

# UCF PRIDE



## Faculty & Staff Association

MONTHLY NEWSLETTER FOR THE UCF LGBTQ+ COMMUNITY



**JUSTIN ANDRADE**  
(HE/HIM/HIS)  
PFSA PRESIDENT

*Take special care this holiday season.*

### Leadership Message

Dear PFSA membership,

How quickly the year has gone by! As we prepare to celebrate the holidays in this new normal, please remember to make choices that will keep you and your loved ones safe and healthy. We are all in this together. The PFSA is also aware that during this time it can be especially difficult for those of us who may not have a family to go home to, so be kind to yourself and consider hosting a zoom celebration so that you can stay connected to your chosen family and friends. Human connection, especially for the LGBTQ+ community, is critical to survival and emotional/mental well-being. Looking back on fall 2020, we have all weathered through a lot, but we see you and we are here to support you and connect you to any UCF or community resources you might need. Even if just an email, feel free to reach out and stay connected to your PFSA council. We will see you in the spring and are looking forward to continuing virtual PFSA gatherings.

**Yours in Pride,**  
*Justin*

# Special Events

CHECK OUR WEBSITE FOR UPDATES

## Drag Zoom Bingo Postponed!!

Drag Zoom Bingo with the one and only Mr/Ms Adrien, that was scheduled for November, has been postponed to January. Keep an eye on your email for more information to come.



**ERIN PAULIN**  
(SHE/HER/HERS)  
PFSA SPECIAL EVENTS  
CHAIR



**DR. ADRIENNE FRAME**  
(SHE/HER/HERS)  
PFSA CO EX-OFFICIO

## On Campus Resources

## UCF Cares

407-823-5607  
[ucfcares@ucf.edu](mailto:ucfcares@ucf.edu)

We want all students at the university to know that UCF not only cares about their academic success, but their overall wellbeing. Life can get difficult at times, especially while in college. Many students are faced with stressors and challenges that begin to impact their success as a student. These stressors can appear in many different forms: difficulty adjusting to university life, family issues, financial difficulties, abusive relationships, etc. Our goal is to "build a culture of care, one knight at a time, where every UCF Knight cares about the health and safety of one another."

### UCF CARES Goals:

Assist the UCF Community with:

- care related resources and programs focused on health and safety;
- finding an appropriate network of support;
- connecting with advocacy;
- education and training.

There are many resources at UCF to assist students with getting connected on campus. UCF Cares focuses on the key areas of safety and wellbeing, respect, sexual violence, and mental health.

### Who is Involved?

We want everyone in the UCF community to be a part of our culture of care. The core UCF Cares team includes faculty, staff, and students who work with all areas of the UCF community to get the message out about UCF Cares to students, faculty and staff. UCF Cares is successful because of its strong partnerships throughout Student Development and Enrollment Services and its connections with student.



**DR. LIZ KLONOFF**  
(SHE/HER/HERS)  
PFSA CO EX-OFFICIO

## Two Months in LGBTQ+ History

- **November 5, 1974** - Elaine Noble was elected to the Massachusetts House of Representatives, making her the first openly gay person to be elected to public office.
- **November 15, 1989** - Massachusetts passed a statewide gay rights law.
- **November 23, 1998** - The Georgia Supreme Court voted 6-1 to overturn the state's sodomy law. In the majority opinion, Chief Justice Robert Benham wrote, "We cannot think of any other activity that reasonable persons would rank as more private and more deserving of protection from governmental interference than consensual, private, adult sexual activity." Since the decision was based on the Georgia constitution rather than the US constitution, the decision could not be appealed.
- **December 10, 1924** - The Society for Human Rights is founded by Henry Gerber in Chicago. The society is the first gay rights organization as well as the oldest documented in America. After receiving a charter from the state of Illinois, the society publishes the first American publication for homosexuals, *Friendship and Freedom*. Soon after its founding, the society disbands due to political pressure.
- **December 15, 1973** - The board of the American Psychiatric Association votes to remove homosexuality from its list of mental illnesses.
- **December 21, 1993** - The Department of Defense issues a directive prohibiting the U.S. Military from barring applicants from service based on their sexual orientation. "Applicants... shall not be asked or required to reveal whether they are homosexual," states the new policy, which still forbids applicants from engaging in homosexual acts or making a statement that he or she is homosexual. This policy is known as "Don't Ask, Don't Tell."
- **December 18, 2010** - The U.S. Senate votes 65-31 to repeal "Don't Ask, Don't Tell" policy, allowing gays and lesbians to serve openly in the U.S. Military.



