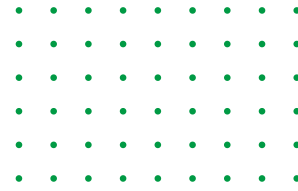




# Message from the Director



**UND has a legacy of firsts in North Dakota. The first to have an LGBTQ+ student organization, the LGBTQ+ Resource Center, the first director for LGBTQ+ programs and services, and the first to have an LGBTQ+ Endowment.**

**What else can we be the first in?**

The theme of this past year was innovation. We explored new programs and services while seeking out opportunity to expand what we were already doing. The year started with the hiring of three undergraduate student program coordinators and one graduate, student support lead. This was the first year of having intentionally created position to advance our programming and student support services. It was also just amazing to have such dedicated students who willing joined me in achieving what at times felt like impossible projects.

October brought on an exciting opportunity with creating and hosting the first LGBTQ+ Higher Education Day-long Institute on campus. Bringing together faculty, staff, and students across the state and neighboring institutions to join in conversation on topics of LGBTQ+ inclusion along with sharing promising practices was crucial to our current state of affairs.

I also want to express my gratitude to the many campus partners who have been a part of my journey of innovative practices. From my colleagues in the School of Law, School of Medicine & Health Sciences and College of Nursing & Professional Disciplines to the College of Education and Human Development, Teaching Transformation & Development Academy and Chester Fritz Library, we have worked hard together to create and implement exciting opportunities for the UND community.

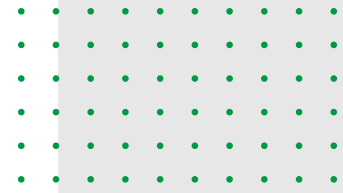
But what I am most excited about is the generosity of Bridget Brooks and Jody Little in starting the UND LGBTQ+ Endowment to support the future work of the Pride Center. The work we have done, the commitment from our students, faculty, staff, alumni, and donors makes going into the next year exciting!

With Pride,

**Dr. Jeff Maliskey**  
Director, Pride Center

# Our Work

The Pride Center is dedicated to creating a more supportive and inclusive campus community.



## Mission

The Pride Center fosters a supportive and inclusive campus community for queer and trans students, faculty, and staff through intersectional programs, education, support resources, and advocacy.

## Vision

We envision a campus community that affirms, respects, and celebrates all genders and sexualities free of discrimination.

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Our work is intentionally designed to align with the **UND LEADS Strategic Plan**



## Core Values

### Social Justice

We are committed to creating a sense of belonging by investing in our community, expanding our programs and resources, advocating at the intersections of identity, and creating affirming spaces for the UND Queer and Trans community

### Pride

We celebrate, honor, and recognize our Queer and Trans past, present, and future

### Collaboration

We are committed to building and modeling sustainable partnerships that hold our campus community accountable to critical learning and action to support Queer and Trans students, faculty, and staff

### Empowerment

We work to help students reach their potential through self-discovery, leadership opportunities, and developing a sense of agency towards social change.

# Student Engagement Highlights

## Midwest Bisexual Lesbian Gay Transgender Asexual College Conference (MBLGTACC)

This year the Pride Center staff attended the MBLGTACC conference in Lexington, Kentucky. MBLGTACC is the largest and oldest continuously-running conference for queer and trans college students in the United States. Dr. Maliskey, presented at the conference on “Creating Collaborative Learning Opportunities with Academic Programs.” Maliskey has been involved with planning the professional track at MBLGTACC since 2020. The Fall 2024 conference will be held in Marquette, Michigan at Northern Michigan University and the Pride Center will be taking a student delegation to attend.



## COMMUNITY RETREAT

In February, the Pride Center hosted its first Q-munity Retreat. 10 LGBTQ+ students, faculty, and staff came together to develop their leadership skills, engage in community advocacy work, and freedom dream. The retreat was held at Lotus Yoga in downtown Grand Forks where attendees also participated in a yoga class. The Pride Center plans to make the Q-munity Retreat an annual event.

# Programs

This year we implemented our programming priorities to create intentionality and begin to identify learning outcomes for each program. This has allowed us to define our work and connect our programming back to our mission, vision, and values. The programming priorities have also allowed to be more strategic in our resource distribution to achieve goals.

