

NISTS 2023

BE A CONNECTOR FOR TRANSFER STUDENT SUCCESS

Virtual • February 1-3 | Portland, OR • February 22-24

The following presentation was given at the 21st Annual Conference for the National Institute for the Study of Transfer Students. Please cite responsibly and direct questions to the original presenter(s).

Facilitated Discussion

2829 - Making Connections: Validating the LGBTQIA+ Experience in the Transfer Process

Diversity and Inclusion, Matriculation Trends and Issues

Students often transfer when they don't feel a sense of belonging or connection to their current institution. This session will focus on what Transfer Advocates can do to support and validate the LGBTQIA+ experience from the first point of contact to alumni engagement. Attendees will have opportunities to consider their current practices and identify what adjustments can be made to support their LGBTQIA+ students.

Holly Herrera, *Associate Provost for Transfer Initiatives and Academic Partnerships*

Austin McGrath, *Associate Director for Transfer Admissions*

Columbia College Chicago



FEBRUARY 23, 2023

VALIDATING THE LGBTQIA+ EXPERIENCE IN THE TRANSFER PROCESS

Austin McGrath, they/them

Holly Herrera, she/her

Columbia
COLLEGE CHICAGO

AGENDA

- Brief overview of Columbia and our mission
- Overt and covert ways we validate the LGBTQIA+ transfer experience
 - (You will want to take notes – there is a quiz at the end)
- Change the world





< Activities



Visual settings



Edit



Respond at PollEv.com/hollyherrera797

Text: **HOLLYHERRERA797** to **37607** once to join, then **A, B, C, or D**



How well does your institution validate the LGBTQIA+ experience?



Powered by  Poll Everywhere

WHO IS COLUMBIA?

Private, nonprofit, urban college in the heart of Chicago

Unique curriculum that blends creative and media arts, liberal arts, and business

- Generous admission policy to extend educational opportunity
- Welcoming and inclusive campus climate
- Practical application of subject matter
- Just over 6,700 undergraduates





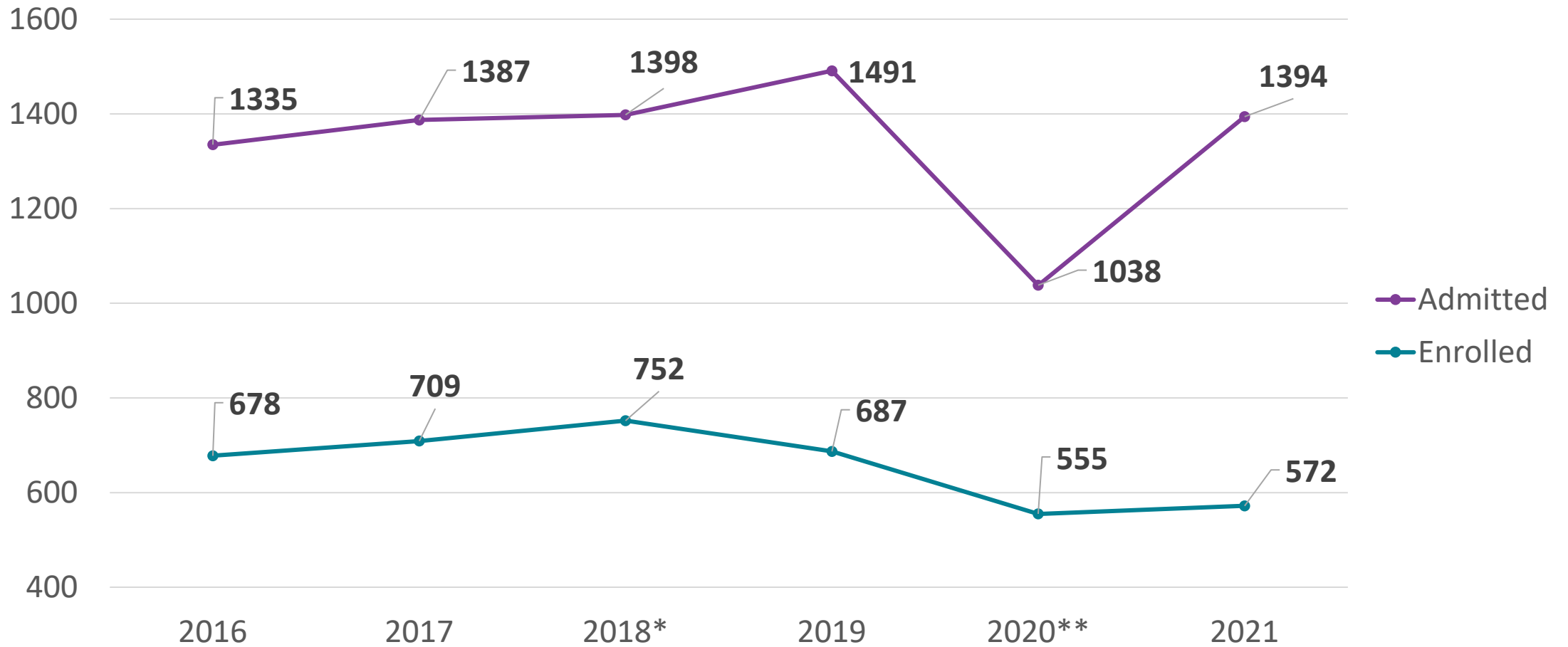
DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM AT COLUMBIA

