

cleanups as well as AIDS Walks as well as a coalition of community colleges called the Rainbow Alliance.

The last few years [2008-2011] of my advisorship pretty much saw the private wing end and more “outness” as more students came to MiraCosta pretty much already comfortable with themselves. The major changes in this time were the students working around gender reassignment in their heads.”

The club advisor role changed from long-serving advisor Fred Steffy (AIS Department) to Steven Deineh (Library Department) and dara (Letters Department) in Spring 2011. Steven and dara co-advised the club until Fall 2017 when Sean Davis (Sociology Department) and JP Schumacher (Student Equity Department) co-advised, and then in Spring 2018 Jodi Mulhall (Student Equity Department) replaced JP Schumacher as co-advisor.

Since the Spring 2011 semester the GSA Club has shouldered the herculean task of planning, acquiring funding for, and implementing numerous programs and initiatives that have benefited MiraCosta College. These include the following:

Queer Cupcake Party & Fundraiser (est. SP 2012)

The club’s most successful and longest-running program is their Queer Cupcake Party & Fundraiser, typically held at the end of April or early May. The first, held on May 1, 2012, was in a small room in the student center and featured educational posters made by the students on the theme of Gender Identity & Expression. Cupcakes were baked by club members and by enthusiastic MiraCostans supportive of club efforts. Because the cupcakes were not made in professional kitchens they were not allowed to be sold. Rather, students gave away the cupcakes freely and enthusiastically asked attendees for donations (no specified amount) to the GSA Club scholarship endowment.

The party has grown every year and is presently held in the student center in Aztlan A & B which is the largest space for students outside of the cafeteria. For the past few years, club members have requested - and been granted - general funds from the Interclub Council to purchase a number of professional cupcakes from a local (Encinitas) gay-owned cupcake bakery, Yummy Cupcakes. The owner, Renato Cautela, gives the students a 20% discount and sometimes donates prizes such as certificates for a dozen cupcakes or free cupcake decorating lessons if that year’s party features a raffle.

The cupcake part

purchased with a grant from the Classified Staff Professional Development Fund. Since then, the program has grown to the following 4 separate trainings:

1. LGBTQ on Campus for Faculty and Staff (Kognito interactive training)
2. LGBTQIA Safe Space 1.0 (Introduction)
3. LGBTQIA Safe Space 2.0 (2016 Update & Trans* Edition)
4. LGBTQIA Safe Space 3.0 (2017 Update & QTPOC Edition)

After participating in the training, individuals are given a decal, a lapel pin, are added to an online web directory, and are added to an email list to receive periodic email updates from program coordinators. Of note, the two most recent trainings focus on the experiences and unique needs of both transgender as well as queer and transgender people of color (QTPOC).

As of December 2017, the [online directory of trained employees](#) listed **252** district administrators, members of the board of trustees, classified staff, and part and full time faculty members. This number is, in fact, significantly higher. Because the list is updated regularly, retirees and employees no longer with the district are removed regularly. Students who have completed the training are also unlisted as they do not have a physical space and transition out of the college regularly.

Of particular note, in October 2016 a 12-person accreditation team from the Accrediting Commission for Community and Junior Colleges (ACCJC) gave the LGBTQIA Safe Space Program the following commendation:

“Commendation 4 – The team commends the College for creating the Safe Space Program which aims to increase awareness of the lesbian, gay, bisexual, transgender, queer/questioning, intersexed, and asexual/ally communities on campus. More than 200 faculty, staff, and administrators now display “safe space” stickers in their offices.”

This was one of 8 formal, public commendations; the rest may be viewed on page 5 of the

In development since 2001, and launched in 2007, the [Campus Pride Index](#) is a national benchmarking tool that assesses campuses on 8 LGBTQIA+ “inclusion factors”: Policy & Inclusion, Support & Institutional Commitment, Academic Life, Student Life, Housing & Residence Life, Campus Safety, Counseling & Health, Recruitment & Retention Efforts. It was developed with a team of national LGBTQ researchers and has an advisory board including Genny Beemyn, Susan Rankin, and Shane Windmeyer.