**MELISSA GILLIS**  
(SHE/HER/HERS)  
PFSA COMMUNICATIONS  
AND SOCIAL MEDIA  
CO-CHAIR



## Get to know: *Michael Nunes*

**Name:** Michael Nunes (he/him/his)

**Dept:** Social Justice and Advocacy - LGBTQ+ Services Coordinator

**PFSA Role:** Student Advocacy

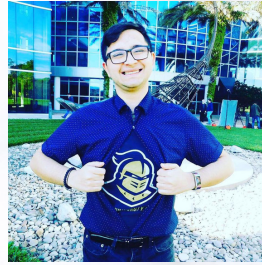
**Zodiac:** Scorpio

**Favorite genre of music:** Pop & Pop-Punk

**Guilty Pleasure:** Buying books I'll never read.

**Favorite Candy/sweet treat:** Gummy Bears

**What made you join PFSA council:** It's so very important to advocate for the LGBTQ+ community not only for all of the students at UCF, but our fellow faculty & staff members too!



**About me:** My name is Michael, my pronouns are he/him/his and I'm actually a double alumni of UCF! I got my Bachelors in Psychology in 2016 and my Master's in Counselor Education in 2018. In my free time I enjoy seeing friend, running through Jay Blanchard, and playing video games. Another cool fact about me is I have a Carly Rae Jepsen "EMOTION" tattoo, because her third studio album released on June 24th 2015 (in Japan) and on August 21st, 2015 (worldwide) is a MASTERPIECE.

I'm always looking to meet new people and connect with everyone throughout the University and Orlando Community, if you're looking to connect to the Orlando Community or want me to send opportunities out to our students, never hesitate to reach out!

## *Home for the holidays...*

**MICHAEL NUNES  
(HE/HIM/HIS)  
PFSA STUDENT  
ADVOCATE CO-CHAIR**

Home for the holidays takes on a whole new meaning this year. In 2020 we faced the COVID-19 pandemic, the violence and death of black and brown people at the hands of law enforcement, and divisive political upheaval. Now, the idea of going home, being around family, and being thrust into uncomfortable conversations and uncomfortable spaces is a common fear for not only the students we work with, but many of our friends.

Many people are choosing to not travel right now or are not joining family and friends for the holidays because of the huge spike in COVID-19 cases. However, many students do not have that choice as classes move to remote learning after the holiday season, meaning that some students will not be returning to UCF after the break.

In early March, we were approached by a Ph.D student who asked for us to share a survey surrounding LGBTQ+ college students and their experiences during the COVID-19 pandemic. With that, the researchers from the University of Nashville, Tennessee were able to survey 19 colleges and 477 self-identifying LGBTQ+ students. They found that nearly half, 45.7%, of these students had families that did not know, or did not support, their own identity and 60% of those students were experiencing substantial distress because of being home during the pandemic.

With this in mind, it is important to remember we are going to see even more of our students going home to these families - more of our students who are not able (for one reason or another) to stay at the University and will be with their families for an extended period of time. When they return, we will need to be prepared to offer our support to meet this extraordinary stress.

Remembering the conversation we often have around family of choice versus family of origin, we need to recognize that many of their collegiate years are when they reach out and build those communities and grow those bonds. So as always, go forward with compassion, and during the last big push this term (with finals, final events, and more!) reach out to the people around you to let them know how much they mean to you and that you are there as a resource for them.

Have a wonderful break everyone, and I hope you all get to spend time with people who refuel you.



**Want to help outside of UCF?**

CHECK OUT VOLUNTEERING WITH

[WWW.UCFPRIDE.ORG](http://WWW.UCFPRIDE.ORG)



**ZEBRA<sup>®</sup>**  
COALITION

## A Touch of History

# Ride Sally Ride!

Sally Ride was a trailblazer not only in LGBTQ+ history, but in Space, Women, and American history.

