those policies include improving inclusionary practices related to class and regional activities.

2. Policies should be put in place for ensuring inclusive programming at alumni events, including through the selection of diverse alumni (including economic diversity) in the presentation of programming.
3. The Alumni Council and OAA should work with the affiliated groups to enhance diverse alumni participation in volunteer opportunities, including through selection of volunteer activities that are of particular interest to diverse alumni.
4. Training materials and alumni programming should reflect the intersectionality of identities.
5. The Alumni Council and OAA should identify ways to enhance access to alumni events and programming, including through the use of technology and social media.
6. Efforts should be made to enhance the coordination and interaction of the affiliated groups for Asian American, black, Latino and LGBTQ+ alumni.

SECTION III

Historical Context

The environment for LGBTQ+ alumni of Princeton University has evolved substantially over the past few decades. In the 1970s and earlier, the experience of Princeton's LGBTQ+ alumni community largely consisted of small groups of alumni that knew each other and met privately - we are not aware of any formal groups. In the early 1980s, Princeton GALA (Gay and Lesbian Alumni) was formed primarily to connect members of the community through social activities in New York City. In the mid-1980s, a coalition of students and alumni formed The Fund for Reunion as a NJ nonprofit, with a goal to be a more public face of alumni with explicit interaction with the University, in order to improve on-campus life and to bring LGBTQ+ alumni back to the University. Soon after, Fund for Reunion merged with Princeton GALA and became FFR/Princeton GALA and later renamed as FFR/Princeton BTGALA to recognize the participation of bisexual and transgender alumni. In the subsequent decades, the bulk of activity involving LGBTQ+ Princeton alumni has been organized, funded or supported by FFR/Princeton BTGALA.

Over the past 30 years, FFR/Princeton BTGALA has also built an endowment to support on campus educational initiatives - currently the endowment stands at approximately \$1.8 million. For the last 10 years, FFR/Princeton BTGALA funded a three-year post-doctoral fellowship in LGBT studies. Administered by the Society of Fellows out of the Council of the Humanities, FFR/Princeton BTGALA contributes more than \$100,000 annually to pay the salary, benefits and program costs for the fellowship. The fellowship has attracted such an extraordinary applicant pool that in the first two rounds the Society of Fellows chose to fund a second fellowship. Both of the fellows in the first round are now tenured Princeton University professors. The fellow who completed her fellowship in 2014 now holds a tenure track appointment at Harvard. This fellowship is considered to be one of the most prestigious fellowships in LGBTQ studies in the nation. In addition to the fellowship, FFR/Princeton BTGALA's endowment also funds an annual lecture series on LGBTQ+ issues which is administered by the LGBT

Center and provides grants to undergraduate and graduate students pursuing research on LGBTQ+ topics.

To help improve campus life at Princeton, FFR/Princeton BTGALA has primarily focused on current students, providing funding for Lavender Graduation, subsidizing the attendance of LGBTQ+ students at Creating Change, an annual leadership conference, and funding internships for Princeton students at non-profit organizations providing services to the LGBTQ+ community at large. FFR/Princeton BTGALA established a \$50,000 endowment for the LGBT Center that it expects to add to over time to provide more substantial unrestricted resources for the Center. LGBTQ+ alumni have also contributed to the LGBT center on an individual basis, with individual alumni providing funding for specific programming and resources for the library.

In order to bring LGBTQ+ alumni back to Princeton, FFR/Princeton BTGALA began with activities at Reunions and Alumni Day, providing safe spaces for LGBTQ+ alumni to socialize and network, as well as to escape the unwelcoming and sometimes hostile atmosphere of the Reunions tents. Alumni Day activities never attained critical mass, while Reunions activities have flourished over the years with ever increasing LGBTQ+ alumni participation. As time passed, increasing numbers of LGBTQ+ alumni felt comfortable being open in the tents and FFR/Princeton BTGALA's on-campus activities evolved into more of a supplemental role, no less needed and desired, but now an additional experience rather than an alternative.

