

4/8/2021 – Steering Committee, JSU Pride LGBTQ+ Faculty and Staff Collective

- Attendance: Andrea Beerwinkle, Eric McCulley, Freddy Clements, Linda Mitchell, Tyler Brown, Ashley Turner
- Freddy led today's meeting
- Logo discussion
 - Comment about thicker lines in the top part of the rainbow, make this match the second logo – same thickness – Freddy said he would reach out to marketing about this



- LGBTQ+ Support Committee (up from this level)
- JSU Pride LGBTQ+ Faculty and Staff Collective Leadership
 - Chair of LGBTQ+ Support Committee chair, treasurer, social chair, programming chair, secretary/social media, etc. (committee of 5)
 - Secretary – Ashley Turner
 - Chair – Linda Mitchell
 - Social chair – Tyler Brown
 - Treasurer – Andrea Beerwinkle
 - Programming – Eric McCulley (bringing alumni in to speak)
- How do we go about getting an account (tax-exempt account) for this group to function within or outside of JSU for funds – treasurer
- Ideas:
 - Once a semester do something with students and faculty
 - Once a month for faculty and staff that is social

- Suggestion to create a Teams for our group
 - Freddy is going to reach out to Andrew Higgins to get this started
 - Ashley shared that she can assist with helping set this up
- SGA
 - Fall 2021 – J-week, get on board day, every organization is invited to come and set up a table and take part
- Germaina springs? (not sure about locating this)
- Discussion on Q in name
 - Discussed on whether or not “Q” should be queer or questioning in our name
 - Final decision to change “Q” to queer
- Social meeting in May - ?
 - Heirloom Taco, May 6th
 - Send social media contacts the logo for advertising the social event
 - Andrea & Tyler are going to take the lead on this
- PFLAG in Gadsden
- Events during orientation that we can participate in to connect with parents
 - Cocky chats
- Plan another meeting before the upcoming social event – Linda is going to schedule another meeting

4/22/2021 – Steering Committee, JSU Pride LGBTQ+ Faculty and Staff Collective

- Attendance: Linda Mitchell, Eric McCulley, Tyler Brown, Freddy Clements, Ashley Turner
- Couple of agenda items we need to talk about:
 - By-laws (process)
 - Social on 5/6
 - Need rep to serve on the Support Group
- Freddy good news share
 - Investigative process for the Office of Diversity & Inclusion, he was included
 - Talked about making sure to plan an event in October 2021 – Oct 22nd – 2 20x20 tents, another smaller tent, 100 chairs, 25 tables, and quad reserved
 - Pride month is technically June, so they went ahead – is going to pay for 100 hamburgers and meal on that 22nd (ODI)
 - Two student organizations, Eric's alumni organization, us, etc.
 - The school would like to show or do something for June, but students gone
 - Charcie is going to pay for t-shirts – free shirts for our group in June
 - Can use these for door prizes during the October event
 - Freddy would like for us to do something in June on the quad, picnic
- Ashley brought up discussion on the Teams
 - Created the locked Steering Committee channel and updated the logo
 - Linda wants us to share the group logo through this platform
- By-Law discussion lead by Linda
 - Statement of purpose, mission and goals, guidelines for logo use, leadership positions (steering committee), elections, term limits, etc.; how often do we want to hold meetings
 - Going to place a working document within the locked Steering Committee channel to work on drafting the by-laws
- 5/6/2021 Social Event
 - Buffy & Sydney in PR
 - Announce through Red & White – share the event with JSU at large
 - Discussion of Red & White being public, Tyler and Andrea met and wanted to discuss concerns regarding
 - We need to spread our event high and low to let as many people know across JSU and large about our group and reaching out to join and take part
- Official email address: jsulgbtqfsc@jsu.edu
- Eric brought up student involvement and our connection to them
 - They put it on their Instagram page within 30 minutes of having the event
 - He touched base with a student group and connected
 - Students have reached out and picked up pronoun pins
 - He feels that the social event is a great way to connect with students
- Discussion of holding another meeting during month of May
 - Need to discuss by-laws, will need to share with HR