Columbia College Chicago acknowledges that the structures of social, political, and economic power in the United States were built on systemic racism. This history is part of our legacy as a nation, and it has been a building block of the institutions within it—ours included. This awareness is important because it empowers us to keep actively working toward an equitable future.

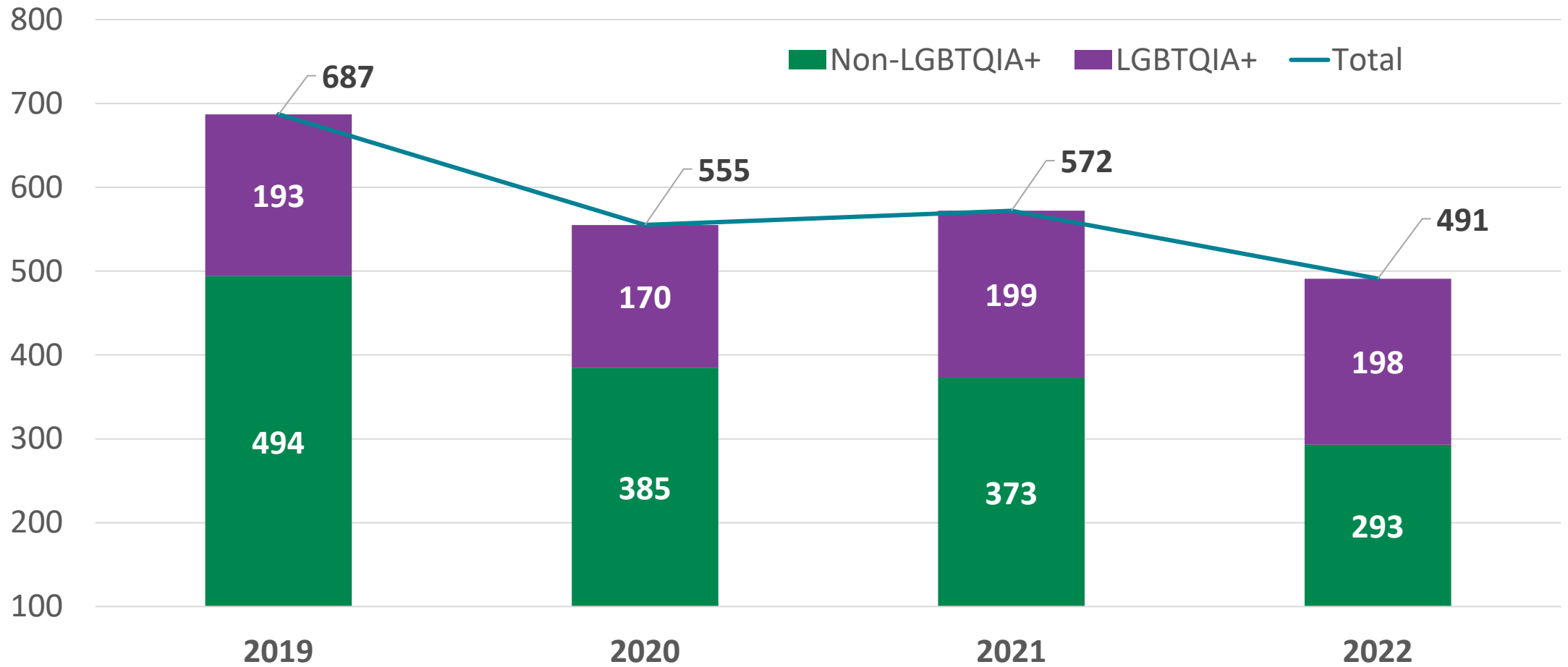
For those who join our student body, we invite you to take up this work with us. No matter how much you already know, or if you're still learning, creative communities like ours (artists, storytellers, journalists) will be at the forefront of translating the conversation into action.