To build the community of LGBTQ+ alumni at the regional level, FFR/Princeton BTGALA initially organized events for Princeton LGBTQ+ alumni in San Francisco, Los Angeles and NYC. Efforts in New York have included substantial and very successful outreach to women and racial minorities. Other cities lacked critical mass for successful Princeton LGBTQ+ activities, so FFR/Princeton BTGALA began to partner with the LGBTQ+ alumni associations of other top Universities to do more varied activities in many more localities. Over the past decade and a half, FFR/Princeton BTGALA has built a broad network of LGBTQ+ alumni associations working together to make consistent LGBTQ+ alumni engagement possible outside of NYC and San Francisco. These activities have dramatically increased the opportunities of LGBTQ+ Princeton alumni to engage in many locations and on many more kinds of events than would otherwise be possible, while at the same time strengthening and occasionally creating LGBTQ+ alumni associations of other prominent Universities. In doing so, FFR/Princeton BTGALA has been able to leverage volunteers from partner schools in localities where there have not been Princeton alumni taking local leadership roles. Of course not every LGBTQ+ alumnus is involved with regional activities and significant effort is applied continually to reach additional groups of LGBTQ+ alumni, particularly in our more populous regions.

SECTION IV

The Committee's Recommendations

There is little doubt that the *Every Voice* conference was an important first step in opening the door to greater LGBTQ+ alumni participation in alumni affairs, and in bridging the disconnect that has often existed between the University and LGBTQ+ alumni. There is also little doubt that building on *Every Voice* requires immediate and consistent action to maintain and grow the excitement *Every Voice* generated. Consistent with that goal, the Committee was tasked with providing "specific recommendations on how to build on the work of the *Every Voice* conference" and to "recommend

specific, actionable steps to further the connection of LGBTQ+ Princeton alumni to each other and to the University.” This section sets forth the Committee’s recommendations for such steps.

1. Continue *Every Voice* Conferences

The *Every Voice* conference was a transformative experience for Princeton and for alumni that attended. In fact, the conference experience was so positive for so many - including those who were not able to attend - that LGBTQ+ alumni participation in Reunions that year increased as a result. We believe that future conferences will play an important role in realizing nearly all of the recommendations below, but especially in improving the Princeton LGBTQ+ community’s visibility and enhancing connections among LGBTQ+ alumni.

Understanding that University financial and people resources are limited, we recommend hosting *Every Voice* conferences every four years. A four-year cycle would enable each undergraduate to participate in a conference at some point during their time at Princeton, and avoids conflicting with the natural five-year cycle of major reunions.

2. Conduct an Annual LGBTQ+ Alumni Visit to Campus

Assuming a four-year cycle for future *Every Voice* conferences, we recommend an annual day-long visit to campus by a representative group of LGBTQ+ alumni (perhaps initially the members of this Committee). Although the agenda will likely vary from year to year, the goal would be to meet with senior administrators (e.g. president, EVP, dean of student life), the director of the LGBT Center, the editor of the PAW, the director of Career Services, the Alumni Council, the OAA, the Development office, students and faculty members to discuss the current state of LGBTQ+ affairs at Princeton.

FFR/Princeton BTGALA would be responsible for organizing the annual meeting and determining how participants are selected. Issues or topics for discussion should be identified well in advance, in large part through a pre-meeting with the director of the LGBT Center, the OAA and the Alumni Council, so that there would be sufficient time to arrange meetings with the appropriate University administrators. Ideally the meetings would be conversational, with the twin goals of keeping LGBTQ+ alumni leaders up-to-date on the state of LGBTQ+ affairs at Princeton, as well as providing them the opportunity to provide feedback and suggestions - particularly on how better to serve the needs of underrepresented LGBTQ+ populations - directly to the University on a regular basis.

3. Identify and Connect the Princeton LGBTQ+ Community

It is critically important that we make it easier for self-identified LGBTQ+ alumni to find each other. It is also important that the University have a means to locate self-identified LGBTQ+ alumni. We recommend that we choose or develop a symbol or indicator that can be used in various University contexts (e.g. TigerNet) to denote LGBTQ+ affiliation. For online groups, self-identification would ideally allow for three levels of openness: public, group only, and self only.

We believe that one of the positive outcomes of this recommendation will be more informal networking and mentoring among LGBTQ+ alumni, a clearly identified need. We have also had preliminary discussions with Career Services to explore the possibility of career workshops hosted by LGBTQ+ alumni.

FFR/Princeton BTGALA and the LGBT Center have initiated a process with their members to enable them to opt-in to each other's lists. We also recommend that FFR/Princeton BTGALA and the LGBT Center establish going forward opt-in processes for new members to share their names with the other organization, as well as to grant permission to share their names with the University (e.g. OAA, Career Services, Development).

