

## 2021/2022 Report to the President

*The purpose of the President's Commission on the Status of Women (PCSW) is to review the roles, needs, and opportunities of women, including students, faculty, and staff at Kansas State University, and to make recommendations to the university president for change as appropriate.*

The following provides our accomplishments for the past year and presents issues the commission felt should be brought to the President's attention.

**First and foremost, we recommend changing the name of our commission to:**

### **President's Commission on Gender Equity (PCGE)**

In 1961, President John F. Kennedy formed the first *President's Commission on the Status of Women*. This commission strived to address women's equality and related issues in education and in the workplace. Sixty years later, we find ourselves in a society that values gender fluidity, and the next generation of leaders recognize the needs of women and others, for example those who identify as non-binary. A new *Gender Policy Council* (<https://www.whitehouse.gov/gpc/>) (GPC) was established by President Biden on International Women's Day, March 8, 2021, with the goal of advancing gender equity and equality in national and international policy. The GPC addresses a range of issues such as economic status, health, education, and gender-based violence with particular focus on women and girls, but also on other groups who face similar challenges such as transgender, non-binary, and intersex.

Historically, the Kansas State University PCSW has focused on issues that affect women on our campuses. Over the years, we have increasingly dedicated and expanded our work to be more inclusive. For example, the PCSW Professional Development Fund is open to all applicants regardless of gender. Moreover, our alliance with the Center for Advocacy and Response and Education (CARE) office and the Transgender Taskforce is inclusive of transgender individuals. Our work on the topic of Menstrual Equity and the Lactation/Chestfeeding Policy also reaches out to these groups. As such, there is a consensus for a more inclusive name for our commission, and we suggest calling it the President's Commission on Gender Equity (PCGE) effective immediately to mark the beginning of the 2022-23 Academic Year. When the President approves our name change recommendation, we will be happy to provide material for a press release in *K-State Today* to inform the K-State community of the name change in early September 2022.

### **Accomplishments and Additional Recommendations**

**Fair Compensation/Pay Equity:** This work group is in the process of documenting gender equity and representation among students, faculty, and staff at Kansas State University. The goal is to submit a university-wide report that will present and analyze data from the past 5 years alongside recommendations for future policy development. This effort is a partnership between the PCSW, Human Capital Services (Sneha Iyer, Jay Stephens), Compensation and Organizational Effectiveness Manager, and the Office of Institutional Research (Bin Ning, Yuhao Liu). The report will comprise of gender breakdown of student data (degree programs and graduation rates) as well as faculty and staff data (positions and salaries). The report will

additionally incorporate gender breakdown data from the Career Center (Kerri Keller, Executive Director) listing self-reported job positions and salaries from >9000 Kansas State University graduates. It is anticipated that the commission will oversee completion of the report within the next few weeks and present it to the Office of the President by the beginning of the 2022-2023 academic year.

## **Menstrual Equity**

A new work group was formed in October 2021 to identify and assess menstrual equity, which refers to the affordability, accessibility, and safety of menstrual products. Importantly, menstrual equity is not just defined by products; it is also about education and reproductive care. Menstrual equity is actualized through equal access to menstrual hygiene products and reproductive health and is a very timely issue being addressed across the nation.

Our Menstrual Equity work group set out to identify the menstrual hygiene challenges faced by students, faculty, and staff at Kansas State University. The first step was to assess what current efforts are being made to make menstrual products available at no cost in campus buildings and residence halls. It was learned that menstrual hygiene products are not consistently available in restrooms across the three campuses, regardless of cost. A limited number of restrooms are being stocked with no cost products, but the supplies are being provided by individuals or grassroots programs.

The work group discussed various ways to address the identified issues. The first was to look at ways to bring about awareness. The group created an informational flyer that defined menstrual equity, highlighted its health impacts, mentioned current efforts at K-State, and provided information on using Health Savings Accounts to purchase menstrual products. The flyer was distributed at the International Women's Day event on March 8, 2022. The workgroup also conducted a survey at the event to gather information about menstrual product accessibility on campus. One question on the survey probed whether product inaccessibility leads to adverse academic/work/social impacts. The survey results indicated that there is an urgent need to consistently make menstrual products available in restrooms at K-State.

During the month of April 2022, the work group partnered with the CARE office to hold a menstrual product donation drive. Collection boxes were placed outside of the CARE office in Holton Hall and a table was set up outside the Union in Bosco Plaza on six different days. Beyond the product drive, the work group wanted to brainstorm what initiatives could be taken to make menstrual hygiene products available in all restrooms on all three campuses at no cost and in a sustainable manner. The workgroup gathered information from the other KBOR institutions to see what efforts, if any, they were making towards addressing menstrual equity. The culminating event that this workgroup undertook, with the help of Kathrin Schrick, was to write a proposal to the K-State Foundation for the All In for K-State campaign ([Appendix I](#)). Upon funding, this proposal would provide for the acquisition and installation of menstrual product dispensers on all three campuses and longer-term funding for menstrual products in all women/family/gender neutral K-State restrooms.

## **Menstrual Equity Recommendation:**

The commission would like the President's support behind this initiative. Since this proposal was not selected by the All In for K-State campaign for 2023 (See [Appendix II](#)), we ask that President Linton initiate alternate sources of funding for this basic human need that affects our campuses.

## **Mental Health**

This work group focused on three objectives: (1) identifying mental health programs and resources for students, faculty and staff who identify as women, (2) identifying gaps in awareness and availability of mental health resources, and (3) generating research questions relevant to this topic.

In support of our work, the group conferred with the following guests: Kathleen Hatch (Morrison Family Associate Vice President for Student Well-being), and Kyle Chamberlin (Assistant Dean of Student Life, K-State Salina)

### **Mental Health Programs and Resources**

The Black Voice Community Support Group mentioned in the 2019-20 Annual Report no longer exists. The following resources and initiatives are available: JED Campus Initiative, Counseling and Psychological Services (CAPS), Wildcat Wellness Coalition, Employee Assistance Program through Human Capital Services, Morrison Family Center for Student Well-being, YOU@KSU ([you@k-state.edu](mailto:you@k-state.edu)), Bandana Project and Project Waypoint, K-State Salina Health and Wellness.