Born and raised in California, Ride earned a bachelor's, master's, and doctorate degree in Physics from Stanford University. In 1978, the same year she earned her PhD, Ride applied to be part of NASA Astronaut Group 8, the first class to accept women and non-white astronauts. On this mission, Ride became the first American woman in space in 1983 on Space Shuttle Challenger, her job to operate the robotic arm to deploy and retrieve one of two communication satellites.



In October of 1984, Ride flew the Challenger again, this time accompanied by another woman, Kathryn Sullivan. This ground-breaking flight also made women's history, as Sullivan became the first American woman to perform Extravehicular activity (EVA), activity done outside the spacecraft beyond the Earth's activity. Following the events of the Challenger tragedy in 1986 and the Columbia tragedy in 2003, Ride was named to the Rogers Commission, the presidential commission to investigate the accidents, and headed its subcommittee, becoming the only person to serve on both panels.



**JULIA THOMAS**  
**(SHE/HER/HERS)**  
**PFSA HISTORIAN**

Following these investigations, Ride led NASA's first strategic planning effort, authoring a report titled "NASA Leadership and America's Future in Space." In this report, Ride proposed four main initiatives: Mission to Planet Earth, Exploration of the Solar System, Outpost on the Moon, and Humans to Mars. Informally referred to as The Ride Report, this plan shined light on a whole new trajectory for NASA and the future of space travel.

In 1987, Ride left her position at NASA to work at the Stanford University Center for International Security and Arms Control, a research center that studies a range of international and domestic security and cooperation issues, including nuclear proliferation, counterterrorism, and conflict resolution. She then became a professor of physics at the University of California and director of the California Space Institute.

While at the University of California, Sally Ride founded a nonprofit company, Sally Ride Science. Founded in 2001 with Tam O'Shaughnessy and other revolutionary women of the time, this company sought to inspire elementary and middle school-aged children with the wonder of space, science, and technology. Sally Ride Science and its programs strove to teach STEM literacy specifically to girls, empowering them to obtain careers in engineering and other male-dominated fields.

Although Ride was very private about her personal life, after her death in 2012, her obituary revealed that her partner of 27 years was Tam O'Shaughnessy, Chief Executive Officer and Chair of the Board of Sally Ride Science and childhood friend. Together they wrote six acclaimed children's science books, forwarding greatness and creating lasting legacies for women everywhere.

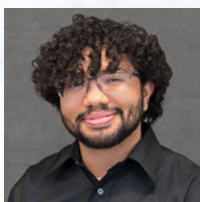
Ride remains the youngest American astronaut to travel to space at age 32, and the first known LGBTQ+ astronaut. She received numerous awards throughout her lifetime and after: the von Braun Award from the National Space Society, the Samuel S Bead Award for Greatest Public Service by an Individual 35 Years of Under by Jefferson Awards, the NCAA's Theodore Roosevelt Award, the NASA Space Flight Medal, and many more. Ride was also inducted into the National Women's Hall of Fame, Astronaut Hall of Fame, and National Aviation Hall of Fame.

In 2013, Sally Ride was awarded the National Medal of Freedom by President Barack Obama, which was received by O'Shaughnessy.

Let us celebrate Sally Ride, who not only defined countless facets of history but created a lasting-legacy of hope for everything women and LGBTQ+ people can accomplish.

#### Resources:

- [https://en.wikipedia.org/wiki/Sally\\_Ride](https://en.wikipedia.org/wiki/Sally_Ride)
- <https://www.nasa.gov/audience/forstudents/5-8/features/nasa-knows/who-was-sally-ride-58.html>
- [https://en.wikipedia.org/wiki/NASA\\_Astronaut\\_Group\\_8](https://en.wikipedia.org/wiki/NASA_Astronaut_Group_8)



**ELIJAH MIZELL**  
**(HE/HIM/HIS)**  
**PFSA TRANSGENDER**  
**ADVOCATE**

### UCF Excels in Transgender and Gender Non-Conforming Housing Policies

Recently, WUWF, an NPR station for Northwest Florida, wrote an article on Florida colleges' transgender and gender non-confirming housing policies. UCF Housing was contacted to share our policy and our experience addressing the needs of our students. UCF is one of a few institutions that uses a trinary gender system (male, female, and neutral) and has specific housing application questions that enable students to participate in Housing in accordance to their gender identity, irrespective of legal gender marker, and with as little or as much staff assistance as a student desires. Shane Windmeyer, the founder and executive director of the Campus Pride Index, called UCF a stand-out university in regards to our housing policies towards transgender and gender non-confirming students. If you would like to read the article, you can find it here at **WUWF 88.1**: [How Colleges Are Adapting To Meet The Housing Needs Of Transgender, Gender Non-Conforming Students](#)