To the extent applicable, we should include LGBTQ+ identity questions in all alumni survey tools, and we should gather and share that information to the extent that it is not designated private.

There is quite a bit of logistical work to be done to create the ability to self-identify, and then the opportunity will need to be promoted.

We believe that primary responsibility for implementing these recommendations lies with the OAA.

4. Improve the Princeton LGBTQ+ Community's Visibility

The *Every Voice* conference was an excellent first step in helping members of the Princeton LGBTQ+ community connect with each other, as well as making the LGBTQ+ community more visible to the larger University community. However, much more can be done to make Reunions and Alumni Day, as well as conferences, programming and other initiatives, more relevant and appealing to LGBTQ+ alumni. Similarly, we can do more to educate others about our lives, issues, and concerns, and have LGBTQ+ alumni more integrated into the fabric that is Princeton.

We believe that many of the following suggestions would benefit not only Princeton's LGBTQ+ alumni, but also the members of Princeton's other affiliated alumni groups. As such, we recommend that the Alumni Council and the OAA undertake a broad inclusion initiative, and develop policies and processes that will benefit all of our alumni who are not in the majority. For example:

- (1) We should identify any and all events at which LGBTQ+ content might be appropriate. Ideally the content would be a mix of LGBTQ+ specific content, as well as openly LGBTQ+ individuals participating as speakers or panelists on non-LGBTQ+ topics. We then need to identify who is responsible for planning and overseeing content at those events, and educate them about the need and the fact that inclusive content is not a "nice to have" but a priority. The Alumni Council and the OAA must take a strong position on this issue with all programmers, and provide the necessary resources.
- (2) We recommend developing a diverse list of LGBTQ+ individuals willing to help with programming, to serve as a resource to planners. It is particularly important that a significant portion of this list be composed of members of under-represented groups in the LGBTQ+ community (e.g., transgender).
- (3) We also recommend adding education and sensitivity training about the LGBTQ+ community (with an emphasis on BTQ) to the trainings and information currently provided to regional association leadership, class leadership, and other committee leadership throughout the Alumni Association. We should examine all policies related to Alumni Association events, and all information gathered in advance of, or at, those events to ensure that they are inclusive and welcoming. We also need to challenge the

assumption that alumni are in traditional family structures and think about ways to make existing events and programs more welcoming. For example, perhaps we should consider whether a broader range of relationship options should be referenced in class affiliation nomenclature. We also believe that a coordinated outreach must be made to Class Secretaries, who play such a large role in reporting on alumni activities through the Princeton Alumni Weekly.

- (4) We should create something tangible (and obvious) for LGBTQ+ alumni to wear at Reunions and other Princeton events. The *Every Voice* pins are lovely, but rainbow boas might be better for the P-rade!
- (5) Given the success of the conference, we should maintain and enhance the LGBTQ+ alumni brand through the continued use of the *Every Voice* name and logo.
- (6) We should create a hashtag for accumulation of social media information related to the Princeton LGBTQ+ community.
- (7) The University should seek more media coverage of Princeton-based LGBTQ+ programming and scholarship, and should actively promote its LGBTQ+ friendly policies and practices. We should encourage the PAW to include more LGBTQ+ content.
- (8) Financial and administrative support should be provided to the director of the LGBT Center so that travel is feasible, to participate in FFR/Princeton BTGALA events and build relationships with alumni across the globe.

We believe that primary responsibility for implementing these recommendations lies with the Alumni Council and the OAA.

5. Enhance Connections Among LGBTQ+ Alumni

Princeton is extremely fortunate to have such a long-standing and strong LGBTQ+ alumni organization, FFR/Princeton BTGALA. It is, and should remain, the primary vehicle for enhancing connections between our LGBTQ+ alumni. This Committee and FFR/Princeton BTGALA leadership believes that, with help, more could be done to raise FFR/Princeton BTGALA's profile, build relationships with regional associations and clubs, and broaden its membership and leadership bases.

Ensuring that all LGBTQ+ alumni are aware of FFR/Princeton BTGALA, its mission, its work, and the many ways that alumni can become involved is extremely important. We recommend that a plan be developed and resources be devoted to building out and maintaining FFR/Princeton BTGALA's online presence in a dynamic way. The social media activity surrounding the *Every Voice* conference was exciting and engaging, and should be continued under FFR/Princeton BTGALA's auspices.

