

## AAUP-QU Statement on Homophobia on Campus

This statement was drafted in support of the GSA's recent Call to Action Regarding On-Campus Homophobia and in condemnation of the climate of homophobia that pervades our campus. We are spurred by the particular homophobic bullying incidents that have recently come to light, which exemplify the routine, widespread, and deep-rooted marginalization of LGBTQ+ students, faculty, and staff at Quinnipiac University.

We know the administration cares as we do about the experience of our LGBTQ+ students. The continued bullying, harassment, and hate speech that these students face undermines QU's imperative to offer a safe living and learning environment for all our students. We must do better. The GSA Call to Action has outlined a series of tangible changes the university can and must take to unequivocally condemn hate and make inclusive excellence a reality:

1. Adoption of the Campus Pride Index to get an independent audit that explicitly shows where Quinnipiac stands as an LGBTQ+ friendly institution
2. Gender Inclusive housing for all upper-level students to allow for LGBTQ+ students, especially transgender students, to be able to live with people that are accepting and give them a sense of community.
3. LGBTQ+ friendly housing for first year students. If students can access questions for how messy they are, they can have a question for if they are LGBTQ+ friendly.
4. The creation of an LGBTQ+ LLC so students can have a safe community to go home to.
5. Mandatory bias training for faculty, staff, and student leaders, such as Orientation Leaders and Resident Assistants, so they can appropriately recognize and respond to incidents of bias against LGBTQ+ members of the community
6. Increased visibility of what resources are available to LGBTQ+ students on campus.
7. Formally recognize this incident, and hold the offending students, as well as all others that are perpetrators in incidents of bias, responsible for their actions.

In addition to the students' demands, we have identified four specific issues the administration must address to ensure a safe and welcoming campus environment for LGBTQ+ students, faculty, and staff. To become the university of the future, QU must respond to homophobia at all levels. More importantly, QU should prioritize efforts to prevent such acts of hate and harm in the first place. By taking the following actions, QU will meaningfully improve this campus environment:

1. *Improve messaging around LGBTQ+ issues and experiences, and ensure swift condemnation of any biased, hateful or discriminatory act against LGBTQ+ individuals and communities.* We are disheartened by the vagueness of the administration's response to the most recent incidents and expect both an acknowledgement of ongoing and systemic homophobia on campus and a commitment to take action to stop it going forward. We are also disappointed by the lack of communication from QU administration on either Instagram or Facebook, social media sites where both parents and students are outlining deeply troubling concerns.

2. *Begin an immediate review of all curricula to increase the teaching and learning about LGBTQ+ individuals, communities, and experiences.* The University Curriculum, in particular, is lacking opportunities to learn about the histories, theories, and contemporary manifestations of societal gender and sexuality imbalances, inequities, but also resistance and resilience in the face of prejudice and discrimination. The UC has only one course dedicated to Gay and Lesbian Identities and Communities and only three courses that explicitly engage with sexuality at all.
3. *Recruitment, retention, and amplification of LGBTQ+ students, faculty, staff.* Our stated goal of obtaining Inclusive Excellence will sadly fall short if we do not put explicit language and messaging around attracting, welcoming, and retaining LGBTQ+ students, faculty, and staff in the QU community.
4. *Recognition of our identities.* We request that students, faculty, and staff are presented with materials that recognize our pronouns, and ask us how we wish our names to appear in all forms and addresses (including, but not limited to: in self-service, in our email, in Blackboard, in Zoom, and in any campus directory) without any individual having to submit a separate request to IT for this recognition of self.

Over the summer, QU committed to advancing racial justice through the ten-point plan and a series of communications to the QU community. We are in support of continued action in support of anti-racism efforts on campus, and we call for the administration to approach justice for all genders and sexualities with the same diligence and dedication. By taking the steps outlined above, QU really can be the University of the Future that supports and affirms all members of its community.

We urge the leadership team to take the demands in the GSA's Call to Action seriously, and we stand ready to help in these efforts.