



Office of Human Resources

## The Inclusion Council

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Dear Colleague,

Our June Inclusion Council newsletter focuses on Pride Month, celebrating the wide spectrum of gender and sexual identities in our community, which continue to evolve. Pride is celebrated in June in the United States to commemorate the Stonewall uprising in 1969, when queer and trans community members in New York City stood up against the ongoing police raids, harassment, and violence targeting them for their identities. Here is more information about Pride Month and the LGBTQ+ community.

### LGBTQ Resources at the U of M



The Gender and Sexuality Center for Queer and Trans Life offers many resources for staff and students on campus. Their [Resources by Identity](#) page organizes many campus partners and resources for anyone navigating campus, including the [All-Gender Restroom Map](#) and some quick instructions for staff and students on [Changing Your Name, Gender Marker & Pronouns](#).

### Challenge Yourself to Learn About LGBTQ+ and Women's Equality



CUPA-HR is providing a [21-Day Equity Habit Building Challenge: Focus on Women and the LGBTQ+ Community](#) for June, available now for registration. Join other higher education human resources professionals in learning and leading conversations on these topics.

### University Libraries Records Transgender Oral Histories



University Libraries owns the Tretter Collection, which includes the [Tretter Transgender Oral History Project](#). The project, led by poet/activist Andrea Jenkins and trans studies scholar Myrl Beam for phases 1 and 2 respectively, is "committed to collecting, preserving, and making available oral histories of gender transgression, broadly understood through a trans framework." [Check out the digital exhibition](#) of videos from the collection online.

## LGBTQ Equity Differs Radically by State



Only 23 states in the U.S. have laws protecting people from workplace discrimination based on sexual orientation and gender identity. Eight states have laws restricting teachers and staff from talking about LGBT issues at school! More than half of the country doesn't have laws prohibiting bullying of students based on sexual orientation and gender identity. And at least 37 transgender and gender-conforming people were victims of fatal violence just in 2020. Here are two informative

resources on the issue:

- A report from Human Rights Watch titled ["Like Walking Through a Hailstorm: Discrimination Against LGBT Youth in U.S. Schools"](#)
- The [State Equality Index](#), an easy-to-read scorecard of each state's record on LGBTQ issues, from the Human Rights Campaign.

## Links to More Resources

- Unfamiliar with the identities in the LGBTQIA+ community? Check out Blair Imani's [Smarter in Seconds](#) reels. Blair is a black, bisexual, Muslim educator who works with educators or influencers of varying identities to give a quick overview of common terms often used around the queer community, such as [lesbians](#), [misgendering](#), [non-binary](#), [transgender](#), and [ace](#). Videos are all captioned.
- [Nancy](#) is a WNYC podcast by Tobin Low and Kathy Tu focusing on the current queer experience. Check out their miniseries on Queery Money Matters, which takes a look at the different challenges around [health care](#), [retirement](#), and [family planning](#) as a queer person navigating straight economic systems. Episode transcripts are available.
- Microaggressions and discrimination can have serious negative affects on the mental health of LGBTQIA people (see this report from the [National Alliance on Mental Illness](#)), including an increased risk of suicide (reports from the [National Institutes of Health](#) and [NBC News](#)).
- Watch [Pride Month programming on PBS](#).

## Questions to Consider and Share on the OHR Inclusion Council Slack Channel

- How does your gender identity, expression, and/or sexuality inform how you move through the world and workplace?
- Where do you see assumptions and expectations around gender identity, expression, and sexuality affecting the workplace?
- What can you do differently to make your workplace more welcoming to all gender identities, expressions, and sexualities?

Sincerely,

Josh Iniguez and Sondang Cornelia  
OHR Inclusion Council Co-Chairs

**THE LAND**

The University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. Minnesota comes from the Dakota name for this region, Mni Sota Makoce—the land where the waters reflect the skies. Each day, the students, faculty, staff, and community members who traverse this campus engage with Dakota territory and should reflect on the ongoing relationship that Dakota people have to this area.

—Adapted from a statement by Iyekiyaipiwiŋ Darlene St. Clair, Bdewakaŋtuŋwaŋ Dakota

This email was sent to OHR staff on behalf of Josh Iniguez and Sondang Cornelia on June 4, 2021, by the Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement.](#)

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