- (1) It was suggested by members of the Committee that it may be time for FFR/Princeton BTGALA to consider changing its name to something more obviously LGBTQ+ and Princetonian. FFR/Princeton BTGALA was founded at a time when many were closeted, and preferred to participate in a group whose purpose was not obvious. It also reflects the consolidation of two predecessor groups. Renaming FFR/Princeton BTGALA would

likely help with both LGBTQ+ visibility and membership.

- (2) We should enhance FFR/Princeton BTGALA's presence at senior checkout to enlist more members as they leave Princeton, and we should work closely with the director of the LGBT Center and student groups to better manage the student to alumnus process. We should improve the information provided about FFR/Princeton BTGALA (its presence, history, role, and benefits of membership/affiliation) to graduating students.
- (3) We should continue to publicize both FFR/Princeton BTGALA sponsored programming/events and other LGBTQ+-related programming/events at major University events (e.g. Reunions, Alumni Day) through FFR/Princeton BTGALA channels. We should also actively market both FFR/Princeton BTGALA and regional Princeton activities to FFR/Princeton BTGALA members, to encourage participation in a wider variety of Princeton-related activities. Most importantly, we should publicize FFR/Princeton BTGALA and its events to the broader University community, to appeal to those who may not currently be on FFR/Princeton BTGALA's mailing list.
- (4) FFR/Princeton BTGALA would like to develop stronger relationships with certain Regional organizations and clubs. Some are resistant, so intervention from the Alumni Council and the OAA may be required to make this happen. Strong relationships with these regional groups are very important to growing FFR/Princeton BTGALA's membership and leadership base outside of New York City.
- (5) FFR/Princeton BTGALA is actively exploring service activities and travel activities that cater to the LGBTQ+ community, to offer to their members. Both could be excellent means by which to enhance connections between our LGBTQ+ alumni.

We believe that primary responsibility for implementing these recommendations lies with FFR/Princeton BTGALA.

6. Organize a Fundraising Initiative in Support of LGBTQ+ Student Life and Scholarship

Throughout the Committee's deliberations, it was apparent that Princeton would benefit from a greater investment in the LGBTQ+ community. Consequently, we believe that an organized fundraising initiative in support of LGBTQ+ student life and scholarship should be explored. This would complement the excellent support currently provided to Princeton by FFR/Princeton BTGALA, and gifts to FFR/Princeton BTGALA should be one of the options promoted within this initiative. The funding needs of the LGBT Center, the Pride Alliance and other undergraduate groups, the Queer Graduate Caucus and the LGBT Employee Resource Group (which each serve parts of the University community) should be assessed.

Ideally, we would fund two "endowments"- one to support the LGBT Center and other LGBTQ+ campus initiatives and one to support LGBTQ+ scholarship on campus. The former could include things such as additional staff support, travel funds for the director, an endowed guest speaker series, etc. The latter should include undergraduate work, graduate work, faculty research, and course development. We would like to work with the director of the LGBT Center to develop a table of needs on the student life side, and the appropriate member of the faculty to develop a plan for the scholarship support.

The initiative should be volunteer led, and should appeal not just to the LGBTQ+ members of the Princeton community, but all who are interested in supporting LGBTQ+ students and scholarship.

We recognize that this recommendation is likely outside of the purview of the Alumni Council, and should be pursued with the Office of Development.

7. Create a Princeton LGBTQ+ Oral History

Princeton's LGBTQ+ history is important and deserves to be captured. In preparation for the *Every Voice* conference, and during the conference, more than two dozen LGBTQ+ alumni were interviewed. Using these interviews, and others to be conducted in the coming years, we recommend that an oral history of LGBTQ+ life and scholarship at Princeton be created. There is strong interest in this project from the Princeton Archives, the Princetoniana Committee, and a member of this Committee.

We believe that primary responsibility for implementing this recommendation lies within the Alumni Council.

SECTION V

Issues of Wider Concern to the Alumni Community

As noted at the outset of the previous section, the Committee was tasked with providing "specific recommendations on how to build on the work of the *Every Voice* conference" and to "recommend specific, actionable steps to further the connection of LGBTQ+ Princeton alumni to each other and to the University." The prior section set forth the Committee's recommended goals and tactics to increase LGBTQ+ alumni engagement by addressing those of specific concern to the LGBTQ+ alumni community.