## Programming Priorities

**Student Success & Well-being**

**Community Building & Belonging**

**Education & Capacity Building**

**Equity, Justice, & Liberation**



Pride Center staff and the UND Diversity, Equity, and Inclusion team with keynote speaker, Angie Freeman, at the first, LGBTQ+ Higher Education Day-long Institute, 2023.

## UND LEADS | Affinity & Equity

Our programming aims to cultivate a campus environment that is welcoming, safe, healthy, and inclusive; aligning with our value of Affinity along with promoting the potential and uplifting voices of all students as recognized in our institutional value of Equity.

Programs  
**Events**

**43**  
**Events**  
AY 23-24

### Signature Events

#### Welcome Week Social

This annual event was a partnership with Student Diversity & Inclusion to welcome new and returning students to campus for the start of the fall semester. Students learned about support resources, met our department's staff and affinity student organizations.

#### Coming Out Week

This is a week-long observance to honor and celebrate LGBTQ+ students, history, and focuses on community building.

- Our History: Moving Towards Justice
- LGBTQ+ Higher Education Day-long Institute
- Coming Out Day
- Paint & Watch: 'Visions of Us: Latine Representation in Tv & Film'
- Mini Pumpkin Painting
- Center Awareness Day



#### LGBTQ+ Higher Education Day-Long Institute

This was the first gathering of students, faculty, and staff to attend sessions and discuss topics of queer and trans issues in higher education. The institute drew in 210 attendees from institutions across North Dakota and neighboring states. Our keynote speaker was Angie Freeman, Events and Partnership Program Manager at the University of Michigan Spectrum center. They spoke on moving beyond performative allyship to engage in accomplice work. The Institute will occur every other year.

#### Trans Awareness Week

This is an annual week-long observance to educate, celebrate, and bring awareness to the Trans community leading u to Trans Day of Remembrance.

- Trans Day of Remembrance Display
- Yoga Nidra
- Queer & Trans Resume Workshop
- Campus Climate for LGBTQIA2S+ at Tribal Colleges and Universities
- Critical Conversations: LGBTQ+ Student Retention
- Pride Center Spa Day
- Allyship in Action

# Programs

## Pride Month



Many colleges and universities across the nation celebrate Pride in April when most students are on campus. It is a time to recognize academic achievement, come together as a community and uplift queer and trans students, faculty, and staff.



### Pride Month Events

- Pride Swag Table
- Tea & Tarot
- Stuff with Pride
- Pride Fest

### LavGrad

This is an event to celebrate UND's queer and trans graduates and distribute our Pride Awards. This year we were joined by 12 graduates and 6 Pride Award recipients.

### Pride Awards

*LGBTQ+ Student Leader of the Year*  
Mishaye Belgarde

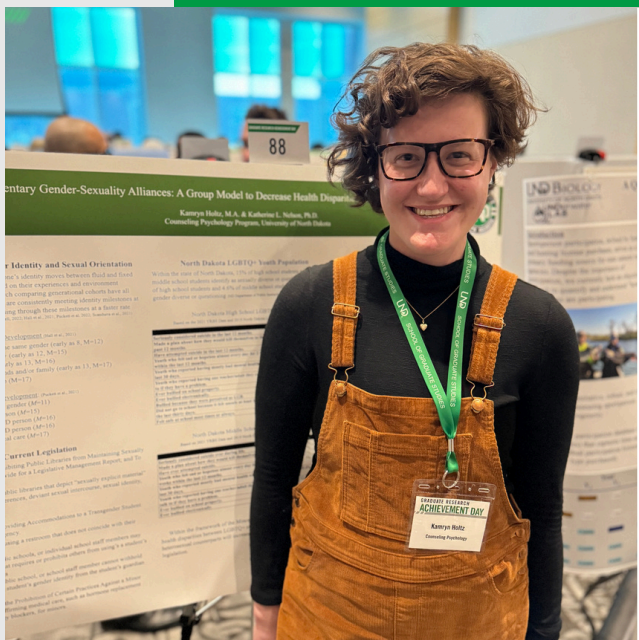
*LGBTQ+ Advocate Award*  
Sonya Anderson, Susan Indvik, Sarah Prosje, & Brenda Useldinger