Having a diverse college environment is more than just what's measurable with numbers. Columbia prides itself on creating a place where members of our community interact with radical diversity—it could be race, heritage, gender identity, sexual orientation, ideas, socioeconomic background, or any number of other identifiers our students claim. It's these collisions of difference that can trigger something new and spark that next groundbreaking idea.

FALL TRANSFER TRENDS



LGBTQIA+ TRANSFER STUDENT ENROLLMENT



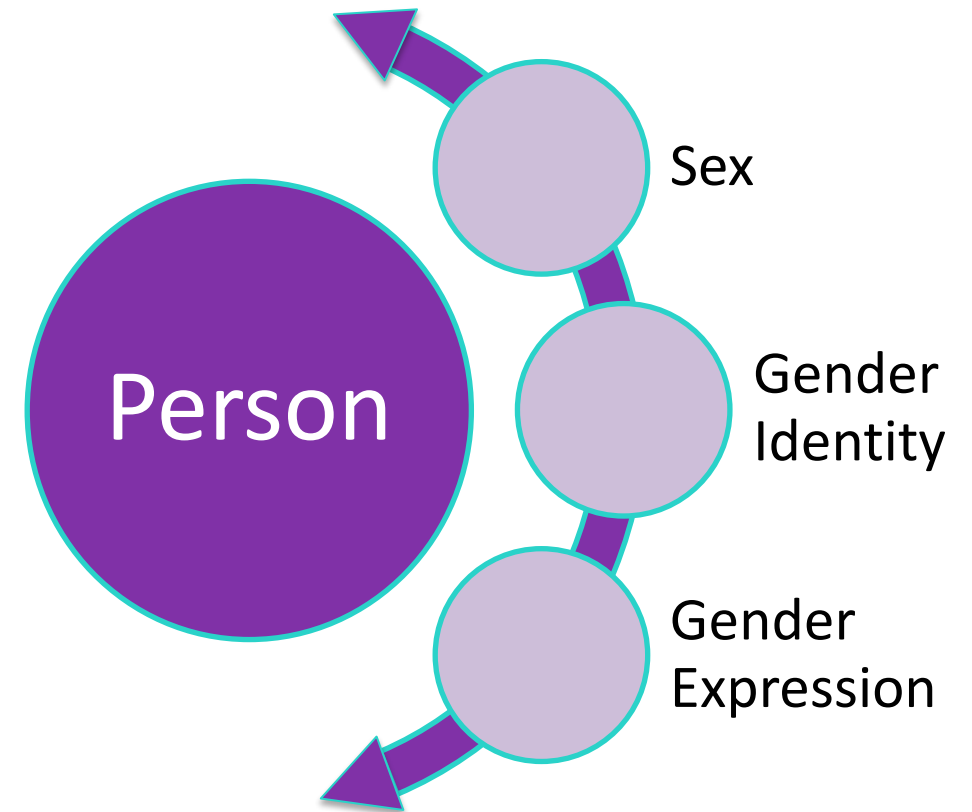
SETTING THE STAGE (AND SOME LIGHT QUEER THEORY)



- Calling out vs. calling in
- Intentionality of our language
- “To Queer” and “Queering” is the act of examining processes, artifacts, language through a queer-centered critical lens