**Gaps in Awareness and Accessibility:** In the past, there was a waiting list for students seeking counseling. Since CAPS implemented their navigated care model, they have been able to match student needs with the right resource level and have eliminated waitlists. Access to CAPS is limited to business hours and to students who are enrolled on the Manhattan campus. Thanks to the successful All In for K-State Campaign this spring, the university is implementing a tele-health solution that would improve access to mental health services for students across K-State, including Salina, Olathe, and Global Campus students. The work group also mined data from the Climate Survey and attempted to get data disaggregated by gender for the Healthy Minds Survey and the Sexual Assault and Violence Survey.

### **Mental Health Recommendations and Research Questions:**

- Disaggregate survey data by gender and other subgroups to help us understand whether there are differential effects/experiences at K-State. Surveys of particular interest are the Climate Survey, the Healthy Minds Study, and the Sexual Assault and Violence Survey. The Healthy Minds Study holds a lot of potential. We have requested results by gender but have not received them to date.
- Explore the following research questions:
  - How have different genders been affected by COVID?

- Given that work-related stress affects mental health: Is there a gender difference in the use and outcome of COVID Impact Statements among K-State faculty?
- How are different genders in STEM fields at K-State experiencing stressors that lead to mental health issues?
- Are members of the K-State community aware of the mental health resources available and have they used them?

### **Professional Development Fund**

The purpose of the Professional Development Fund is to support K-State full-time Support Staff and Unclassified Professionals (non-faculty) in facilitating career development, regardless of gender. Those eligible use the funds for seminars, workshops, and conferences in and around Manhattan, or virtually as limited travel costs are reimbursed. The funds are awarded in both the fall and spring semesters.

To be eligible for funding, the employee must be a full-time K-State classified staff member or unclassified professional (non-faculty) who has been employed by the university in a full-time position for at least one full academic year (two consecutive semesters). Additionally, the employee's department/unit must be asked to contribute to funding the expenses to be incurred. Employees may apply for funding once per academic year with priority given to first-time applicants. Payment for up to 50% of expenses (\$500 maximum per academic year) may be awarded depending on the number of requests received.

A Professional Development Fund committee appointed by the chair meets to review applications. The committee then submits a report at the end of each academic year detailing funds awarded.

In Fall 2021, we distributed \$2063.60 among 8 awardees. Funding in Spring 2022 went to 17 awardees for a total of \$6272.94. Most awardees also received department financial support, and many are first time awardees.

### **Sexual Violence Policy/Climate Survey**

In October 2021, the Center for Advocacy and Response and Education (CARE) and its partners announced the launch of an updated Sexual Assault and Violence Survey for K-State students, faculty, and staff. The CARE Office released an update to K-State Today on April 27th (<https://www.k-state.edu/ksuniteweekly/announcement/?id=82553>). The 1319 student responses and 786 faculty/staff responses mirror national statistics on college campuses. Preliminary analysis indicates a troubling increase in domestic violence and stalking victimization since the onset of the COVID-19 pandemic. The survey results were presented to President Linton and the President's Cabinet during the spring semester. It is anticipated that the results will be made public to the K-State community at the beginning of September 2022.

## **Transgender Taskforce**

This section was prepared by the Transgender Taskforce, in consultation with various campus partners, to assist Kansas State University in providing services and support to transgender students, faculty, and staff. While we understand that there are obstacles to implementing many of these recommendations and developing the resources needed, the solutions we propose are what our institution should strive for in addressing the needs of our transgender campus populations. A full report from the Transgender Taskforce is provided in [Appendix III](#).

Notable advances at Kansas State University in terms of supporting transgender students include: launching our Gender Affirming Care Clinic, sustaining an academic home for transgender studies on campus with a Queer Studies minor, creating a tidal shift in how the Office of Institutional Equity and Title IX office are viewed and thus trusted on campus, embracing public facing queer signage to literally flag queer and transgender belonging at K-State, and promoting menstrual equity across gender identities.

We also note areas for improvement. These include: data systems that continue to out and deadname students, faculty, and staff; student health insurance that does not cover the full spectrum of gender affirming care; TA training that needs more transgender affirming components; instances of outdated and transgender demonizing curricula; the Graduate School dissertation committee structure which has removed the outside chair requirement to become less protective of vulnerable students; documents/forms/websites gendered terminology; the need for more universal restrooms and chestfeeding/lactation rooms; more transgender housing options; trans specializing counselors and healthcare workers; and trans affirming advisor training and hiring practices.

### **Transgender Taskforce Recommendations:**

- Gather data on transgender, non-binary, and intersex students, faculty, and staff. Fix and integrate our data systems to stop deadnaming and outing students, faculty, and staff.
- Create a Transgender Studies cluster hire. Include “queer and trans specialist knowledge” as part of the new Vice President of Diversity job call.
- Renegotiate the terms of the Student Health Insurance to cover transition related gender affirming surgeries. Hire new and train existing physicians to oversee hormone treatments.
- Expand the LGBT Resource Center to more than a one-person office with rotating student staff. Re-train advisors and academics to support transgender students doing queer inquiry.
- Create safe housing for transgender students who have been cast out of their family home and need a safe place to live during winter and summer breaks.
- Substantially expand the number of gender universal restrooms and chestfeeding/lactation rooms on campus.

## **Other Activities of the Commission**

**Guest speakers** – In 2021-2022, the following guest speakers joined us in our monthly meetings to share experiences, communicate timely information, as well as build and maintain alliances: Be Stoney (Interim Chief Diversity and Inclusion Officer) (November 2021), Claudia Petrescu (Vice Provost for Graduate Education, Dean of the Graduate School) (January 2022), Kristi Knight (Head Coach, K-State Women’s Golf) (February 2022), Amy Button Renz (April 2022) (President and CEO of the K-State Alumni Association), and Suzie Fritz (Head Coach, K-State Volleyball) (May 2022).

## **Change in Lactation Policy (April 2022)**

The PCSW collaborated with Jay Stephens from Human Capital Services to approve a change in the K-State Lactation Policy to extend lactation support for employees from one to three years. See Kansas State University Policies, Chapter 4075 (Lactation Support for Employees). The new three-year support period aligns with that provided by the University of Kansas and other peer institutions. We additionally recommend using the term ‘chestfeeding’ alongside lactation and breastfeeding throughout the policy and in the policy name to be inclusive of all parents who wish to chestfeed their children.

## **2022-2023 Work**

**Leadership Change for 2022-2023 – New Chair Monica Macfarlane:** In order to maintain continuity within our group from year to year, we recommend appointing Monica Macfarlane, an active member from the 2021-2022 commission, as the new Chair for 2022-2023. We recommend that the previous Chair (Kathrin Schrick) stay on the commission as Ex Officio to assist the incoming Chair, thus easing the transition process.