*LGBTQ+ Ally of the Year Award*  
Yi-Ping Hsieh



# Programs

## Academic Initiatives



### Queer and Trans Research

One of our goals is to support and uplift students, faculty, and staff engaging in Queer and Trans Research. This Spring semester, we launched the Q-Chat Scholar Series to educate, feature, and support queer and trans research. Our first Q-Chat featured Drs. Tiffany Russell and Ryan Flinn where they discussed ways to engage in queer and trans research.

*Kamryn Holtz, student support lead at the Pride Center presenting their research: "Elementary Gender-Sexuality Alliances: A Group Model to Decrease Mental Health Disparities and Improve Mental Health Outcomes at the Spring Graduate Research Fair."*

### Study Tables

In the fall we started weekly study-tables on Mondays and Tuesdays from 4pm-7pm led by our Student Program Managers who received training from the Tutoring Center on basic study skills. We tracked student participation from number of hours completed each week along with academic performance each term.

8 of 20

**Total number of students participating in both Fall and Spring semesters**

493.8

**Total Number of study hours Fall & Spring semesters**

|                  | Fall        | Spring    |
|------------------|-------------|-----------|
| Average Term GPA | 3.2         | 3.53      |
| Median Term GPA  | 3.35        | 3.58      |
| Range            | 1.619 - 4.0 | 3.0 - 4.0 |

*Term GPA data of students who participated in both Fall and Spring semester Study Tables*

**5 students had an increase in term GPA from Fall to Spring. 3 students maintained their GPA from Fall to Spring.**



# Academic Initiatives



## Academic Challenge

In the fall we incentivized the initiative with prizes for the top 3 students who completed the most study hours by the end of the semester. In the spring, we organized a points challenge for grades 80% and higher on assignments, quizzes, and exams.

- 80% or higher on Assignments = 1 pt
- 80% or higher on quizzes/tests = 2pts
- 90% or higher on quizzes/tests = 3pts
- 90% or higher on midterm exam = 5pts

### Fall Academic Challenge - Most Hours at Study Table

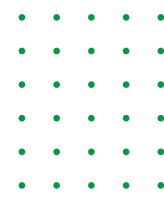
|                  | Total # of study hours |
|------------------|------------------------|
| <b>Student 1</b> | 54 hours               |
| <b>Student 2</b> | 47.5 hours             |
| <b>Student 3</b> | 41.5 hours             |

### Spring Academic Challenge - 9 Participants

|                  | Fall       | Spring     |
|------------------|------------|------------|
| Average Term GPA | 3.37       | 3.38       |
| Median Term GPA  | 3.35       | 3.41       |
| Range            | 2.66 - 4.0 | 2.33 - 4.0 |

**Challenge winner had 107 points. 40% of participating students had an increase in their term GPA from fall to spring semesters**

# Educational Opportunities



Our work goes beyond just supporting queer and trans students, faculty, and staff. Our participants who attend our educational opportunities are predominately cisgender, straight, faculty and staff members; this demonstrates how we are serving individuals across all of campus.

Our educational opportunities center on providing awareness and understanding of enrollment trends, promising practices, and future directions in supporting the academic and personal success of queer and trans students.

## LGBTQIA2S+ Online Learning

In the fall, we launched the LGBTQIA2S+ Online Learning as a way to provide educational opportunities virtually. We took foundational components of the former LGBTQ+ Ally Training and created online video content for self-guided learning.

Queer & Trans History - 19 views

Identity & Terminology - 27 views

Supporting LGBTQIA2S+ People Pt. 1 - 20 views

Supporting LGBTQIA2S+ People Pt. 2 - 14 views

## Critical Conversations

Critical Conversations is a partnership program with the UND Teaching Transformation and Development Academy. The purpose of the series is to educate faculty and staff on topics and conversations that impact the queer and trans community; providing tools they can use in their professional work.

