



2015

ANNUAL REPORT



DEAR CAMPUS PRIDE SUPPORTER,

On behalf of the Board of Directors, staff and our volunteers, I am excited to share the Campus Pride 2015 Annual Report highlighting our work and achievements this past year.

As the founder and the executive director of Campus Pride, I appreciate the tireless dedication and passion of our numerous volunteers who support our programs and services. This year was another year of success as the premier national organization serving LGBTQ youth across the country.



In 2015, Campus Pride continued to build our capacity and organizational strength. We moved into new offices and relocated our annual Summer Leadership Academy, “Camp Pride”, to our home of Charlotte, NC. In addition, Campus Pride was a key player in advocating for the passage of the local city nondiscrimination ordinance protecting LGBTQ citizens. Campus Pride also served as an advocate nationally, authoring a letter to the Common App on the inclusion of optional LGBTQ identity questions on college admission forms. Our Student Leader Network witnessed another year of growth along with a vibrant social media presence. Lastly, our website clearinghouse of resources, including our scholarship database, Trans Policy Clearinghouse, Campus Pride Index and Campus Pride Sports Index witnessed a 20% increase in traffic overall compared to the prior year.

Campus Pride ended 2015 serving 1,400-plus colleges and universities, which included a diverse array of public, private, 2-year and 4-year campuses. Our online tools and resources assisted student leaders, faculty, staff and administrators at these campus communities in creating safer learning environments and developing LGBTQ-friendly policies, programs and practices.

Campus Pride continues to be the national leader on LGBTQ issues in higher education. This annual report shares our commitment, outcomes of our work and highlights of the year.

Thank you for your support of Campus Pride. Enjoy!

Sincerely,

A stylized, handwritten signature in black ink, which appears to read 'Shane Windmeyer'.

Shane Windmeyer
Executive Director & Founder

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OVERVIEW

Founded in 2001 and launched a year later, Campus Pride began as an online community and resource clearinghouse called Campus PrideNet. In 2006, Campus PrideNet broadened its outreach efforts and restructured into the current organization known as Campus Pride. Our signature programs include Camp Pride summer leadership academy, first held in 2007; the Campus Pride Index of LGBTQ-friendly colleges, launched in 2008 and the expanded Campus Pride Sports Index for Intercollegiate Athletics and Collegiate Recreation, launched in 2015; the LGBTQ-Friendly National College Fair Program, created in 2008 and expanded since then; the Stop the Hate Bias & Hate Crime Prevention Program, created by Campus Pride Founder and Executive Director Shane Windmeyer in 2000; and the landmark Lambda 10 Project for LGBTQ inclusivity in fraternities and sororities, created by Windmeyer and Pamela Freeman in 1995. QRIHE, Campus Pride's Q Research Institute for Higher Education, was founded in 2008 and provides ongoing research and analysis of LGBTQ issues affecting college campuses, informing each Campus Pride initiative.

MISSION STATEMENT:

Campus Pride serves LGBTQ and ally student leaders and campus organizations in the areas of leadership development, support programs and services to create safer, more inclusive LGBTQ-friendly colleges and universities. It exists to develop, support and give "voice and action" in building future LGBTQ and ally student leaders.

OUR VISION:

Campus Pride envisions campuses and a society free of anti-LGBTQ prejudice, bigotry and hate. It works to develop student leaders, campus networks, and future actions to create such positive change.

OUR VALUES:

- Utilizing the diverse talents of student leaders
- Giving students a voice and action in leadership
- Empowering student leaders for positive change in society
- Building stronger LGBTQ and ally communities on college campuses
- Celebrating and recognizing diversity

ANTI- RACISM STATEMENT:

Campus Pride believes anti-racism work is LGBTQ work, and as such identifies promoting anti-racism as an integral part of its mission. The rich and diverse voices and stories of people of color are important and often silenced. Campus Pride recognizes the liberation of people of color as central to dismantling all forms of oppression.

In accordance with these values, Campus Pride commits to the following actions:

- Empowering and uplifting the voices of queer and trans students of color
- Continuing our commitment to offering equitable access to Campus Pride resources and programs
- Acknowledging and celebrating the accomplishments of queer and trans people of color
- Having a diverse board and staff (paid and volunteer) that is representative of the diverse students we serve
- Standing in solidarity with queer and trans undocumented students and advocating for increased accessibility of higher education
- Recognizing the value and necessity of minority serving institutions (including Historically Black Colleges and Universities, Tribal Colleges, Hispanic Serving Institutions, and Asian American Serving Institutions) and supporting student organizing efforts on these campuses

STAFF



SHANE L. WINDMEYER

EXECUTIVE DIRECTOR/FOUNDER, CAMPUS PRIDE, JANUARY 2001 - PRESENT

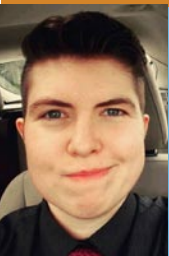
Shane L. Windmeyer, M.S., Ed., is a leading author, national leader in civil rights and champion for LGBTQ issues on college campuses. He is the cofounder and executive director of Campus Pride, the only national organization for student leaders and campus organizations working to create a safer college environment for LGBTQ students. Released in the Fall of 2006 by Alyson Books, Windmeyer is the author of *The Advocate College Guide for LGBTQ Students*, the first-ever college guide profiling the “100 Best LGBTQ-Friendly Campuses.” He is also the editor of *Brotherhood: Gay Life in College Fraternities* and co-editor of the books *Inspiration for LGBTQ Students & Allies*, *Out on Fraternity Row: Personal Accounts of Being Gay in a College Fraternity* and *Secret Sisters: Stories of Being Lesbian & Bisexual in a College Sorority*.