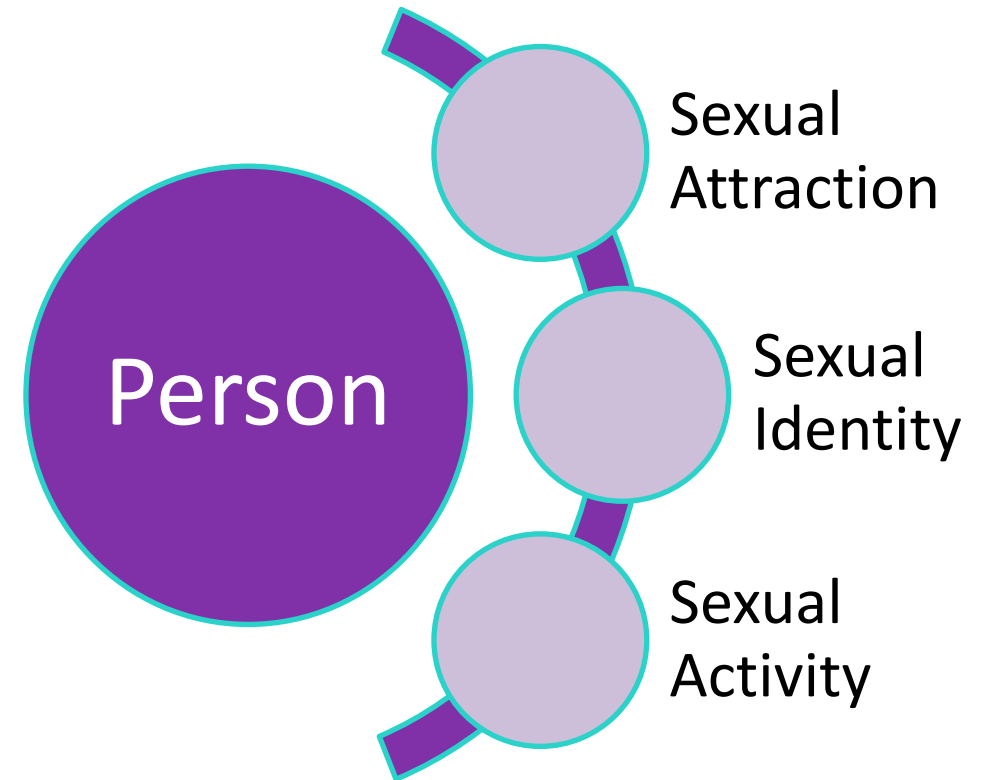
SETTING THE STAGE (AND SOME LIGHT QUEER THEORY)