Queer History of UND - Sept. 18  
1 Registration

LGBTQ+ Student Retention - Nov. 15  
5 registrations

Queer & Trans Inclusive Pedagogy & Practice - Feb. 6  
20 registrations

## UND LEADS | Equity

These educational opportunities align with the Equity strategic priority of promoting diverse perspectives and inclusive worldviews by offering professional development programs and opportunities to understand diverse populations and meet their changing needs. The academic initiatives assist in reducing barriers to higher education by investing in a support service with the aim of boosting retention and degree completion.

# Academic Partnerships, Presentations, and Grant Support



## Advancing Inclusion in Healthcare

This year we continued to build on our partnerships with the School of Medicine College of Nursing & Professional Disciplines with our session on “LGBTQ+ Inclusion, Practice, and Care.” The session is designed to equip future healthcare professionals with knowledge, understanding, and tools to better serve LGBTQ+ patients.

The session is offered to first year nursing, medical doctor, and physical therapy students.

### Class Presentations

- UNIV 101 (Athletics) – Diversity, Equity, and Inclusion
- Social Work 357 – Gender & Sexuality
- Social Work 501 – Gender & Sexuality
- Counseling 580 – Queer & Trans Issues
- Criminal Justice 365 – Queer Issues & the Law

### Presentation & Speaking Requests

- New Faculty Orientation
- Promoting Diversity, Equity, Inclusion, & Accessibility in Mentoring & Advising – School of Graduate Studies
- Allyship in Action – UND Social Work Conference
- Allyship in Action – UND School of Law
- Allyship in Action – Pancratz Mentor Program

### UND LEADS | Learning

The work in this area aligns with our institutions learning strategies through fostering a global perspective to prepare students for engagement and leadership, by promoting experiences that expand horizons as they build skills. The sessions provided awareness and understanding that can be applied to real-life situations in a rapidly diversifying world.

# Academic Partnerships, Presentations, & Grant Support

## Support for grants that focus on providing resources and opportunity to Queer and Trans communities

### **UND Connect Grant - Evidence Informed LGBTQ+ Affirming-space program for North Dakota businesses**

Dr. Ethan Dahl, Assistant Professor of Counseling Psychology  
Dr. Tiffany Russell - Assistant Professor of Psychology

### **DOE Grant - Evaluation and Commercial Usage of Engineered Biomass as Potential Replacement of Graphite an Under-tapped Source for Critical Minerals and Materials. Emphasis on engaging LGBTQ+ students to advance research and innovation in renewable energy.**

Dr. Surojit Gupta - Professor of Mechanical Engineering

### **NIH Grant - UND Translational Science Engaging North Dakota. A focus on addressing health disparities that impact LGBTQ+ populations.**

Dr. Gary Schwartz - Professor of Population Health  
Dr. Glenda Lindseth - Professor of Nursing

#### **UND LEADS | Discovery**

Supporting grant work and research of queer and trans faculty, staff, and students aligns with the strategic plan value of Discovery. As a strategic priority, this work demonstrates how service units can support creativity, research and innovation in all stages from program development to promotion and beyond.



# Communication

**Telling our story is just as important as doing the work. We have to let people know what we are doing and why our work matters.**

We have found that Instagram is our most valuable communication tool. We maintain a regular update of our webpages but know that students are more likely to use social media to learn about our programs and services.

## Newsletter & Blog

The Newsletter and Blog offers and opportunity to share information about our work. The newsletter is sent at the end of each semester. This was a shift in the Spring 2024 semester to have more purpose and intentionality behind the newsletter



## Social Media #UNDLGBO

We created the Pride Center Instagram and Facebook accounts in August 2023. Instagram is our main account used for social media. We will be aiming for a 2.5% - 5% follower growth rate in the next year. This is industry average for social media growth.



# Recognition & Service



## Conference Presentations

**Maliskey, J.** (2024). Promising Practices in Serving Queer & Trans Students. TRIO Co-State Aspire Conference. University of North Dakota.

**Maliskey, J.** & Cohen, S.S. (2024). Threats to Our Work. Consortium of Higher Education LGBT Resource Professionals. ACPA Annual Convention.

