

Diversity: LGBTQ+ Inclusion at UF

*LGBTQ+
Presidential
Advisory
Committee*

Gerry Altamirano, Chair

Queer Nation
LGBT Faculty &
Staff Affinity
Group

Tiffany Richards & Cecilia Luna, Co-Chairs

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Agenda for 10-15-2020 Faculty Senate

Brief Overview of LPAC & Queer Nation

- Policy & Practice advocacy
- Retention & Recruitment of LGBT employees

Data from Summer 2020 LGBTQ faculty/staff informal survey

- Attrition of LGTBO employees
- LPAC meeting, what are important things to share?

How can we foster a queer inclusive culture at UF

- Add pronouns to zoom and signature
- Diversity Syllabus add-on → normalize and streamline queer inclusive practices

INFORMAL LGBTQ+ EXPERIENCE SURVEY

CONDUCTED BY QUEER NATION, PRIDE STUDENT UNION AND LGBTQ+ AFFAIRS | SUMMER 2020

46% OF RESPONDENTS

FELT OPPORTUNITIES FOR ADVANCEMENT ARE INFLUENCED BY THEIR SEXUAL ORIENTATION OR GENDER IDENTITY



25% OF ALL RESPONDENTS

AND

56% OF ALL RESPONDENTS OF COLOR

REPORTED DIFFICULTY IN THEIR WORK ENVIRONMENT BECAUSE OF THEIR SEXUAL ORIENTATION OR GENDER EXPRESSION

17%

OF RESPONDENTS FELT OPENLY LESBIAN, GAY AND BISEXUAL EMPLOYEES WERE NOT TREATED FAIRLY AND EQUITABLY IN THE WORKPLACE

24%

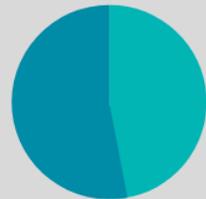
OF RESPONDENTS FELT OPENLY LESBIAN, GAY AND BISEXUAL EMPLOYEES OF COLOR WERE NOT TREATED FAIRLY AND EQUITABLY IN THE WORKPLACE

29%

OF RESPONDENTS FELT OPENLY TRANSGENDER AND NON-BINARY EMPLOYEES WERE NOT TREATED FAIRLY AND EQUITABLY IN THE WORKPLACE

39%

OF RESPONDENTS FELT OPENLY TRANSGENDER AND NON-BINARY EMPLOYEES OF COLOR WERE NOT TREATED FAIRLY AND EQUITABLY IN THE WORKPLACE



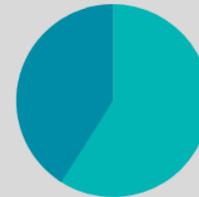
47% OF RESPONDENTS WHO DID NOT IDENTIFY AS HETEROSEXUAL

HAVE FELT UNCOMFORTABLE OR OUT OF PLACE AT UF BECAUSE OF THEIR SEXUAL ORIENTATION

59%

OF RESPONDENTS WHO DID NOT IDENTIFY AS CISGENDER

HAVE FELT UNCOMFORTABLE OR OUT OF PLACE AT UF BECAUSE OF THEIR GENDER IDENTITY



29% OF ALL RESPONDENTS

AND

56% OF ALL RESPONDENTS OF COLOR



FELT PRESSURE TO KEEP THEIR SEXUAL ORIENTATION OR GENDER EXPRESSION HIDDEN AT UF IN ORDER TO BE MORE SUCCESSFUL

For questions, please contact:
Ceci Luna | @cecilia luna7@ufl.edu