However, during its deliberations, the Committee identified what it believes to be issues of common concern amongst many members of the Princeton alumni community – not just LGBTQ+ alumni, but also women, alumni of color, those of lesser economic means, and other alumni historically underrepresented in University alumni activities. While these issues are within our charge inasmuch as they impact LGBTQ+ alumni engagement, we believe that they should be addressed in a larger context for maximum impact to all affected alumni.

We offer the following recommendations to the Alumni Council and to the OAA as initiatives to be undertaken by the University for the benefit of all Princeton alumni.

1. Make Real the Concepts of Welcome and Inclusion for All Alumni

The primary desired outcome of the recommendations of the Committee is to improve the climate, visibility, and welcome for LGBTQ+ alumni at all University events, functions, and activities. We recognize, however, that this goal is shared by other alumni represented by other affiliated groups, especially alumnae and alumni of color.

The Committee believes this genuine sense of welcome of inclusion of all Princeton alumni begins with Alumni Council and OAA policies, training, and support.

- (1) We recommend that the Alumni Council and OAA develop a program (after engaging appropriate subject matter experts) to educate the Princeton alumni community about issues relevant to its historically underrepresented alumni populations. (Such education must specifically include reference to issues of intersectionality discussed below.) The Committee recommends that such education not only include general issues of relevance to the LGBTQ+ community as a whole, but include very specific education related to its transgender and gender non-conforming members, for the benefit of all alumni, including LGB alumni.
- (2) We recommend that the Alumni Council and OAA improve its inclusionary policies and practices related to registering for class listings, Reunions, and other events, programs, and activities. While the Committee recognizes that this is an issue of particular concern to LGBTQ+ alumni, but it applies to all alumni. In the case of LGBTQ+ alumni, questions asked in connection with registering for events (e.g., Reunions) that include gender identity, sexual orientation, and relationship status should be culturally appropriate, comprehensive, and consistent. We recommend that the Alumni Council and OAA engage subject matter experts to develop the standard for such questions, and that the Alumni Council and OAA require the usage of such standard in all relevant applications. For reference, Attachment B contains the most recommended version of questions related to gender identity and sexual orientation.
- (3) We recommend that the Alumni Council and OAA provide this education and these policies to alumni volunteers through an extensive and consistent orientation program. To be effective, we believe such a program must be personally delivered and interactive. It would be up to the Alumni Council and OAA to develop this program and identify its participants, but we recommend that it be provided, at a minimum to the leadership of all standing committees of the Executive Committee of the Alumni Council, all regional associations, and all classes.

2. Expand and Diversify Program Content and Delivery

The core of alumni connection to Princeton is around alumni programs and events – from Reunions to Alumni Day to conferences to regional dinners to sporting events. As such, the Committee hopes a major outcome of its work is to make Reunions, Alumni Day, and all Princeton conferences, programming, and initiatives more relevant to LGBTQ+ alumni; to educate others about our lives, issues, and concerns; and to provide an opportunity for alumni of diverse backgrounds to provide their perspective on issues of general concern to all alumni.

- (1) We recommend that the Alumni Council and OAA take a strong position that all programming within its purview be inclusive of all dimensions of diversity.
 - We recommend that the Alumni Council and OAA identify and codify all events where content of interest to diverse alumni might be appropriate. Ideally, this content would be specific content relevant to particular alumni groups (e.g., transgender alumni or black alumni) as well as content that might be of interest to multiple alumni groups (e.g., all alumni of color or all women).

- We recommend that the Alumni Council and OAA require all individuals responsible for programming, both staff and volunteers, be required to consider inclusive programming and to articulate the manner in which it is being addressed at all programs and events.
- (2) We recommend that the Alumni Council and OAA take a strong position that all programming within its purview be guided and presented by individuals who represent the full community of Princeton alumni.
- We recommend that the Alumni Council and OAA identify a list of alumni from diverse backgrounds who can provide advice on subjects of interest to the community, provide content for such events, whether individually or on a panel, or otherwise facilitate the program, such as by acting as a moderator. Affiliated groups should provide assistance to the Alumni Council and OAA in identifying and screening these individuals. The list should include both individuals who can address topics specific to the affiliated groups (e.g., speaking about LGBTQ+ issues) as well as individuals who can speak to topics of general interest (e.g., healthcare or financial markets).
 - We recommend that these lists be kept current at least annually and that they be made available to all content planners within the realm of the Alumni Council and OAA (Reunions, Conferences, Class, Regional, Careers, etc.).
 - We recommend that the Alumni Council and OAA require all individuals responsible for programming, both staff and volunteers, to demonstrate how the individuals delivering program or event content represent the full diversity of the Princeton alumni community.