## **Upholding K-State's Nondiscrimination Policy – Healthcare Benefits**

After the Supreme Court ruled in the *Dobbs* case overturning *Roe*, they signaled the possibility of overturning *Obergefell*. If the court rules to overturn this landmark case that afforded same-sex couples the right to marry, Kansas same-sex couples would have their marriages nullified overnight. For K-State employees, this could mean the loss of healthcare benefits unless we work to reinstitute previous domestic partner coverage. This is both an issue of internal compliance with our non-discrimination policy as well as a gender equity issue for same-sex couples and transgender individuals in same-sex relationships.

## **Conclusion and Perspective**

The commission will continue to examine issues that are important to women and other similarly compromised groups on the campuses, to review other issues or concerns, and recommend possible solutions to those issues. We appreciate the support of President Linton and the administration regarding our recommendations thus far.

Thank you for taking the time to review this report. We will continue to work on the behalf of gender equity and equality at Kansas State University.

### **2021-2022 President's Commission on the Status of Women (8075)**

#### Faculty Representatives

*Kathrin Schrick*, Chair of the PCSW, Associate Professor, Biology

*Esther Swilley*, Associate Professor and Department Head, Marketing

#### KSU Salina Aerospace and Technology Representative

*Merta Scott-Hall*, Instructor, Sociology, Anthropology & Social Work

#### Unclassified Professionals Representatives

*Deborah Kohl*, Program Coordinator, Master of Agribusiness (MAB), Agricultural Economics

*Leena Chakrabarti*, Associate Director for Student Services, English Language Program (ELP)

*R.J. Youngblood*, Assistant Director, Academic Achievement Center

#### University Support Staff Representatives

*Tracey Hurt*, Academic Program Specialist, Registrar's Office

*Monica Macfarlane*, Assistant Graduate Coordinator, Grain Science & Industry

*Kimm Sanchez*, Accountant, KSU Salina Aerospace and Technology

#### Student Representatives

*Sara Haggard*, Co-Director, Sexual Assault Awareness and Prevention, Student Governing Association and Undergraduate, Medical Biochemistry and Spanish

*Sophia Thuenemann*, Co-Director, Sexual Assault Awareness and Prevention, Student Governing Association and Undergraduate, Human Development and Family Science

*Kennedy Goetz*, Undergraduate, Political Science

*Slava Prokhorets*, Graduate Student, Psychological Sciences

#### Ex Officio Representatives

*Jeannie Brown Leonard*, Vice Provost for Student Success

*Stephanie Foran*, Interim Director, Center for Advocacy, Response and Education (CARE)

*Christie Launius*, Associate Head, Social Transformation Studies

*Colleen Rittmann*, Executive Assistant, Office of the Vice President for Student Life

*Sara Thurston*, Director, International Student and Scholar Services

*Debra Wilcox*, Past Chair, College of Engineering

## Appendix I. All In for K-State Application 2022.04.29

### Q1

Full name, email and phone number of applicant

Name **Kathrin Schrick, Chair, President's Commission on the Status of Women (PCSW)**  
Email address **kschrick@ksu.edu**  
Phone number **785-532-6360**

### Q2

College, department and major. Include major if a student

**President's Commission on the Status of Women (PCSW)**

### Q3

Name, email and phone number of Dean, department head or adviser

Name **Mark Ungerer, Department Head, Biology**  
Email address **mcungere@ksu.edu**  
Phone number **785-532-6615**

### Q4

Please upload the Dean, department head or adviser acknowledgement form, which can be found here. Your application must include the completed acknowledgement form to be accepted.

**All In for K-State Giving Day Acknowledgement Form.pdf (281.8KB)**

### Q5

Name of project or program

**Menstrual Equity Fund**

### Q6

Who does the project serve? How many K-Staters will benefit and how?

This project will serve the entire K-State Community including the Manhattan, Olathe, and Salina campuses, by providing a safe and supportive learning environment for students, staff, and faculty. Hand soap, paper towels, and toilet paper are provided free of charge to everyone who visits our K-State restrooms. Our aim is to extend campus services to provide free and easily accessible menstrual products in women's, gender neutral, unisex, and family restrooms. There are isolated efforts currently underway to achieve this goal at K-State. The President's Commission on the Status of Women (PCSW) recently formed a subcommittee to focus our efforts on menstrual equity. We and our collaborators are committed to form a united front to fully fund the availability and accessibility of menstrual products long-term.

The Menstrual Equity Fund will specifically impact women and other members of our community who menstruate. In accordance with a nationwide trend, the percentages of female students are increasing at K-State, from 49.0% in 2017 to 52.3% in 2021 (KSU Office of Institutional Research). In 2021, there were 10,582 students who identify as women, along with 497 faculty and 1983 staff (a total of 13,062 females out of the 25,027 population).

Menstrual Equity encompasses the equal access of hygiene products as well as education about reproductive health. Menstruation is a natural process, and individuals are not able to choose or control when it occurs. There are members of our community that live on campus or attend classes for much of their



day. For some individuals, affordability is a challenge. For even more individuals, easy access to menstrual hygiene products is a health issue, and without it, interruptions in education, i.e., missing a class or other activity can unnecessarily occur.

Imagine a scenario where K-State is at the forefront of the Menstrual Equity movement that is sweeping across the United States and the globe. Menstrual Equity is especially important in educational settings, and is beneficial to overall hygiene and public health on our campuses. Moreover, first impressions are important. This fund will not only benefit K-Staters, but promises to aid in retention as well as in recruitment new students, staff, and faculty.

#### Q7

Describe the project/program goals and scope.

**The mission of Menstrual Equity Fund is** to provide free-of-charge menstrual products in all women's, gender neutral, and family restrooms across the Kansas State University community. The scope of the Menstrual Equity Fund and the public health and hygiene initiative it represents will impact the entire K-State community at the Manhattan, Olathe, and Salina campuses. **Our overarching goal is** to promote an equitable, stigma-free, and welcoming environment for all menstruating individuals among our students, staff, and faculty, as well as to visitors.

#### Q8

Describe the project/program structure and strategy.