- Discuss doing something with students in September coming back in Fall 2021
- Tyler mentioned Ashley sharing the GRADient bylaws and constitution within Teams
- Freddy shared to pull the email contacts from the first email sent out from him and add these people into this Teams channel as members
- Rep from our group to serve on LGBTQ+ Support Committee
 - Eric is already on it (could use him again or let someone else serve on it)
 - Should we make this a unique position within the steering committee or make it attached to another position
 - Tyler mentioned the importance of making this person be a faculty member
 - Freddy mentioned that this could be a yearly appointed position that the steering committee votes upon
 - At this time, we discussed making it a faculty member during this first year
 - Linda is going to serve on this committee for the steering committee; this group is meeting tomorrow

6/7/2021 – Steering Committee, JSU Pride LGBTQ+ Faculty and Staff Collective

- Attendance: Linda Mitchell, Eric McCulley, Tyler Brown, Freddy Clements, Andre Beerwinkle, Ashley Turner
- Agenda items discussed
 - Constitution & By-Laws
 - Social on 6/17/2021
 - Pride Picnic at Noon 6/30/2021
- Constitution & By-Laws
 - The majority of the meeting today was dedicated to discussing and updating our working constitution document
 - Linda took the GRADient at UAB constitution that was provided by Ashley Turner and used this as a base for constructing our working document
 - We went line by line through this and discussed and provided feedback
 - Linda is going to compile all of this into a single working document that we can provide final comments and approve
 - Items discussed:
 - Membership list and ensuring privacy and respect for members
 - Logo use and permission
 - Officer positions and process
 - And more
- Social Events
 - Tyler shared the upcoming social event being held on 6/17/2021 at the Red Rooster; he shared a flyer through Teams
 - Linda mentioned the Pride Picnic and date was selected for 6/30/2021 at Noon; Freddy and Linda are going to look into getting canopies
 - The hope is that the Pride t-shirts and ribbons are available by this date and we are all able to get one and wear
- Membership Form
 - The need for a membership form was discussed for a person to be able to fill out to gain access to the Teams and group communications
 - Currently this is being done through contacting us by email
 - But this could also be through an electronic membership form that we share the link through Diversity Office and someone can just click on it and fill out
 - Need to move forward with this as well

9/20/2021 – Steering Committee, LGBTQ+ Faculty and Staff Collective

- Attendance: Linda Mitchell, Eric McCulley, Andre Beerwinkle, Ashley Turner
- Agenda items discussed
 - Constitution & By-Laws
 - Kiss the Pig Scholar Fundraiser
 - Pride Walk on 10/1/2021
 - Ally Lunch
 - Pride Event on 10/22/2021
 - Social Events
 - Regular Meetings
 - Other
- Constitution & By-Laws
 - Linda is going to send out the updated constitution and by-laws through email to get final feedback and approval from steering committee
 - Should we open up and get approval from all members?
 - Linda shared that once it is approved, she will send this final version to Director Charlcie Vann
- Kiss the Pig Scholarship Fundraiser
 - Funds go toward LGBTQ+ Alumni Scholarship fund
 - Plans to get an information packet together and advertise through social media – would like to get deans, chairs, and others involved to raise funds
 - Cafeteria will possibly provide jars to collect money
 - Make sure Tyler advertises on social media
- PRIDE Walk on October 1, 6pm
 - Details shared and discussed:
 - Need more details on location (TMB?)
 - Escorted by JSU PD
 - Want to get a sign/banner to be able to hold and tote during this walk for everyone to know who we are (multifunction & multipurpose)
 - Also want to get or make signs for donations to be thrown on the large pride flag that will be carried horizontal
 - Discussed there might be funds through Vann's office to help support banner and stickers for upcoming table event, need to reach out to JSU Print Shop and Vann
- Ally Lunch – 10/1/2021
 - Need to get additional information on this event
 - President's dining hall, limited seating
- PRIDE Event – 10/22/2021
 - Need more details on time and location for this event
 - Table giveaways – JSU PRIDE stickers (JSU Print Shop)

- Discussed to remove our LGBTQ+ Faculty and Staff Collective name from the logo and use the JSU PRIDE for stickers (JSU Print Shop & Vann)
 - There will be a sign-up sheet so individuals will be able to sign up for tabling
- Social Events
 - September 24th – social – Tacos, Heirloom Taco, 4:30pm
 - Get Tyler to blast on social media platforms
- Regular Meetings
 - Steering Committee meetings will take place on 3rd Monday of each month from 3-4pm
 - October 18th is next meeting
 - Same location? - Library Basement Room B-23
- Alumni Speaker – 10/29/2021
 - Dalton Cutter Goode (2017), young alum
 - Location and time?
- Recent campus incidences
 - Discussed dance/playlist through Spotify (positive ways to confront protestors)
 - We would like communication from admin when someone is on campus that is impacting the queer community
- JSU SafeZone training sign-ups – Volunteer to train!