- Sex/Gender
 - Sex at birth | Legal Sex
 - Gender Identity
 - Gender Expression

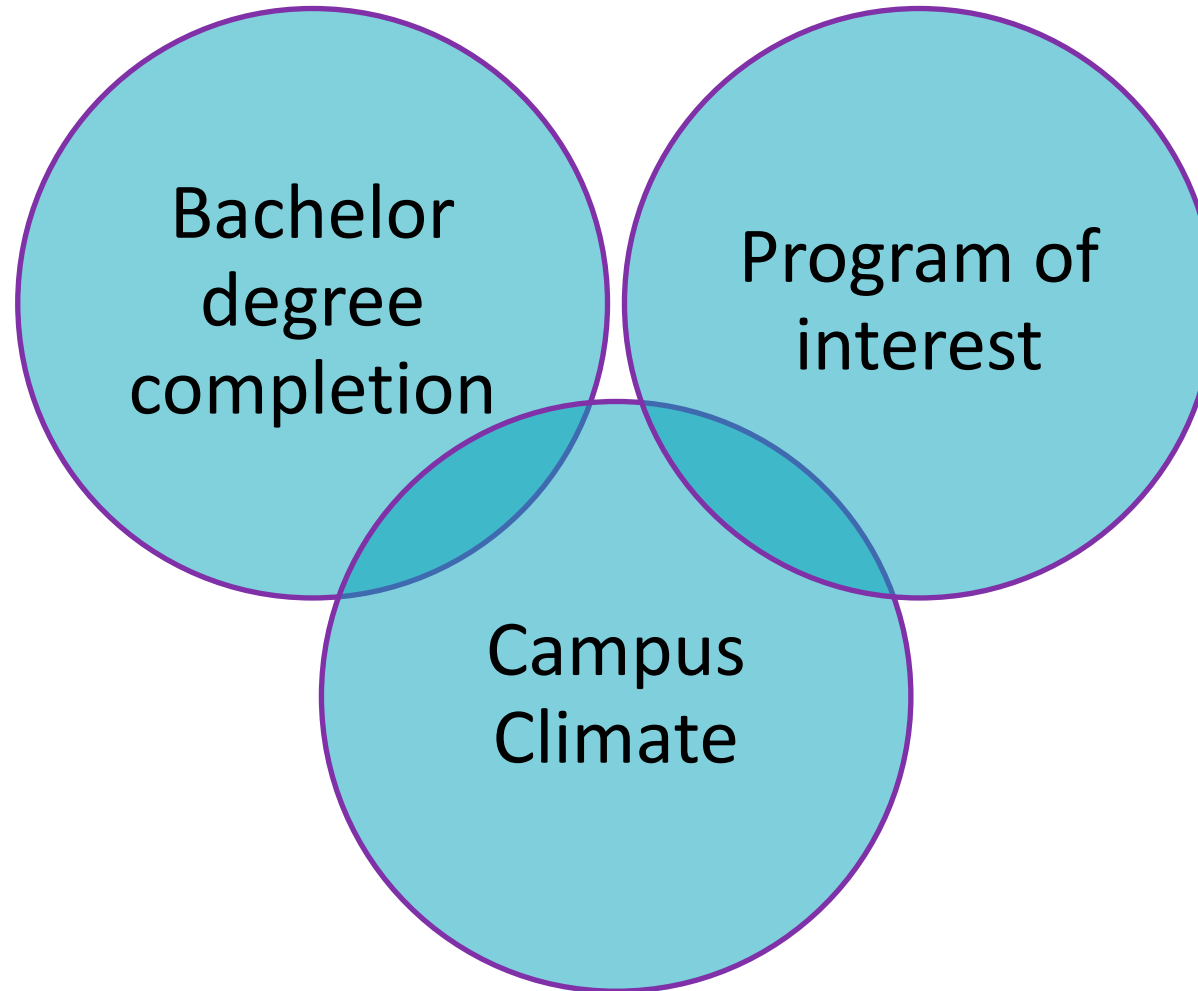


SETTING THE STAGE (AND SOME LIGHT QUEER THEORY)

- Sexuality
 - Label vs. Identify – Power and Agency
 - Public vs. Private



WHY STUDENTS TRANSFER TO COLUMBIA



VALIDATING THE LGBTQIA+ EXPERIENCE

Prospective Transfer Students

“EASY” WAYS TO BE INCLUSIVE

- Pronouns in your signature
- Normalize including your pronouns in all introductions (especially if your cis!)
 - And ask others what their pronouns are
- Practice using gender-neutral pronouns
 - And practice addressing people directly when in groups
- Practice inclusive language and eliminate common phrases like:
 - Ladies and Gentlemen
 - Sir or Madam
 - Mr. or Mrs.



MORE DIFFICULT THINGS

Prospective students

Queer your advertisements



Dean Strauss '17, MA '20
@coffeeandtheartist

MORE DIFFICULT THINGS

Prospective students

Queer your advertisements



Lena Waithe '06
Chicago, IL

"I tell the truth. As a writer, that's my job." At Columbia, Lena studied alongside professors who encouraged her to relocate to Los Angeles. There, her career has taken off with credits like *Bones*, *Dear White People*, an Emmy win for her writing on *Master of None*, and her own Showtime series, *The Chi*, which was just renewed for its sixth season.



KAT KAMARULZAMAN

she/her/hers

MUSIC TECHNOLOGY

As a queer, biracial woman, it is a relief to see other students that look just like me. It boosts the quality of my college experience, and I'm not shying away from participating in the classroom. My experiences as a member of the LGBTQ+ community are valued and respected by my professors. I don't have to censor myself at Columbia. I'm allowed to be as expressive as I want, as artistic as I want, and as gay as I want.



MORE DIFFICULT THINGS

Prospective students



COLUMBIA FACTS AND FIGURES

FALL 2021 TOTAL ENROLLMENT:

6,493 undergraduate students +
243 graduate students =
6,736 total students



FALL 2021 NEW STUDENTS:

1,696 freshmen +
572 transfers =
2,268 new students



57 majors and **53** concentrations comprising more than **100** unique Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Music, and Bachelor of Science degree programs

64 minors—In Fall 2021, **37%** of Columbia's undergraduates were enrolled in a minor field of study

549 full-time equivalent faculty

12:1 student-to-full-time equivalent faculty ratio

18 students is the average class size

Nearly **100,000** alumni working worldwide in the arts, entertainment, media, and communications industries.