3. Expand and Diversify Alumni Volunteer Participation

Princeton’s successful alumni engagement efforts center around volunteer opportunities. We recognize that, while many of these opportunities are sponsored and managed under the auspices of the OAA, many other opportunities exist through the Office of Development, Career Services, academic departments, athletics, eating clubs, and extracurricular activities and clubs, to name just a few.

Fostering deep connections between Princeton alumni and the University requires that meaningful volunteer opportunities be available, that alumni feel welcome and included, and that they are given a meaningful opportunity to serve. This is especially true for alumni of diverse backgrounds, many of whom did not have that experience while a student at Princeton.

Ultimately, the Committee envisions LGBTQ+ alumni and all diverse alumni becoming more represented in existing volunteer and other engagement opportunities, thereby becoming better integrated into the fabric of all that is Princeton.

- (1) We recommend that OAA compile and provide (or provide if it already exists) a list of all existing Princeton volunteer opportunities – both within OAA and outside of its purview – to the affiliated groups. This list should include the person or entity responsible for finding volunteers and filling volunteer positions.

- (2) We recommend that OAA work with affiliated groups to (a) identify individuals who are interested in volunteer service to Princeton and (b) create and maintain a list of interest volunteers from within their organizations.
- (3) We recommend that these lists be kept current at least annually. We further recommend that OAA work with each affiliated group to designate a volunteer “champion” responsible for creating the list of interested volunteers and providing that information to the parties responsible for filling volunteer positions at all of the various entities.
- (4) We recommend that OAA work with the affiliated groups to identify interested individuals from those groups in local areas to help “bridge the gap” between the affiliated groups’ alumni community and the regional associations.

4. Recognize Intersectionality

Each individual Princeton alumna/us has multiple identities related to, among other dimensions, race, ethnicity, national origin, religion, gender identity, and sexual orientation. While all Princeton alumni share this “multiple identities” status in common, not all experience the same issues related to those individual identities. Where any particular identity is underrepresented, there is the potential for disparate treatment, discrimination, alienation, and the like. Where there are multiple underrepresented or historically marginalized identities, this potential is increased dramatically.

These issues and challenges related to intersectionality are acute for members of the LGBTQ+ community, especially those who are transgender and/or alumni of color, but they exist in significant amounts with other alumni populations, especially those represented by other affiliated groups.

- (1) We recommend that the Alumni Council and OAA include specific language recognizing issues of intersectionality in its training materials.
- (2) We recommend that concepts of intersectionality/multiple identities be integrated, where possible and appropriate, into all programming under the purview of the Alumni Council and OAA (including, but not limited to, Reunions panels, Alumni Day program, other on campus events, alumni education programs, and events sponsored by regional associations, classes, and affiliated groups).

5. Ensure Maximum Access

Members of the LGBTQ+ community, and especially transgender individuals, have traditionally had reduced earning power compared to others. In addition, the LGBTQ+ community has higher levels of substance abuse and addiction than the general population, as well as above-average levels of mental illness, a prevalence of physical disabilities, and disproportionately face economic challenges. The Committee accepts the assumption that this is also true of LGBTQ+ alumni of Princeton.

Each of these conditions creates barriers to access, whether they be physical, emotional, or monetary. Therefore, programs and services available to Princeton alumni should be designed to provide the maximum access possible.

- (1) We recommend that the Alumni Council and OAA consider the concept of “access” broadly, meaning physical access (e.g., locations that do not require extensive travel, needing to be physically present to experience content, etc.), event facilities (e.g., physical accessibility for people with disabilities), program access (e.g., a range of programs, including those not primarily centered around bars or alcohol), and monetary (e.g., the cost of attendance or participation).
- (2) We recommend that the maximum amount of content all events under the purview of OAA (including, but not limited to, Reunions panels, Alumni Day program, other on campus events, alumni education programs, and events sponsored by regional associations, classes, and affiliated groups) provide expanded access through technology. This could include real-time webcasting and(or) recording for later online posting and viewing (video, podcast, etc.).