LGBTQ+ Faculty & Staff Collective General Meeting - Meeting Notes 11/17/2021

Attendees: Tyler Brown, Eric McCulley, Ashley Turner, Emrys Catkin Donaldson, Linda Mitchell, Emily Haynes, Lewis Clements

- Bylaws and upcoming elections if a person wants to join the steering committee or wants to continue in their position or another position
 - Voted on and approved
- Scholarship update over \$13,000
 - Goal of \$25,000 to put this towards an endowment
 - Past – 2 \$1,000 ones and 2 \$500 ones given out
 - Alumni matches the amount given from us
 - Payroll deduction form was shared to possibly share this with others to get the word out to employees – send something out periodically through the year for support – trying to work towards endowment
 - Corporate sponsors – look into ideas
 - Alabama Power
 - JAX or alumni page for application
 - Scholarship committee – reading essays – ends Feb 1 and must be selected by May 1
- Future events
 - Possibly spring cookout with other student organizations – Jacob mentioned that they were interested in this
 - Gardenia Springs location
 - Idea of marching in Pride in Birmingham – June 2022
 - Student groups included – possibly get Vann’s office to cover costs
 - June 11, 2022
 - Need and idea to document the things that we are doing along the way – Historian possibly to document – make sure to take photos
 - Need to stratify the contact list to include individuals that want to be a contact list vs. the Teams channel
 - Possible planned event for hike – pick a time that works – later in the spring
- Initiatives
 - Get information on how to include our information and contact into new staff/new faculty orientation – reach out to Eric Johnson and see if we can get this information presented to all incoming, new hires

JSU LGBTQ+ Faculty & Staff Collective Steering Committee Meeting - Meeting Notes 3/4/2022

- Attendance: Linda Mitchell, Freddy Clements, Eric McCulley, Ashley Turner
- Upcoming Events:
 - Social Event – April 22, 2022, Heirloom, 4-6pm
 - Full organization meeting, plan to announce new officers during this meeting
 - Birmingham Pride – June 11, 2022
 - Lineup at 7pm
 - Freddy paid the fee for walking, no confirmation
 - There will be a \$35 walking/ad fee from the 3-4 JSU groups taking part
 - Pride Banner & Poster Event – October 1, 2022
 - Full Spectrum leading
 - JSU Pride Walk – October 6, 2022
 - Afternoon, sidewalk, walk from JSU to town square
 - Cook-out Day – October 11, 2022 (Coming out day), 4-6pm
 - Possibly held at Gardenia Springs
 - Pride on the Quad – October 13, 2022
 - Hotdogs, hamburgers, and more
- Elections – nominations, positions
 - Ashley is going to create a Google form and send to Tyler to create a flyer and share it with everyone on listserv
 - On the form make sure to include the current steering committee members names and emails
 - Nominations will be taken for two weeks
 - Idea to add an “action group” for nomination – individuals wanting to be active members, just not steering committee member
 - If we get individuals interested in this, then we need to update the bylaws to include this member body
 - Nominations during 3/28-4/8
 - One week of voting in April – 4/8-4/14
 - All of the current steering committee members is willing to take part on steering committee again
- Discussions
 - Support and funding for faculty & staff collectives at the university level
 - We all are running into an obstacle with having no support or funding from the university to carry out programs and events; members are having to donate monies to do so
 - Currently, the only way we have been able to plan and fund events is to cooperate and co-plan events with the other LGBTQ+ student organizations that is under D&I and Student Affairs

- Need for D&I to sponsor more than just Safe Zone for the queer students, faculty, and staff at JSU
- Status of LGBTQ+ Scholarship
 - Eric updated us on the current scholarship total over \$15,000
 - They are working toward the endowed level of \$25,000