The Menstrual Equity Fund is proposed through a collaborative partnership between the PCSW and the Division of Facilities. The major role of the PCSW is in coordinating support among various campus entities and connecting with our university leadership through the Office of the President. The complementary role of the Division of Facilities is in the design and implementation of the project. This project fulfills the definition of a fundable idea. In our Budget, we list a quote from a vendor (*Aunt Flow*, a Columbus, Ohio-based company), which includes the purchase, installation, and stocking of menstrual product dispensers in restrooms across K-State. *If we receive the funding support tomorrow, we have a structure and strategy for the next steps to make Menstrual Equity a reality for the K-State community.*

#### **Role of PCSW:**

The PCSW will have an organizational role and will be in contact with collaborators and teams involved in supporting this initiative (see list of collaborators/partners). Importantly, the PCSW will solicit input for the design of educational decals for women's, gender neutral, and family restrooms and for the dispensers in these locations. The purpose of the messaging on the decals/stickers is to increase visibility of the Menstrual Equity support system for menstruating individuals. That support system will include the KSU Foundation.

#### **Role of Division of Facilities:**

The Division of Facilities already manages and maintains the ~806 restrooms to be serviced (469 women's, 251 unisex, 28 gender-neutral, and 58 family restrooms) across the K-State community, including the Manhattan, Olathe, and Salina campuses. The dispensers and menstrual supplies will be purchased from the vendor of choice (see Budget for quoted pricing from *Aunt Flow*), based on cost-effectiveness. We will request quotes from other vendors for cost comparisons prior to ordering. If *Aunt Flow* is chosen as our vendor, installation of the dispensers will be managed by the Division of Facilities custodians, and this will require an added cost to the project in terms of salaries (See Budget). The Division of Facilities estimates that the installation phase will require about one week for the entire K-State community. The dispensers will be stocked with menstrual supplies (pads and tampons) upon installation. Maintenance of the dispensers will be managed by the custodial team, similar to the manner in which paper towel dispensers are maintained. The maintenance time, an estimated 10 min/week/restroom, will require an additional cost in terms of custodial salaries.

The overall funding strategy for this project is to be named the All In for K-State Funding campaign for 2023. Thereafter, a Menstrual Equity Fund will be permanently established at the K-State Foundation to support the Division of Facilities in the effort to supply and maintain the K-State community restrooms with menstrual products free-of-charge in the long-term future.

#### Q9

Please include a timeline of planned work, activities, etc.

January 2023	– Announcement of the fundraising focus of the All In For K-State Campaign as being Menstrual Equity.
January-March 2023	– Ongoing collaboration with KSU Foundation for All In For K-State including promotion of this giving opportunity through social media and other efforts.
April 2023	– Place orders for dispensers and menstrual products, allowing a 3-month lead time for acquisition.
July 2023	– Installation and stocking of dispensers (1 week).
August 2023 - onwards	– Maintenance and regular stocking of dispensers by Facilities.
January 2024	– Establishment of a permanent Menstrual Equity Fund through the KSU Foundation.

#### Q10

Why is this project important to K-State and/or K-Staters?

The Menstrual Equity project is important to K-State and to K-Staters because we are a family that values education. Any obstacle to learning should be removed to provide our students with the educational experience and opportunities that they aspire to. Our staff and faculty will also more efficiently and creatively perform their duties under the scenario in which menstrual products are accessible and freely available to all. Moreover, our community additionally values hygiene as well as efforts to improve public health standards for the greater good.

#### **We aim to end *Period Stigma* and put the brakes on *Period Poverty*.**

On International Women’s Day (March 8, 2022), the PCSW subcommittee on Menstrual Equity conducted a survey to assess the possible impact of funding our Menstrual Equity project. Nearly 100 (93) K-State students who visited our table in the Business Building completed the survey. Of these, 11% responded that they had struggled to afford menstrual products in the last year, and 5% indicated that they struggle to afford period items every month. An astonishing 22% reported that they missed class, work, or another important activity because of the lack of a menstrual product. Extrapolating these numbers, we estimate that a considerable proportion of the K-State community is impacted by menstruation, a natural process for female (and some gender neutral) bodies. Discussions with students who visited our table provided anecdotal evidence that the *lack of visibility and lack of education* about monthly periods adds to the stigma menstruating individuals face in their daily lives.

The statistics from our limited survey mirror nationwide data from a 2021 *State of the Period* poll that surveyed 1,010 US teens who menstruate [1]. In this poll, 23% of students struggled to afford period products, 51% of students wore period products for longer than recommended, and 16% chose to purchase period products over food or clothing. Not surprisingly, over 80% of students agreed that if there is free toilet paper in restrooms, menstrual products should be free-of-charge. Relating to period shame, 76% of students indicated a negative association with menstruation, and 62% indicated that the “*world is not set up for them to manage their periods with full confidence.*”

[1] State of the Period 2021. The widespread impact of period poverty on US students.  
<https://period.org/uploads/State-of-the-Period-2021.pdf>

### **Initiatives at peer institutions**

The proposed Menstrual Equity initiative for K-State would *match or surpass* efforts at peer institutions. The University of Kansas launched a program in 2019, stocking 50 restrooms across 29 campus buildings with free menstrual supplies. Their annual supply cost is ~\$11.8K, which is funded by private monies through Student Affairs. The University of Minnesota began providing tampons free-of-charge in campus restrooms in 2007, paid out of the facilities budget. At the University of Nebraska (UNL) a menstrual equity project was initiated in 2015, and this has been similarly funded through the custodial services' annual budget. Similar campus-based projects are getting more widespread as awareness is raised.

### **It's becoming the law.**

There is a wave of new legislation across the United States impacting access to menstrual products in educational settings. In California, beginning in the 2022-23 academic year, the **Menstrual Equity for All Act** will mandate the California State University system to provide menstrual products free-of-charge on campuses. This legislation encourages the regents of the University of California and private institutions to follow suit. Legislation is in progress in >20 other states including Illinois, where free period products will be provided in college restrooms. This movement is not restricted to the United States. Legislation changes across the globe are making waves. Canada, Australia, and New Zealand have requirements to provide period products, and there is international legislation in Europe (England, Scotland, France), Africa (Kenya, Botswana, Uganda, Zambia), as well as several provinces in South America.

### **Q11**

Are you applying to create something new or to sustain/improve an existing program? Please explain.

Our Menstrual Equity initiative is new because it provides a long-term solution to address the issue at hand. It builds on and unifies various efforts that are ongoing within the K-State community.