The goals of the index are as follows: set forth a national standard of LGBTQ-inclusive benchmarks for policies, programs, and practices; offer an ongoing, effective measurement tool to improve quality of life for LGBTQ and allies on campuses; provide a tool for students & families to search for LGBTQ-friendly campuses; support campuses in recruitment & retention efforts for LGBTQ students, faculty, and staff; advocate nationally for further LGBTQ and ally progress by highlighting positive efforts.

In part due to [awareness of Santa Rosa Junior College's participation](#) in the index assessment, MiraCosta College participated in the Campus Pride Index assessment tool in Spring 2016. Each of the 8 assessment areas requires responses to a unique set of questions specific to different areas or departments of a campus. As such, the following individuals participated in responding to the questions: Sheri Wright, Director of Human Resources; JP Shumacher, Director of Student Equity; Robert Norcross, Chief of Police; Jane Sparks, Director of Admissions & Records/Registrar; Steven Deineh, Librarian; and dara, Letters faculty.

Based on submitted answers, the Campus Pride Index organization gave the MiraCosta College Community College District (MCCCD) an overall **1.5 out of 5 stars**. The [report](#) also gave individual rankings for each of the 8 areas and makes *specific, actionable recommendations* for how to improve scores in each of the areas. The individual statistics for the various inclusion factors are as follows:

LGBTQ Policy & Inclusion - 3 of 5 stars

LGBTQ Support & Institutional Commitment - 1.5 of 5 stars

LGBTQ Academic Life - 1 of 5 stars

LGBTQ Student Life - 1.5 of 5 stars

LGBTQ Housing & Residence Life - N/A as MCCCD offers no student housing

LGBTQ Campus Safety - 1.5 of 5 stars

LGBTQ Counseling & Health - 1.5 of 5 stars

LGBTQ Recruitment & Retention Efforts - 1 of 5 stars

A Spring 2016 campuswide [President's Update on Equity & Inclusion at MiraCosta College](#) shared this disappointing statistic. In the message, President/Superintendent Dr. Cooke stated, "Painfully, our college scored a 1.5 out of 5 stars. However, this is a starting point for conversations, which began in that room, regarding campus improvement solutions."

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Endowed Scholarships

MiraCosta College has a recent, sizable, and storybook history for fundraising and establishing endowed scholarships for members of the LGBTQIA+ community and its active allies.

Fully-endowed scholarships generate a \$1,000.00 scholarship and the college presently has 3 fully-endowed LGBTQIA+ scholarships and is actively raising funds for a fourth endowment

In Spring 2017 students and employe?p

There are only a handful of California Community Colleges with LGBT Studies degrees or courses. Presently, only three colleges have Associate's Degrees and twice as many have standalone courses. They are as follows:

Degrees:

City College of San Francisco, LGBT Studies Major

Napa Valley College, LGBT Studies Certificate

Sierra College, LGBT Studies Degree

Standalone Courses:

College of Alameda, Humanities 60: Intro to LGBTQ Studies; English 70: Intro to LGBTQ Literature; Health Education 48 AA: Health Topics Impacting the LGBTQ Community

Butte College, English 26: Queer Film and Literature

De Anza College, Intercultural Studies 26: Intro to LGBT Studies

Foothill College, ENGL 5: Gay and Lesbiaq

award. Initially hosted at Cal State San Marcos the awards have been hosted at MiraCosta College annually since 2015. The Student Equity Department and GSA work closely with the North County Center's Project Youth Committee to plan the awards. The 2017 awards brought 100 middle and high school students to MiraCosta where they not only celebrated their respective GSA achievements, but learned about the college's services and resources that support LGBTQIA+ student success.

and when her internship was successfully completed the support group ended. At the end of the Spring 2015 term there were discussions over email by then Vice President of Student Services Dick Robertson and Marge Reyzer of identifying other mental health counselors who may be able to offer this program but there was nm-

“For Students” page discussing the GSA Club, scholarships, rainbow commencement stoles, and mental health services on campus.

“For Employees” page with links to handouts and suggested syllabus verbiage.

Trans and gender nonconforming resources page discussing preferred name and listing