READ ON TO SEE WHAT ACADEMIC OPPORTUNITIES COLUMBIA COULD HOLD FOR YOU. →

MORE DIFFICULT THINGS

Prospective students

- Hire diverse admissions representatives, staff members, and faculty.
 - Don't reflect your current student body – focus on where you want to be.
- Pronoun pins EVERYWHERE – and then **use them!**
- Recruitment materials
 - Include LGBTQIA+ percentages
 - Show diverse student expression
 - Queer your communications



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States shouldn't legislate hate.

Hello student advocates,

You may have heard about legislation being advanced in Florida and some other states that's been dubbed as the "Don't Say Gay" bill in media coverage. If enacted, these laws will endanger LGBTQIA+ youth and constrain educators in their ability to support the holistic growth and development of their students.



Photography Student Pens Personal Essay on Following His Passion As a Blind Trans Man

Finn Schulz shares his life story, photography career, and experiences being born with Albinism. "I was the quiet kid eager to get out of that small town to a more diverse place where I wouldn't be so different," Schulz says.

MORE DIFFICULT THINGS

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Black creative excellence is evident year round, and in observation of Black History Month, we invite you to read about some examples from our Columbia community:

- Faculty members like [Dawoud Bey](#), [Cassandra O'Neal](#), [Robert Hanserd](#), and [Eric May](#), who are sharing their experiences with our students every day.
- Professionally-established alumni like [Ron DuWayne '03](#), [Parris Fleming '14](#), and [Lena Waithe '06](#) who are reaching international audiences with their talents.
- More recent alumni like [D'Zhari Bolden '17](#), [Charlie Curtis Beard '19](#), [Shaquita Reed '18](#), and [Vashon Jordan Jr. '21](#) who started making waves right after graduation.
- And current students like [Joy Holder](#) and [Corinne Pompey](#) who are just now shaping their Columbia stories.

But even as we celebrate these achievements, we also need to be aware that this is a time in America when Black scholars and Black creatives are under attack from people who wish to silence their voices.

Already this year, the College Board has removed the names of many Black figures associated with critical race theory, the queer experience, Black feminism, and Black Lives Matter from its new Advanced Placement course in African American Studies.

MORE DIFFICULT THINGS

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What else can we do
to validate the
LGBTQIA+
experience at the
prospective transfer
student stage?

VALIDATING THE LGBTQIA+ EXPERIENCE

Transfer Applicant/Admit Stage

SUPPORT THROUGH THE ADMISSION PROCESS



- Collect their name, “shareable” name, **and** given name (and which should be used in communications)
- Collect pronouns on the application
- Host Identity/Affinity mixers
- Advocate for an alternative financial need application if they cannot complete the FAFSA



What else can we do to
validate the LGBTQIA+
experience at the **transfer
applicant/admit stage?**

VALIDATING THE LGBTQIA+ EXPERIENCE

New and Continuing Transfer Students

VALIDATION IS AN ACTION WORD!

- Advocate for gender-inclusive housing options
- Gender-inclusive restrooms with hygiene products in **all** restrooms
- Start a clothes closet
- Support student organizations (even if your institution is not recognizing them)



FIND OTHER ADVOCATES



- Support the Career Center in queering their materials and workshops



Attire should be:

- ✔ Solid, dark, or neutral colors
- ✔ Layered with lighter colors
- ✔ Fitted custom to you
- ⚠ Cautious of prints, and bold colors

Shoes should be:

- ✔ Closed-toe heels, or dress shoes
Ex. Flats, heels, loafers, oxford shoes
- ✔ Socks should match suit, and cover your ankles

Accessories should:



Your belt should match the color of your shoes, and accessories



For your tie, stick with diagonal stripes, solids or simple patterned ties



Keep accessories to a minimum. Avoid flashy and hanging items.

CHECK YOUR CURRICULAR STRUCTURE

Are there courses that have the LGBTQIA+ histories/lived experiences as a top focus?