### **The present state of efforts towards Menstrual Equity at Kansas State University.**

The K-State Union stocks vending machines in various restrooms at the cost of 25 cents per maxi pad or tampon. Currently, there are several efforts to make menstrual products available free-of-charge on our K-State campuses. Cats' Cupboard (Manhattan) and Cats' Corner (Salina) stock various menstrual items (pads, tampons, and cups) for distribution to those in need. The Social Justice Alliance (Housing and Dining Services) has been providing menstrual products to individuals in the Manhattan residence halls. However, Eddy Gonzalez (Area Coordinator for Student Development, SJA) reports that their program is not sustainable due to a shortage of supplies. Last year, the Student Governing Association (SGA) applied for seed money through the FY23 Student Centered Tuition Enhancement (SCTE) fund (\$4500) to purchase 10 dispensers, menstrual supplies, and informational decals with K-State logos to distribute across campus restrooms. The Lafene Student Health Center supplies feminine hygiene items, but these are meant for patient needs. One K-State instructor known as the *Period Fairy* [2] previously used her own personal funds to stock baskets in Fairchild Hall restrooms. This generous individual has inspired others to follow suit in keeping menstrual items stocked in several buildings on the main campus. During the month of April (2022), we (PCSW) and the CARE Office co-sponsored a Menstrual Product Donation Drive at the Manhattan campus to raise awareness of our cause and to collect supplies for distribution across K-State.

*Our goal is to unify the various efforts across our campuses and to fully fund the menstrual equity cause long-term.*

[2] <https://www.kstatecollegian.com/2019/05/07/period-fairy-brings-free-menstrual-products-to-campus-to-help-students-caught-off-guard-in-period-poverty/>

**Q12**

List your partners/collaborators.

Our most important partner in our mission is our co-applicant, the **Division of Facilities**.

Multiple campus entities have already committed to supporting our cause as partners/collaborators:

- Center for Advocacy, Response, and Education (CARE) Office
- Cats' Cupboard (Manhattan)
- Cats' Corner (Salina)
- Division of Student Life
- Division of Housing and Dining Services (HDS), including HDS Facilities Management
- Lafene Student Health Center
- K-State Union and K-State Union Building Services
- Social Justice Alliance (SJA)
- Student Governing Association (SGA)

**Q13**

What are your anticipated project results and how is success defined for this project? Results must be realistic and measurable.

Our Menstrual Equity initiative is timely and fundable with anticipated and measurable results, making it an excellent candidate for the 2023 All In For K-State Campaign. This project will transform the K-State campuses in Manhattan, Olathe and Salina to be more welcoming, safe and equitable for those who menstruate and for the entire Wildcat family. Students will miss fewer classes and other learning activities. Like the students, staff and faculty will also experience fewer obstacles with menstrual products being more accessible. With increased visibility of the Menstrual Equity project, we will work towards combating *period stigma*. Overall, success of our Menstrual Equity initiative will be defined in terms of enhancing enrollment, retention, and recruitment of talent to our university. First impressions can make a difference, even when they come in the form of visiting a restroom. A modern restroom stocked with all the necessary amenities is a public health gold standard that makes for a welcoming environment.

**Q14**

If chosen, what fund (what number) will receive the giving day revenue? Please describe what the anticipated use of this fund would be at 30, 60 and 90 days.

NFQG602200-7000-60020 (Division of Facilities)

At 30 days or ASAP: This fund will initially be used to purchase dispensers for the menstrual products (pads and tampons), as well as supplies to stock the dispensers.

**Q15**

If selected, how would you utilize social media and other marketing outlets available to you for promotion of this giving opportunity?

Communications efforts and visibility will be key to the success of the Menstrual Equity funding campaign. We would plan to use multiple Kansas State University websites, including the Salina and Olathe branch campuses to spread the word. Additionally, we will post messaging on relevant Facebook, Twitter, and Instagram sites to promote this giving opportunity. We will be in close contact with the Division of Communications and Marketing to request additional support relating to social media from our campus

partners and collaborators. We envision using digital signage across the K-State campuses to encourage generous donations and support.

**Q16**

Use this space to add co-applicants and their contact information and any relevant supporting information that has not been addressed in the application.

Our Co-Applicant:

**Linda Craghead, Director of Facility Services**

**Stephanie Brecheisen, Custodial Manager**

**Division of Facilities**

**785-532-1789**

[lindacraghead@ksu.edu](mailto:lindacraghead@ksu.edu)

[bayleemo@ksu.edu](mailto:bayleemo@ksu.edu)

**Q17**

Budget proposal

**All In for K-State Budget for Menstrual Equity.pdf**

See next page (7).

## ALL IN FOR K-STATE - Budget for Menstrual Equity Fund

Gender neutral restrooms	28
Family restrooms	58
Unisex restrooms	251
Women's restrooms	469
Total number of restrooms that will need dispensers	806
Estimated cost for the dispensers, if <a href="#">Aunt Flow</a> is chosen as the vendor of choice	\$161,200.00 * (806 X \$200)
115 Tampon cartridge cases (500 units/cs): \$125 ea	\$14,375.00 * (115 X \$125)
175 Pad cartridge cases (500 units/cs): \$125 ea	\$21,875.00 * (175 X \$125)
Delivery of products	\$3,130.00
Installation cost for Facilities	\$3,766.00 (806 X 20 min X \$14/hr salary= 269 work hrs X \$14)
<b>Initial cost, installation***, dispensers and menstrual products</b>	<b>\$204,346.00</b>
Menstrual products cost from Year 2 and each consecutive year	\$36,250.00 ** (\$14,375.00 + \$21,875.00)
Delivery of products	\$1,000.00
Sustaining staffing costs for Facilities from Year 2 onwards	\$86,464.00 per year (10 min per restroom X 806 restrooms X 46 weeks = 370,760 min = 6179 hrs X \$14/hr salary)
<b>Continued cost of menstrual product supplies and maintenance</b>	<b>\$123,714.00 per year</b>

\*Assumes tax exempt status

\*\*Once the program is rolled out and accurate usage is established within the first 90 days, *Aunt Flow* can set up automated shipping.

\*\*\*Installation Guide for Dispensors from *Aunt Flow*: Model E includes the dispenser, installation manual, stainless steel screws, universal Model E keys, to-scale paper wall-mount guide and plastic wall anchors.

## **Appendix II. All In for K-State feedback from declined application**

### **Applicant**

Kathrin Schrick, Chair, President's Commission on the Status of Women, kschrick@ksu.edu, 785-532-6360

### **Dean, Department Head or Advisor**

Mark Ungerer, Director, Division of Biology, mcungere@ksu.edu, 785-532-6615

### **Fundable Idea**

Menstrual Equity

#### **Pros**

- Large number of students, faculty and staff could benefit on all 3 campuses
- Attainable program and designed to address a public health issue
- Good timeline and scope identified
- Budget is well planned

#### **Cons**

- Excluding ½ of the campus community may be a concern for donors
- Not a main pillar of education
- Other applicants address larger challenges on campus

### **Summary**

Feedback from the review committee focused heavily on sustainability. The program has a practical and executable plan, but there was concern for overhead and maintenance moving forward. Discussion amongst the review members demonstrated agreement that it is an important issue, however it is limited in scope and would be difficult to fundraise for something that may be argued should be met through campus budget.