## Meet the newest PFSA Council members:

**Name:** Nicole Henry, MSM, SHRM-CP  
**Dept:** Student Learning & Academic Success  
**PFSA Role:** Co-Chair for Orlando Community Outreach  
**Zodiac:** Aries, Capricorn Rising  
**Favorite genre of music:** Chill Hop  
**Guilty Pleasures:** True Crime Podcasts, Broadway Musicals, and Comic Books  
**Favorite Candy/sweet treat:** Nerds Rope  
**What made you join PFSA council:** The convergence of 2020's peak issues during Pride Month (COVID-19, Black Lives Matter, and the election).  
**About me:** Professionally, I live and breathe Human Resources and have a passion for Equity, Diversity, & Inclusion as well as immigration. I've been a Knight for almost 15 years and can't wait to get to know everyone in PFSA better!



**NICOLE HENRY**  
**(SHE/HER/HERS)**  
**PFSA ORLANDO**  
**COMMUNITY**  
**OUTREACH CO-CHAIR**



**MAXWELL KAPLOWITZ**  
**(HE/HIM/HIS)**  
**PFSA ORLANDO**  
**COMMUNITY OUTREACH**  
**CO-CHAIR**

**Name:** Maxwell Kaplowitz (he/him/his)  
**Dept:** Housing and Residence Life  
**PFSA Role:** Co-Chair for Orlando Community Outreach  
**Zodiac:** Aries  
**Favorite genre of music:** Alternative/Folk Punk  
**Guilty Pleasure:** 2000s MTV Dating Show Re-Runs  
**Favorite Candy/sweet treat:** Reese's Peanut Butter Cups  
**What made you join PFSA council:** I was seeking more connection with the LGBTQ+ staff and faculty at UCF to foster the same sense of belonging I felt as an undergrad at UCF, and I wanted to continue to contribute to making a difference on campus.  
**About me:** I'm a UCF alumn (class of '18) and a parent to two beautiful cats. I've been with UCF in my current role for about just shy of 2 years and worked as an RA in undergrad. I'm passionate about inclusion, community, and engagement, and I'm excited to bring this passion to PFSA!

## Community Outreach Perspectives

### MAXWELL:

As we approach a uniquely different 2020 holiday season in the midst of what—as I've heard in one too many a Zoom call—can only be called unprecedented times, we face a slew of anxieties- post-election worries, juggling interpersonal relationships, travel safety, and the general chaos that is the COVID-19 pandemic. This means adapting new traditions and possibly spending more time apart from loved ones. So how do we cope?

Take a moment for gratitude and self-compassion. Remind yourself what you have been able to accomplish in the wake of the pandemic. Practicing self-compassion will prepare you for any difficult conversations with family that may lie ahead- be they discussing smaller gatherings, your love life, politics, or more. Make space for your own self-care. Touch base with loved ones to discuss alternative plans and get a feel for where they are at in terms of their own worries regarding the holidays, so that you are on the same page. Reach out to your network of support. Remember that while some decisions such as limited gatherings may cause disagreement, your feelings are valuable, and your decisions deserve to be respected.

In terms of bringing gratitude to others, there are also local charities in the Orlando area offering Thanksgiving meals or turkey give aways, including The Orlando Rescue Mission and The Hispanic Federation in Orange County. Closer to home, I encourage you to consider a food donation to UCF's Knights Pantry to help provide a meal for a student or staff member in need.

### NICOLE:

My mind goes to so many places and contingencies when I think about the holiday season during this unprecedented year. Have compassion for yourself and make sure that your own needs are being met first and foremost. Give yourself permission to feel your feelings and prioritize what you need to process them. Communicate your expectations and address any assumptions or concerns that you may have regarding family or social gatherings, specific family members or friends, and how you are going to spend your time and energy. Ask for help. Advocate for yourself. You are not responsible for other people's happiness, but you are responsible for your own well-being and for setting your own personal boundaries when it comes to interacting with others.

