**Georgia College & State University**

**University Senate**

**A RESOLUTION**

To advocate the hiring of a full-time LGBT’ Services Coordinator position within the Office of Institutional Equity and Diversity (OIED) at Georgia College & State University.

WHEREAS, the current LGBT’ Services Coordinator position is classified as a part-time or casual labor position within OIED that only pays for 20 hours of work per week.

WHEREAS, the LGBT’ Services Coordinator develops and provides programming, conducts advocacy, builds networks, provides academic and curricular support, serves as a resource center for both the GC and surrounding communities, as well as the social, intellectual and physical focal point for LGBT’ related activities at Georgia College.

WHEREAS, Dr. Dorman’s Diversity Action Planning Committee was charged with increasing all types of diversity on the Georgia College Campus.

WHEREAS, in accordance with GC’s mission statement to “develop the intellectual, professional, and civic skills and dispositions that enable graduates to thrive in an information-intensive and diverse global society,” and the long-standing commitment to other aspects of diversity, the LGBT’ Task Force has concluded that the establishment of a full-time staff person dedicated to LGBT’-specific work on campus is long overdue.

WHEREAS, Georgia College is currently ranked with 3 out of 5 stars on the Campus Pride Index which highlights strengths and weaknesses of colleges in the United States regarding inclusion of LGBT’ students.

WHEREAS, the Campus Pride Index ranks Georgia College below average on several categories including but not limited to LGBT Policy Inclusion, LGBT Support & Institutional Commitment, LGBT Campus Safety, and LGBT Counseling & Health.

WHEREAS, a full-time LGBT’ Services Coordinator would continue and intensify efforts to improve LGBT’ inclusion at Georgia College, resulting in a higher Campus Pride Index rating, thus increasing the likelihood of an LGBT’ student choosing Georgia College versus another institution.

WHEREAS, the current LGBT’ Coordinator has already made great strides for LGBT’ inclusion at Georgia College by revitalizing the “Safe Space” program and by bringing several speakers and programs to campus.

WHEREAS, by having the distinction of the only public liberal arts university in Georgia, GC has the unique opportunity and ability to advance the “awareness of the value of high-quality, public liberal arts education in a student-centered, residential environment” to LGBT’ individuals by supporting and affirming them in a diverse and equitable environment that, more commonly than not, is not found in rural areas.

WHEREAS, without a full-time LGBT’ specific staff person, the needs of GC’s LGBT’ constituents are underserved and underrepresented. There is also a disservice to faculty and staff members who are attempting to move LGBT initiatives forward in addition to their other university obligations.

THEREFORE BE IT RESOLVED, that the University Senate recommends the hiring of a full-time LGBT’ Services Coordinator in an effort to increase diversity and inclusion of LGBT’ students, faculty and staff at Georgia College.