## **Appendix III. 2022 Transgender Task Force Report**

### **K-State Transgender Task Force Report**

#### **Taskforce Members:**

Rachel Levitt, PhD (Chair)

Adrien Kade Sdao

Brandon Haddock, PhD, LGBT Resource Center Coordinator

Be Stoney, PhD, Interim Chief Diversity and Inclusion Officer

Harlan Weaver, PhD

Jan Elsasser, Deputy CIO for Business Intelligence, Analytics, and Enterprise Applications

Julie Rowe, Diversity, Inclusion and Access Coordinator at Kansas State University Polytechnic

Kathleen Hatch, the Morrison Family Associate Vice President for Student Well-Being

Kathrin Schrick, PhD

Courage Wortman

Christie Launius, PhD, Interim Head Social Transformation Studies Department

Mariya Vaughan, Assistant Director K-State First

Nicole Coon

Susan Rensing, PhD, Co-Chair Queer Studies Minor

RJ Salmen

Sam Sharpe

Stephanie Lott, Director of OIE/Title IX Coordinator

Stefan Yates, Special Assistant to the Chief Diversity and Inclusion Officer

Thomas Lane, PhD, Vice President for Student Life/Dean of Students



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## Introduction

In the 2015 US Transgender Survey (the 2022 follow-up survey is currently underway), 72% of transgender students in K-12 schools were found to have experienced harassment, physical violence, worse punishment by school staff, and sexual assault because they were openly transgender or perceived to be transgender, leading 17% to drop out.<sup>1</sup> In Kansas, those rates are even worse, standing at a 83% mistreatment rate for trans students, however our dropout rate is lower at 11%.<sup>2</sup> When the students that persevere through such bullying during their early education come to college, we do not have statistics on what happens to them once they get here. Transgender identity is not one of the categories tracked by federal data gathering requirements, nor do we as an institution currently track our transgender retention numbers for students, faculty, or staff. We do not know how many students we lose after their first year on campus. We don't know how many successfully make it to graduation and which departments and programs have the best track record and strategies for supporting, retaining, and matriculating trans students. Going forward, we need more data.

2022 was the worst year in the history of the United States for anti-transgender legislation.<sup>3</sup> Here in Kansas, trans girls were targeted by laws that aimed to ban them from women's and girl's sports (SB 484). We faced a functional ban on trans affirming care because the state legislature proposed a law that would make it a felony for doctors and anyone else who enabled gender affirming care like surgery, hormones, or hormone blockers for trans youth (HB 2210 and SB 214). In total there were seven bills this legislative session that either specifically targeted or included trans people within the population most effected. These laws are in addition to the hardships and barriers already faced by transgender members of our KSU community on a day-to-day basis.

This report portrays the challenges that transgender Wildcats must overcome and the complex systems that they are often forced to navigate on campus. Given this, Kansas State University should address these disparities and ensure that transgender students, faculty, and staff are able to

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<sup>1</sup> <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>

<sup>2</sup> [https://transequality.org/sites/default/files/docs/usts/USTSKSStateReport\(1017\).pdf](https://transequality.org/sites/default/files/docs/usts/USTSKSStateReport(1017).pdf)

<sup>3</sup> <https://www.reuters.com/article/us-usa-lgbt-lawmaking-trfn/2021-is-worst-year-for-gay-and-trans-rights-in-war-on-lgbt-americans-idUSKBN2CS2EP>

experience K-State as an inclusive university. This includes eliminating barriers, fixing broken systems, updating curriculum, ending mistreatment in our classrooms and workplaces, and modeling a trans affirming culture. As the national and state level attacks continue against transgender people, institutions of higher education play a crucial role in setting the tone for embracing gender diversity, equity, inclusion, and justice.

### **Areas of Achievement:**

- Creation of Lafene's Gender Affirming Care Clinic, launched Spring 2022
- Queer Studies minor as an academic home for transgender studies inquiry
- Office of Institutional Equity and Title IX Office are making significant culture changes on campus, building trust and repairing relationships across campus and within key demographics
- Queer and Trans signage, including rainbow and trans flags available at events like open house, the campus store, rainbow tassels at graduation, public recognition of queer student clubs at sporting events, etc. make public facing statements about queer belonging on campus
- Menstrual Equity. The President's Commission on the Status of Women, the CARE office, and the LGBT Resource Center have worked to make sure folks across campus have access to menstrual products, free of charge. These materials have been placed in men's bathrooms, women's bathrooms, and gender universal bathrooms so menstruating people of all genders can have access. Additionally, an increasing number of men's bathrooms and gender universal bathrooms have in-install sanitation bins, allowing for the disposal of menstruation products without having to leave the stall and be outed to the rest of those in the bathroom. This is a significant step forward for trans equity and safety.

### **Areas Needing Improvement:**

- Data collection. Transgender members of the K-State community are not counted in demographic data, in retention data, in graduation data, etc.
- Deadnaming of students, faculty, and staff
  - Student Life often outs trans students and deadnames them through the letters they send informing professors that a student has experienced an illness, is having a hard time, or is dealing with having experienced interpersonal violence. KSIS and Maxient do not interface well. This means a trans student that has just survived a hate crime, that is seeking support and resources from Student Life runs the risk of being deadnamed and outed to their professors, facing additional discrimination, institutional betrayal, and being retraumatized.
  - Housing and Dining's system also continues to deadname students after they have changed their name on their ID. This means every time a student gets a meal or accesses other Housing and Dining services they face being invalidated as who they are.
  - Trans and Non-binary graduate students that are instructors of record for courses are also put in a position to out themselves to their department chair in order to not be deadnamed and outed to their students on Canvas. Canvas auto-populates

instructor names and the process of changing the name of the instructor is arduous.