If you are able, consider donating time or financial support to a charity. A great one within the LGBTQ+ community is the Zebra Collation, who Maxwell and I are looking forward to working with closely in the near future (link below).

<https://zebrayouth.org/donate/>

As our fall turns to winter here in the United States, take a few short minutes to educate yourself about what holidays look like around the globe. What makes them special to the various people who celebrate them? How can you be more inclusive and honor others' traditions in day-to-day exchanges?

# Check this out!!


The Center for Distributed Learning enabled **Pronoun Choice** in Webcourses@UCF on Tuesday, October 27. This “soft launch” allowed CDL to collect feedback from faculty, students, and organizations before it is announced to all UCF members through social media (<https://twitter.com/WebcoursesUCF>) and Webcourses beginning Monday, November 9th.

This feature has been enabled at several other universities using Instructure’s Canvas (the software behind Webcourses@UCF), and UCF benefitted from their experiences in testing and in crafting our messaging to the University community. The process actually began in January of 2020, but was delayed (but not defeated!) by the shift to managing COVID-19.

Step-by-step directions for faculty and students who want to enable their pronouns is found here: <https://community.canvaslms.com/t5/Student-Guide/How-do-I-select-personal-pronouns-in-my-user-account-as-a/ta-p/456>.

If there is a desired pronoun set missing from the drop-down options, please email Webcourses@UCF Support. Requests will be collected and reviewed on a semesterly basis and additions will be added to the drop-down menu.

At this time, pronouns do not push through to myUCF or Zoom, but you can customize your name in Zoom to include your pronouns by following these steps: <https://support.zoom.us/hc/en-us/articles/201363203-Customizing-your-profile>

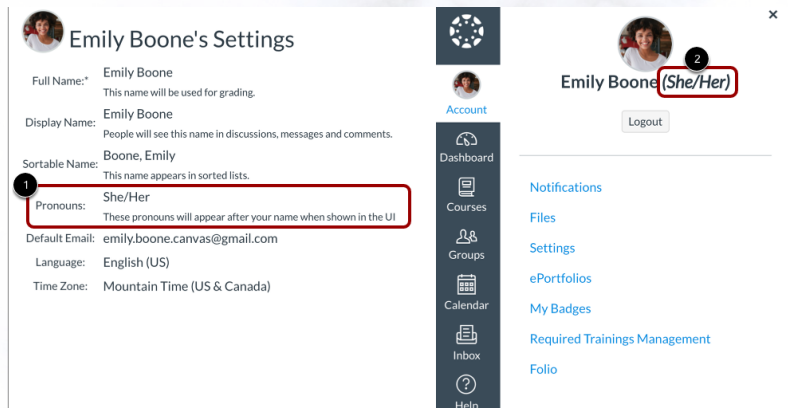
A big  thanks to the folks at CDL who helped this process advance- this has been a bright spot in a difficult year. :)

Elisabeth Greenwood  
(She/Her/Hers)  
Webcourses@UCF Support Team Lead

**SPECIAL UPDATE:**

The selections of He/They, She/They and “Ask me my pronouns” have been added to the list!!

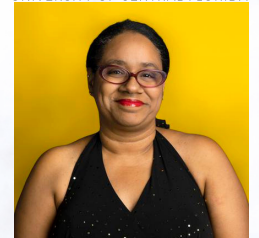
*many thanks*



The holiday season is upon us. Typically I would now be in full Betty Crocker mode. I love baking and usually fatten up my friends and family with homemade cranberry scones, orange cranberry bread, and an assortment of banana bread. Fortunately for my waistline, this is not a normal year. I'll miss the gathering together and sharing food that is usually a major part of this time of year.

## Anjella's Corner


PHOTO COURTESY OF UNIVERSITY OF CENTRAL FLORIDA



**ANJELLA WARNSHUIS**  
**(SHE/HER/HERS)**  
**PFSA VICE PRESIDENT**

Most people have reconfigured their holiday celebrations to take social distancing and safety recommendations into consideration. For some, this has resulted in an unwanted scaling back of the togetherness. For others, this provides an opportunity to opt out of potentially toxic situations.

