

29 Nov 2022 General Meeting

LGBTQ+ Faculty and Staff Caucus

Meeting called to order: 9:05 am

Q&A with Dan Bureau about OLOL Management of SHC

Dan Bureau is Assistant Vice President of Student Health & Wellbeing

- Introduction
 - \$240 million gift to LSU, one element was to enhance deliverables from LSU Health Center and offer In-kind service for uninsured & under-insured students.
 - OLOL was interested in managing medical and mental health components. Lighthouse will be separate. GYN clinic will be separate. No change in services / no charge change. All current employees will be retained as LSU employees, as vacancies occur they will be replaced with Lake employees. Know there is concern about Catholic – has to remain as secular as possible. Discussed with lake. Moving forward. Dr. Shin, VP Student Affairs and Haggerty we are all making sure students will be treated with same care and concern that they expect.

- Q&A with Caucus

Q: Will there be any increase in the accessibility of mental health services for students?

A: We could use more counselors. Current staffing model is meeting demand. What usually happens is there is an initial consultation to determine a path forward... psychologist, psychiatrist, counselors, social workers, nurse practitioners... Patients are seen the day of and put on a course to move forward.

Current staff reflects racial diversity and diverse identities at LSU. At the end of the day, we hope to hire more. There are a number of colleges who want their own counselor-in-residence, like the Law School or College of Agriculture, which we are considering. We are effective with current staff, and we want more staff.

Q: How will the Lake ensure that the counselors who are present are well-trained to service the trans community?

A: We are all committed to ensuring no disruption / no change – if a student is receiving HRT, we will continue to provide that. I feel confident that at the macro level there will be no issues. Our policy and procedure need to be maintained. We will address any disruption in those services due to practitioner beliefs. If there is a concern and a student feels discriminated against we will deal with it.

Q: You said you're talking to OLOL, that the work has to be as secular as possible... What are the ways for students and others to communicate if that's not the reality... it sounds like nothing is worked out yet. Where are we? What agreement is there from OLOL?

A: We negotiated this 8 months ago, but there are things to still be figured out. Committed to current level of service. There are details that are not figured out, but it's more about operational components... articulation of maintaining secular, ...concerns about Lake has [Secretary lost the thread, apologies!]

Q: I want to be sure we're communicating our concerns are not general worries. We are not looking for problems. Almost everyone here has been harmed by a religious organization in some way or another. We have every reason to think something bad is going to happen to students. This is coming from wanting to protect students from what we ourselves have experienced.

A: I am deeply committed to make this all work out so all identities are honored.

Q: Is there any formal contractual agreement that states no discrimination against queer students? Is there any formal contractual agreement that states no discrimination for LGBTQ students regarding PrEP, mental health, LGBTQ affirmative therapy-- or gives LSU any recourse for OLOL employees/OLOL that violates this agreement?

A: I will research to find this out and report back.

Q: Do you know if students are provided options for PREP, monkeyPox vaccine, or any other queer health care?

A: Unsure. There is contraception support. There is HRT support. I will find out more and get back to you. We haven't provided the monkeypox vaccine because it hasn't been asked for, but we can look into that and report back.

Q: Can you give us insight as to who is involved in these conversations? Aux services? Legal council?

A: Legal, the Foundation, and reps from the Lake, and reps from the President's office. Neither myself or Dr. Shinn [Dr. Jeremiah Shinn, Vice President for Student Affairs] has been engaged in those discussions.

Q: In event a service is not available, will the Lake refer patients to providers in the community who have been screened to be able to provide affirming care?

A: I don't know that that's been considered, and that's important and we will bring that back to our team.

Q: What will be the process for onboarding and hiring to make sure new OLOL employees meet the standard for the LSU Health Center, which might not be the same at the Lake? I'm concerned that moving forward, in the long term, students might not feel safe.

A: That is being worked out with the HR team, and honestly I don't know. Our HR team also brought up this concern, but I don't know yet if they've figured that out.

Q: How do we as a Caucus move forward? Everything said today feels really tentative. How do we as a Caucus communicate this to people on campus?

A: There are some things in place:

1. Commitment to maintaining current services and philosophy.
2. I will find out the answers to these questions and report back.
3. We're committed to making sure these concerns don't happen. I do think there are some details that I'm not aware of...
4. This body is one I'm happy to maintain a relationship with, and I hope you will continue to be in contact, and know I will continue to advocate for you as well.

Dr. Bureau was thanked for his time. There were more questions, and Leah will email the remaining questions in the chat.

Executive Committee Reports

- President Report
 - Purchased and received stickers! Yay!
 - Campus mail name change
 - Issue: Trans student changed her name. She lives on campus. Her campus mail was only being delivered to her if addressed to her previous name. We looked into that.
 - Update: Res Life sends a list of students receiving mail. That list did not include new names, only students' names used when they enrolled. A simple change allowed that list to include her new name. Hopefully that problem will be worked out in a simple way. **We want to check back up on this next semester** but it sounds like the data being pulled was not up to date.
 - In-person vs. Zoom survey results
 - 20 out of 32, or 63% of respondents want to alternate between zoom and in-person meetings
 - 8/32 (25%) wanted 100% in person
 - 4/32 (13%) wanted 100% virtual.
 - 30/33 (91%) of respondents want to attend in-person social events.
 - Comments included: Their ability to connect more and be more present at in-person events; acknowledgement of the difficulty of getting to in person meetings; A desire for hybrid meetings.
 - In terms of scheduling, we will not do 9am T/Th next semester. I've received feedback for meeting times that might work better for more

people, and we'll take that into consideration when picking times for next semester.

- Coffee Break - Yay!
 - Caucus Coffee Break on Dec. 15 from 1-3. You can stop in whenever. Most likely in the Rainbeaux Room, which is in Coates. I will send out a flier soon!
- Treasurer Report (no report)
- Secretary Report (no report)
- Grad Rep Report (no report)

General Announcements

- **Daniela: Trans Day Of Remembrance**
 - We commemorated TDOR last Monday. Thank you to everyone who attended, we had a mix of students, faculty and staff. We expect the candlelight vigil will continue and we intend to have it every year.
 - Rainbeaux room to open in Spring. If you have any students who are on federal work study, we're still looking for student workers to staff the space. The position is in Handshake but you can give them my email.

Meeting adjourned: 9:40 am.