- Student Health Insurance’s gender affirming care coverage. Presently, the health insurance our students can opt for only covers hormones. It should cover top and bottom surgery, electrolysis, vocal training, intersex care, and endometrial care to align with what other colleges and universities offer their students and to align with the heart of our non-discrimination policy. See Appendix A.
- TA training. TA training needs to be trans and non-binary affirming. Part of the “College Teaching” course needs to address how to support trans students. And trans students that are going to become TA’s and instructors need to be supported given the particular challenges trans instructors face in our classrooms. Note, not all graduate students that become TAs take this course, thus there need to be additional ways to make sure that TAs across departments get this training.
- Curriculum. University-wide curriculum varies in its trans competency. When students experience trans invalidating or queer demonizing content, unless it targets that individual student, our anti-discrimination policies and federal protections offer little relief. What might be thought of as merely “dated” curriculum is doing harm and so far, our structures are ill equipped to remediate it.
- Protecting Graduate Students. The Graduate School did away with the “Outside Chair” requirement, stripping one of the few protections graduate students had against abusive committees and toxic department cultures. Gender diverse graduate students, grad students of color, international students, and those who exist at the intersection of those identities often have some of the thinnest support networks and the highest rates of abuse. Without an “Outside Chair” as an observer and arbitrator, trans students in particular are more vulnerable to mistreatment.
- Documents, forms, and records: We need to overhaul all of the gender binary language on documents, forms, records, and website pages to ensure that gender-inclusive language is being used (e.g., acknowledge the existence of trans people; include gender options beyond male and female). Avoid unnecessarily gendered language (e.g., in communications to parents, say “your student” instead of “your son or daughter”). Consistency across offices (e.g., admissions, the registrar, housing and dining, all University webpages) should be prioritized.
- Restrooms and chest feeding rooms. We need more gender-inclusive restrooms and gender-inclusive chest feeding rooms. All existing restrooms should be reviewed, and a not insignificant number should be modified to be gender-inclusive. These should be well advertised around campus. Do not label these “family restrooms” unless there is a changing table. Obscuring that these are gender inclusive or universal is a form of erasure and shows the institution’s internalized transphobia. Also, chest feeding rooms need to be accessible to all genders and should not require walking through a “women’s” bathroom to access like in Leisure Hall.
- Trans-inclusive healthcare workers. Both our own healthcare workers at Lafene and who we have been referring students to in the community have not always shown trans competency, and worse, at times have been overtly hostile to trans folks.
- Academic Advisors—we have lots of reports of advisors telling students not to minor in Queer Studies, be involved in LGBTQ student groups, or do graduate projects that center LGBTQ issues because it will “look bad” for jobs later.

## Recommendations:

- Gather data on transgender students, faculty, and staff. Transgender members of the K-State community need to be counted in demographic data, in retention data, in graduation data, in faculty breakdowns, in equity and inclusion data, in understanding tenure disparities, pay equity, etc.
- Transgender Studies cluster hire of 5 new faculty to help create a critical mass of area expertise on campus in a diversity of disciplines. This will help modernize our curriculum across the university. It will also raise the collective consciousness on campus by having more experts in myriad disciplines.
- Make part of the job call for the new Vice President of Diversity, Equity, Inclusion, and Belonging include: “Queer and Trans specialist knowledge, not mere competency.”
- Renegotiate the terms of the Student Health Insurance to cover transition related gender affirming surgeries. 148 colleges and universities across the US already cover transition related surgical care. K-State is one of 28 that only covers hormones.<sup>4</sup> However, to access hormones, students go through our gender affirming care clinic and have to pay out of pocket for an appointment at KU Med for an initial appointment to meet with their specialist team, determine levels, and prescription plans. Functionally this makes accessing gender affirming hormonal care cost prohibitive for many students to start and our espoused “coverage” only partial because we outsource to a clinic our student’s insurance is not accepted at.
- Hire new and train existing physicians so that they can initiate hormone treatment, write prescriptions for hormones, and monitor hormone levels for transitioning students without having to coordinate through KU med.
- Integrate and patch data systems, like K SIS, Maxient, Org Central, and Housing and Dining’s system, so students will be affirmed when accessing food, resources, courses, and support on campus. For staff and faculty, integrate and patch data systems with HRIS and Pageup that allows for changing one’s name and/or spouse/partner so that employees are not outed and deadnamed to students and others.
- Expand the LGBT Resource Center to more than a one-person office with rotating student support staff. With additional permanent staff the resource center could coordinate with academic units to offer more co-curricular events, create advisor and TA trainings, expand student support resources, update and coordinate name change support across campus, revolutionize LGBTQ recruitment and retention, and achieve higher level policy changes in a more timely and efficient manner.
- Substantially expand gender universal restrooms and chestfeeding rooms across campus. Prioritize those areas that are queer serving spaces like Holton Hall where the LGBT Resource Center is housed. Presently, the LGBT Resource Center and other student services within that building only offer students binary gender restrooms.
- Have dedicated reserved housing and access to food over winter break and during the summer for trans students who have been kicked out of their family of origin’s homes and need a safe place to live. One in ten (10%) of trans people that are out to their

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<sup>4</sup> See for reference: <https://www.campuspride.org/tpc/student-health-insurance/>

immediate family reported that a family member was violent towards them because they were transgender, and 8% were kicked out of the house because they were transgender.<sup>5</sup>

- Trans-inclusive/expert counseling and healthcare workers. Counseling and health services staff should not only receive training on trans-inclusive and trans-affirming practices, but that should also be part of hiring criteria and job retention evaluation as it is part of maintaining non-discrimination as well as equity and inclusion policies and commitments. Efforts to hire trans providers should also be made. Providers should be familiar with the trans-affirming providers and services in the broader community and should regularly update their referral lists—especially if on-campus providers cannot provide transition-related medical care such as hormone therapy, intersex treatments, and safe spaces for trans and non-binary endometrial care.
- Academic Advisors—we have reports of advisors telling students not to minor in Queer Studies, be involved in LGBTQ student groups, or do graduate projects that center trans issues because it will “look bad” for jobs later. We need advisors to not proliferate homophobic and transphobic advice to students when we know that diversity, equity, inclusion, and justice competencies are some of the most sought-after skills in today’s job market. We recommend existing academic advisors go through specific training on how to support queer students and recognize their internalized homophobia and transphobia, and that going forward new academic advisor job calls and hiring processes include queer and trans affirming competencies.

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<sup>5</sup> <https://transequality.org/sites/default/files/docs/usts/USTS-Full-Report-Dec17.pdf>

## Appendix A

### Colleges and Universities that Cover Transition Related Medical Expenses Under Student Health Insurance

Produced by: Genny Beemyn, Ph.D., Director of the UMass Amherst Stonewall Center

## Colleges and Universities that Cover Transition Related Medical Expenses Under Student Health Insurance

Produced by: Genny Beemyn, Ph.D., Director of the UMass Amherst Stonewall Center

This material is a direct reproduction, cut and paste, from:  
<https://www.campuspride.org/tpc/student-health-insurance/>

At least 148 colleges and universities cover hormones and gender-affirming surgeries for transitioning students. At least 28 cover just hormones (\*\*). Last updated 2/28/22.