(The Committee notes that issues of privacy are of particular importance to LGBTQ+ alumni. Therefore, any procedure developed to record/post content involving members of the LGBTQ+ community should have established guidelines for disclosures and opt-outs to preserve the privacy of those participants who desire it.)

6. Facilitate Coordination Among Affiliated Groups

The Office of Alumni Affairs has recognized and supported the growth of affiliated groups for Asian American, black, and Latino alumni in addition to the organization representing LGBTQ+ alumni (FFR/Princeton BTGALA). An Ad Hoc Committee on Alumnae Initiatives was convened following the *She Roars* conference and may result in the formation of an affiliation group representing Princeton’s alumnae.

These affiliated groups are all supported by staff of OAA. However, not only is this staffing of limited size (currently a Senior Associate Director and Associate Director, with support from other team members for conferences and events), but their capacity is often further limited by the need to attend to other responsibilities in their portfolios.

- (1) We recommend that OAA restructure and expand staffing in this area to provide additional support to affiliated groups as their memberships, programs, and events grow and these affiliated alumni become further engaged.
- (2) We recommend that the affiliated groups meet together on a regular basis to discuss and address issues of common concern such as those outlined above, share best practices and ideas for encouraging engagement of all historically underrepresented alumni, and monitor progress on initiatives that may come from those efforts.
- (3) In order to increase opportunities for collaboration among affiliated groups and the OAA and recognizing that volunteers are often busy with other commitments, we recommend that additional officers of affiliated groups be offered seats on the Executive Committee of the Alumni Council, with a minimum of two. This could be, as applicable, co-chairs, a chair and vice chair, or chair and other officer designated by the group.

SECTION VI

Conclusion

The Committee is grateful for the opportunity to share these recommendations. We are, as a University community, at an important moment in the institution's history. Following the success of *Every Voice*, we now have the opportunity to re-engage the LGBTQ+ community in a way that truly welcomes them into the greater Princeton community, including the greater alumni community. As we noted at the outset, our recommendations are designed to work together to create a highly engaged alumni community and a welcoming environment for all. As such, not surprisingly, the recommendations touch on all stakeholders in this conversation – FFR/Princeton BTGALA, the OAA, the Alumni Council and the University itself.

While we recognize that these recommendations cannot be implemented overnight, and that the results of implementation will also take some time, we urge all involved to move quickly in beginning the process. The LGBTQ+ community is enthusiastically ready to be full and active members of the University community.

ATTACHMENT A

Committee Charge Statement



Mission:

To assess the state of LGBT alumni engagement following the Every Voice conference and to recommend specific, actionable steps to further the connection of LGBT Princeton alumni to each other and to the University.

Deliverable:

The Ad Hoc Committee on LGBT Alumni Affairs will provide the Executive Committee of the Alumni Council a summary of the state of LGBT alumni affairs with specific recommendations on how to build on the work of the Every Voice conference.

Authority:

To review feedback provided by alumni before, during and after the Every Voice conference, to study opportunities for further engagement, and to prioritize specific recommendations with identified resources.

In addition, the committee is given complete authority to conduct its assessment as it sees fit.

The committee chairs are to act in the role of executives of the committee with responsibility for convening, directing, and managing the work of the committee.

Committee Membership:

The committee may range from 12-15 members with members of the committee to include the committee chairs, six members of the FFR Board, six members of the Every Voice Steering Committee, and up to three members of the Princeton LGBT alumni community who attended Every Voice. The committee chairs will propose a roster of committee names to the Alumni Council Chair Nancy Newman '78 for her review and approval.

Completion Date / Milestone Timeline:

The completion date for the report to the Executive Committee of the Alumni Council will be no later than December 20, 2014. The milestones, activities, and timeline for the work of the committee will be reviewed at the first meeting of the committee.

ATTACHMENT B

Recommended Questions for Gender Identity and Sexual Orientation

Gender Identity

Gender Identity: _____

or, when such an open-ended question is not possible:

Gender Identity (choose all that apply):

Woman

Man

Transgender (please specify): _____

Another identity (please specify): _____

Sexual Orientation

Do you consider yourself to be (*or you could say, do you identify as*):

Heterosexual or straight

Gay or lesbian

Bisexual

or

What is your sexual orientation (choose all that apply):

Heterosexual

Gay/lesbian

Bisexual

Unsure

Asexual

Another Identity (please specify): _____