I know firsthand the heartbreak of not having your full self (or sometimes any part of yourself) welcome in the places that fairy tales, Hollywood, and stereotypes say we should have unconditional love and acceptance. I am thankful for the extended family that welcomed me in when I would have been alone. I've said it before and it bears repeating that the family is not about blood. The family you create can be more supportive and accepting than the one you were born into. That's not as unusual as we've been conditioned to think.

For a lot of us this year has extremely difficult and emotionally taxing. I hope that everyone is able to find some peace during this season and spend time with people that they love and who love them. 

## ALL GENDER RESTROOMS ON-CAMPUS LOCATIONS

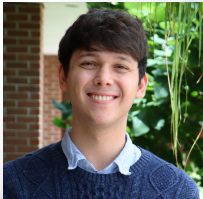


### LGBTQ+ SERVICES

[f /UCFLGBTQ](#)  
[@UCF\\_LGBTQ](#)  
[@LGBTQSERVICES\\_UCF](#)

- 1 ALL KNIGHT STUDY**  
 A) FERRELL COMMONS  
*As you enter, take a right*  
 B) KNIGHTS PLAZA  
*Back of the area towards the "restroom sign"*
- 2 ADDITION FINANCIAL ARENA**  
**1<sup>ST</sup> FLOOR**  
*Directly forward and behind the staircase (towards the right staircase)*  
**2<sup>ND</sup> FLOOR**  
*By section 208 and 103 (to the right past the staircase)*  
 CYPRESS ROOM EVENT CENTER  
 2 Restrooms
- 3 GRINGOS LOCOS TACOS**  
 2 RESTROOMS  
*Towards the back*
- 4 HEALTH SERVICES**  
 4 RESTROOMS  
*First floor. Past the appointment windows on the right hand side*
- 5 HERCULES COMMUNITY CENTER**  
*Entrance is locked to non-residents*
- 6 JOHN T. WASHINGTON CENTER**  
*Behind the Addition Financial Bank*
- 7 LIVE OAK BALLROOM**  
 2 RESTROOMS  
*Walk into Live Oak, follow middle hallway*
- 8 LAKE CLAIRE**
- 9 NEPTUNE COMMUNITY CENTER**  
*Entrance is locked to non-residents*
- 10 NORTHWEST COMMUNITY OFFICE**  
*Located on the second floor*
- 11 OFFICE OF FRATERNITY & SORORITY LIFE**  
*End of the hall in the main building*
- 12 PERFORMING ARTS BUILDING**
- 13 PRIDE COMMONS**
- 14 RECREATION & WELLNESS CENTER**  
 3 RESTROOMS  
*2nd floor, across the multipurpose room*
- 15 RESEARCH PAVILION**  
*1st floor — Family Restroom*
- 16 STUDENT UNION**  
 2 RESTROOMS  
*Across Pegasus Ballroom Smoothie King - When you enter on the left*
- 17 TOWERS 1 - 4**  
 ONE RESTROOM IN EACH LOBBY  
*Entrance is locked to non-residents*
- 18 TREVOR COLBOURN HALL**  
 ONE RESTROOM ON EACH FLOOR

\*\*UNION WEST (AT THE DOWNTOWN CAMPUS) NOW HAS 8 RESTROOMS



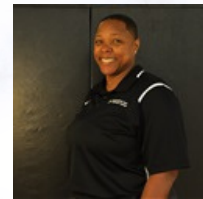
**MIRO STEIN**  
 (THEY/THEM/THEIRS)  
 PFSA STUDENT  
 ADVOCATE CO-CHAIR



**DR. LINDSAY NEUBERGER**  
 (SHE/HER/HERS)  
 PFSA RECRUITMENT AND  
 CONNECT CAMPUS CHAIR



**HANK LEWIS**  
 (HE/HIM/HIS)  
 PFSA TREASURER

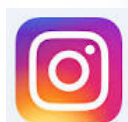


**ANDREA SNEAD**  
 (SHE/HER/HERS)  
 PFSA COMMUNICATIONS  
 AND SOCIAL MEDIA CO-CHAIR

## Connect With Us

WE'D LOVE TO HEAR FROM YOU

/UCFPFSA



### HAVE YOU SEEN THESE PEOPLE? TWO ARE OUR VERY OWN COUNCIL MEMBERS



WE  
 ARE  
 UCF

PROUD KNIGHTS



PHOTOS COURTESY OF  
 UNIVERSITY OF CENTRAL FLORIDA