### Arizona

- Arizona State University
- Northern Arizona University
- University of Arizona

### California

- California Institute of Technology
- Claremont McKenna College
- Harvey Mudd College
- Mills College
- Occidental College
- Otis College of Art & Design
- Pitzer College
- Pomona College
- Scripps College
- Stanford University
- University of California system [10 colleges]
  - University of California, Berkeley
  - University of California, Davis
  - University of California, Irvine
  - University of California, Los Angeles
  - University of California, Merced
  - University of California, Riverside
  - University of California, San Diego
  - University of California, San Francisco
  - University of California, Santa Barbara
  - University of California, Santa Cruz
- University of Southern California

### Colorado

- Colorado School of Mines\*\*
- Colorado State University
- Metropolitan State University of Denver\*\*
- University of Colorado, Boulder
- University of Colorado, Denver

University of Denver  
University of Northern Colorado\*\*

**Connecticut**

Central Connecticut State University  
Connecticut College  
Eastern Connecticut State University  
Southern Connecticut State University  
Trinity College  
University of Connecticut  
Western Connecticut State University  
Yale University

**Delaware**

University of Delaware

**District of Columbia**

American University  
George Washington University

**Georgia**

Emory University

**Illinois**

Northern Illinois University  
Northwestern University  
School of the Art Institute of Chicago  
Southern Illinois University, Carbondale  
University of Chicago  
University of Illinois, Chicago  
University of Illinois, Urbana-Champaign

**Indiana**

Earlham College  
Indiana University  
Purdue University

**Iowa**

University of Iowa

**Kansas**

Kansas State University\*\*

**Kentucky**

University of Louisville

**Louisiana**

Tulane University\*\*

**Maine**

Bowdoin College  
University of Maine\*\* [7 campuses]  
— University of Maine, Augusta  
— University of Maine, Farmington  
— University of Maine, Fort Kent  
— University of Maine, Machias



- University of Maine, Orono
- University of Maine, Presque Isle
- University of Southern Maine

### **Maryland**

Goucher College  
Johns Hopkins University  
Maryland Institute College of Art  
University of Maryland

### **Massachusetts**

Amherst College  
Babson College  
Berklee College of Music  
Boston University  
Brandeis University  
Bridgewater State University  
Clark University  
Emerson College  
Hampshire College  
Harvard University  
Lesley University  
Massachusetts Institute of Technology  
Mount Holyoke College  
Northeastern University  
Simmons University  
Smith College  
Suffolk University  
Tufts University  
University of Massachusetts, Amherst  
University of Massachusetts, Dartmouth  
Wellesley College

### **Michigan**

Eastern Michigan University  
Kalamazoo College  
Michigan State University  
University of Michigan

### **Minnesota**

University of Minnesota [5 campuses]  
— University of Minnesota, Crookston  
— University of Minnesota, Duluth  
— University of Minnesota, Morris  
— University of Minnesota, Rochester  
— University of Minnesota, Twin Cities

### **Missouri**

University of Missouri, Columbia  
University of Missouri, Kansas City\*\*  
Washington University in St. Louis

**Montana**

Montana State University, Bozeman

**Nebraska**

University of Nebraska, Lincoln

University of Nebraska, Omaha

**New Hampshire**

Dartmouth College

University of New Hampshire\*\*

**New Jersey**

The College of New Jersey

Kean University

Montclair State University

Princeton University

Rowan University

Rutgers University

**New York**

Colgate University

Columbia University

Cornell University

Hobart and William Smith Colleges

Ithaca College\*\*

The New School

New York University

Pace University

Rochester Institute of Technology\*\*

State University of New York, Oneonta\*\*

State University of New York, New Paltz

Stony Brook University

University at Buffalo\*\*

University of Rochester

Vassar College

**North Carolina**

Duke University

Guilford College

North Carolina State University\*\*

**Ohio**

Case Western University

Cleveland State University

Kent State University

Kenyon College\*\*

Miami University

Ohio State University

Ohio University

Wright State University\*\*

**Oregon**

Lewis and Clark College\*\*  
Oregon State University  
Portland State University  
Reed College  
University of Oregon  
Willamette University

**Pennsylvania**

Allegheny College\*\*  
Carnegie Mellon University  
Drexel University  
Gettysburg College  
Haverford College  
Lehigh University  
Pennsylvania State University  
Point Park University  
Swarthmore College\*\*  
University of Pennsylvania  
University of Pittsburgh  
Widener University\*\*

**Rhode Island**

Brown University  
University of Rhode Island

**South Carolina**

University of South Carolina\*\*

**Tennessee**

Vanderbilt University

**Utah**

University of Utah

**Texas**

Southern Methodist University  
Texas State University  
Texas Tech University\*\*  
University of Houston  
University of North Texas\*\*  
University of Texas, Austin  
University of Texas, Dallas

**Vermont**

Champlain College  
University of Vermont

**Virginia**

University of Virginia  
Virginia Tech

**Washington**

University of Washington  
Washington State University

**Wisconsin**

University of Wisconsin, Madison

***Meet the Clearinghouse Coordinator***

Genny Beemyn, Ph.D., is the director of the UMass Amherst Stonewall Center, the campus LGBTQIA+ center. They have published and spoken extensively on the experiences and needs of trans college students, including writing some of the first articles on the topic in the 2000s. Among the books Genny has written are *The Lives of Transgender People (2011)*; *A Queer Capital: A History of Gay Life in Washington, D.C. (2014)*; and the anthology *Trans People in Higher Education (2019)*. With Abbie Goldberg, they edited *The Encyclopedia of Trans Studies (2021)*. They are currently writing *Campus Queer: Addressing the Needs of LGBTQ+ College Students* with Mickey Eliason for Johns Hopkins University Press. In addition to being the coordinator of the Clearinghouse, Genny is an editorial board member of the *Journal of LGBT Youth*, the *Journal of Bisexuality*, the *Journal of Lesbian Studies*, and the *Journal of Homosexuality*. They have a Ph.D. in African American Studies and master's degrees in African American Studies, American Studies, and Higher Education Administration. More about Genny can be found on their website: [www.gennyb.com](http://www.gennyb.com)