**Holtz, K.,** Nelson, K., Anderson, S., Panicker, D. (2024). Elementary Gender-Sexuality Alliances Save Lives: A Group Model to Decrease Health Disparities and Improve Mental Health Outcomes and Positively Impact Educational Outcomes. North Dakota Counseling Association Annual Conference..

**Maliskey, J.** (2023). LGBTQ+ State of Affairs. LGBTQ+ Higher Education Day-long Institute. University of North Dakota.

**Maliskey, J.** (2023). Creating Collaborative learning Opportunities with Academic Programs. Midwest Bisexual Lesbian Gay Transgender Asexual College Conference.

## Professional Service

### Jeff Maliskey

Consortium of Higher Education LGBT Resource Professionals, Advocacy & Outreach Coordinator

Midwest Bisexual Lesbian Gay Transgender Asexual College Conference, Professional Track Planning Team

## Institutional Service & Leadership

### Jeff Maliskey

University Programming Committee, Workgroup Co-Chair

Committee on Sexual Violence Prevention & Response

Dru Sjodin Memorial Scholarship Committee

# Fundraising Priorities

## UND LGBTQ+ Endowment

We were excited to announce the creation of the UND LGBTQ+ Endowment this year at our LavGrad Celebration. We are so grateful for our donors, Bridget Brooks ('96, '22) and Jody Little in their gift to support the operating needs, programs and initiatives of the Pride Center. Now, more than ever, the commitment to raise \$25,000 means so much as we continue to build a strong foundation for the future success of LGBTQ+ inclusion at UND.

### Funding helps support the following:

- Expanding student academic support initiatives.
- Increasing student programs geared towards sense of belonging, mental health initiatives, and leadership.
- Increasing opportunity and engagement at signature programs such as Coming Out Week, LavGrad Celebration, Transgender Awareness Week, and Pride Fest.
- Increasing staffing needs such as full-time and graduate assistantships.
- Advancing queer and trans research.
- Supporting queer and trans faculty and staff through the UND LGBTQ+ Faculty & Staff Association

### Giving Opportunities

- UND LGBTQ+ Endowment
- UND Pride Center/LGBTQ+ Priority Needs Fund
- Student Impact Scholarships

# Moving Forward



## Programming Board

Starting Fall 2024, we will be launching the Pride Center Programming Board. This is a volunteer leadership opportunity for UND students to help provide input to the programming opportunities hosted by the Pride Center. We want students to be invested in the work we do; we want our programs and initiatives to be student-driven. The goal of the programming board is to provide leadership opportunity for students and allow them to develop transferrable skills through the planning and implementation of Pride Center events.

## Research & Projects

One of our goals is engage in opportunities to support queer and trans research. With the launch of our Q-Chat Scholar Series, we plan to explore the possibilities of advancing the Pride Center's engagement with queer and trans research at UND. This includes featuring faculty, staff, and student research, supporting grant writing and research projects that focus on queer and trans communities, and helping navigate on-campus resources to engage in research opportunities. An area we are also interested in exploring is the development of a Queer & Trans On-Campus Experience Survey to further our understanding of the queer and trans student experience at UND.

## Student Support Services

With the hiring of our Student Support Lead position, we are exploring the ways the position can expand on providing support opportunities for our trans, nonbinary, and gender diverse students. We are using the next year to pilot some programs such as drop-in hours and identity workshops. It will be an exploratory year to identify and assess student needs.



# Acknowledgements

## Professional Staff



**Jeff Maliskey, Ph.D.**

he/him  
Director

## Student Staff

**Kam, M.A.**

Student Support Lead

**Matilda**

Student Program Manager

**Agustin**

Student Program Manager

**MC**

Student Program Manager

## UND LGBTQ+ Faculty & Staff Association AY 23-24

**Jeff Maliskey, Ph.D.**

Chair

**Bridget Brooks, Ph.D.**

Chair-Elect

**Tara Hughes, M.S.**

Administrative Officer (July 2023–March 2024)

**Surojit Gupta, Ph.D.**

Advocacy Coordinator

**Kaitlin Kelly, MS, RN, RNC-OB**

Events & Activities Coordinator



**Pride Center**  
**University of North Dakota.**

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