Culture in Young Children's Literature
Culture, Race, and Media
Death and Desire in Chicago (FYE course)
Documenting Social Injustice
Exploring Star Wars: Spectacle, Culture,
and Fandom
Feminist and Queer Environmentalism

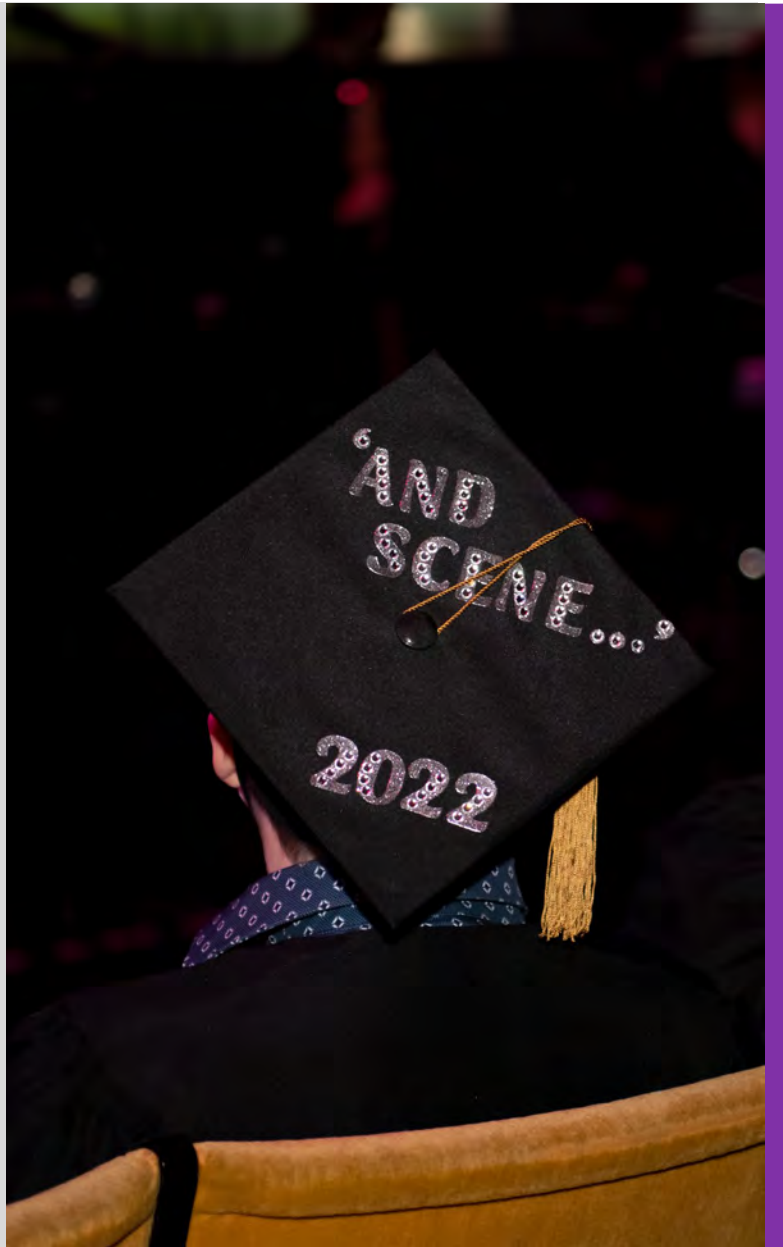
Game Culture
Gender, The Body, and Representation
Making and Unmaking Whiteness
Social Change Communication
Queer Visual Culture
The Biology of AIDS
Theories of Performance Studies
Why We Wear: The Sociology of Dress

CHECK YOUR INSTITUTIONAL STRUCTURE

- How difficult is it for students to change their names and/or pronouns?
 - How are student names shown when they are different from the name given to them at birth?
 - What are the downstream impacts?
- What name shows on transcripts and diplomas?
- Support a Lavender Graduation Ceremony!
- How are LGBTQIA+ alumni engaged post-graduation?



What else can we do to validate the LGBTQIA+ experience to graduation and beyond?



FEBRUARY 23, 2023

WHAT ARE YOU IMPLEMENTING THE MOMENT YOU RETURN TO CAMPUS?

Holly Herrera, hherrera@colum.edu

Austin McGrath, aumcgrath@colum.edu

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COLLEGE CHICAGO