

Minutes for the PRIDE Faculty & Staff Association meeting on Thursday, October 20, 2011

Dr. Martha Marinara, representing the organizing committee, welcomed everyone to the first meeting of the PRIDE Faculty & Staff Association at UCF (PFSA). In her remarks she:

- provided a welcome to those who were faculty and staff members at UCF, officers and members of Equal at UCF, members from Delta Lambda Phi, and LGBTQ Services at UCF. Expressed gratitude for the allies who were in attendance.
- presented a history of the group working on formation of PFSA and acknowledged those who have been working with the planning group: Michael Freeman, Boyd Lindsley, Hank Lewis, Donnie Merritt, Bren Bedford, Richard Harris, Josh Johnson, James Hogg, and herself.
- discussed that PFSA is a safe space and confidentiality is required. All members of PFSA are not “out” on campus and their process needs to be respected.
- mentioned communication challenges especially within traditional means offered through UCF. Word-of-mouth is the best method for inviting others to join in the journey. With “official” recognition on campus other avenues of communication should open up for us to utilize.

Michael Freeman explained the mission and focus of the PFSA including simply “being a resource to the UCF administration.” The focus of the group is being divided into three primary work areas:

- Education: Educating others about who we are as a community is a key part of the PFSA focus. Activities under the education heading include mentoring, symposiums, degree/certificate programs, research, book clubs, etc. It was also announced that an anonymous donor will contribute \$500 to assist in stipends for the mentoring program.
- Advocacy: Advocating for inclusion and equality on the UCF campus and in the community. This includes domestic partner benefits and other areas more political in nature.
- Outreach: This includes social, community constituencies, marketing/communication, visibility on campus, etc. This group will also work with benchmarking and will develop partnership with those campuses that already have successful PFSA groups.

Boyd Lindsley, conducted the business part of the meeting. He introduced the bylaws which had previously been sent to all who had expressed an interest in the PFSA organization. A motion was made and seconded to adopt the bylaws. There was no discussion and the vote for approval was unanimous.

Boyd then discussed the officers that needed to be elected and asked for nominations. It was noted that some nominations had been made via email. Boyd was contacting those nominated to see if they were willing to serve. A ballot will be sent to all who had expressed interest in the PFSA organization. Voting will take place on line.

Hank Lewis then discussed the issues necessary to move the organization forward. These included committed members to support the work that needs to be done and actively participating in the organization as schedules allow. Each of the three focus areas will become a committee and chairs will be sought to lead the three areas. These committee chairs will be appointed by the executive committee once elections are completed. Volunteers are being sought to chair the committees and to participate as committee members.

In a time of open discussion Jen, President of Equal mentioned the upcoming Diva Invasion and there need for funds to cover the host of the event. The meeting was then adjourned.

Respectfully submitted,

Hank Lewis