REBBY KERN

MEDIA, COMMUNICATIONS & PROGRAMS MANAGER, SEPTEMBER 2013 – AUGUST 2016

Rebby Kern first became involved with Campus Pride in 2012 as a camper at Camp Pride summer leadership camp. After camp, Rebby was the Social Media Intern for Campus Pride while finishing her Bachelor of Arts degree in Communications: Public Relations in 2013 from La Sierra University. Her minor studies included Drama and Art. With the help of her campus community and supporting faculty, Rebby was able to establish and preside over the first student led LGBTQ and ally organization, Prism, at La Sierra University. After graduation Rebby returned to Camp Pride as a Pride Leader and then joined Campus Pride as Staff in August 2013. Rebby also serves as Secretary of the Intercollegiate Adventist Gay-Straight Alliance Coalition, IAGC, as well as an Outset Film Fellow through Outfest in Los Angeles.



H.M. “FINN” BARTON

EXECUTIVE ASSISTANT & PROGRAMS MANAGER, AUGUST 2014 – AUGUST 2015

H. M. Finn Barton is a recent graduate of the University of South Carolina in Columbia, SC. He received a Bachelor of Arts in Media Arts. While attending the University, Finn held many leadership roles on campus. During his senior year, Finn was the Logistics Director for the Bisexual Gay Lesbian Straight Alliance Board of Directors, Secretary for the Residence Hall Association Executive Board, and a member of the Sodexo Student Board of Directors. Finn was also involved in the Columbia community as a member of the Columbia Area Jaycees. His hard work and dedication within the Housing department and the Residence Hall Association led to his induction into the University of South Carolina Hall of Leaders, which inducts fewer than 15 students per year. Finn became involved with Campus Pride in December 2013 as a Media Production Intern, and then became a Campus Pride Summer Fellow. Finn was hired on as part-time staff in Fall 2014. Finn believes in bettering our world for those who will come after us and plans to use his skills with media and passion for LGBTQ equality to do so.

STAFF (CONT.)

TOMMY FELDMAN

Web Development, Marketing & Promotions

DEBRA OUTLAW

Probook Solutions

Bookkeeping

DESI SELF

Administrative and Programs Assistant

JANIS SINGLETARY

Executive Assistant

EMILY HELMS

Development Assistant

MARTHA COCHRANE

Grant Writer

ALLY V.E.R.S.

Virtual Email Response System

VOLUNTEER STAFF

KATHERINE (KATIE) BARNES

Advisory Board President

& Voice & Action Award Coordinator

NIKITA BURKS

Camp Faculty and Logistics Coordinator

ERIN GREEN

Title IX Coordinator

ROMEO JACKSON

Advisory Board Vice President

GREG MIRAGLIA

Stop the Hate Coordinator

DONALD SCHERSCHLIGT

Title IX Coordinator

LISA SIMMONS-BARTH

Camp Pride Director

RESEARCH STAFF

SUE RANKIN

Research Consultant, Q Research Institute

GENEVIEVE WEBER GILMORE

Research Consultant, Q Research Institute

GENNY BEEMYN

Trans Policy Clearinghouse Coordinator & Research
Consultant, Campus Pride Index

BOARD OF DIRECTORS

CHAIRPERSON

JOHN WITHERINGTON



John Witherington is a Director in the fixed income sales and trading division of Wells Fargo Securities, where he has been employed since 2003. Based in Charlotte, NC, John trades residential mortgage-backed securities. A native of Memphis, TN, John is a 2003 graduate of Duke University, where he graduated Magna Cum Laude with a B.S. in Economics. John serves as one of three Diversity Champions for Wells Fargo Securities as a founding member of the Development and Engagement Council. In addition to LGBT initiatives at work, John's leadership includes campus recruiting, employee engagement, and mentorship.

John is currently the national board chair of Campus Pride, the nation's leading non-profit focused on creating safe and LGBT inclusive university campuses. A strong supporter of the arts, John has served on the executive committee of the Charlotte Arts and Science Council's Young Donor Society, and he was chairman and founding board member of the NODA School of Arts, a Charlotte-based non-profit that provides arts education to underserved youth. John has also served as the president of Charlotte Succession, a highly-selective organization committed to community outreach and leadership development for its 65 members.

VICE CHAIRPERSON/TREASURER

FRANK WRENN



Frank Wrenn is a graduate of Duke University where he was president of his fraternity, Pi Kappa Phi. After graduation, he worked as Director of Communications for Pi Kappa Phi as well as Director of Educational Development. After receiving his MBA at Yale in Strategy, he began a career in the corporate sector in Customer Insights & Marketing Communications. An airline and travel enthusiast, he worked for Delta Air Lines for over a decade, and started Delta's corporate sponsorships of GLAAD in his role as Delta's manager of Community Affairs and Vice President of Operations of the Delta Air Lines Foundation. Today, he serves as Corporate Development Officer for Habitat for Humanity International.

From 2012-2014 Frank served on the national board of Pi Kappa Phi fraternity. He currently serves on the Atlanta Leadership Council of GLAAD and the Advisory Board of CHRIS Kids.

SECRETARY

NIKITA BURKS-HALE



Nikita Burks-Hale, a native of Savannah, GA, first became involved with Campus Pride in the summer of 2008 when she attended Camp Pride summer leadership camp as a student participant. She later went on to serve as a Pride Leader and currently holds the title of Camp Faculty and Logistics Coordinator. Outside of Camp, Nikita assists with the LGBTQ-friendly college fairs as well as many other conferences. She is a graduate of Columbia College in Columbia, SC, where she earned her Bachelor of Fine Arts in Dance Performance and Choreography and her Bachelor of Arts in Dance Education with Teacher Certification. After graduation Nikita continued to work with Campus Pride in addition to accepting a position in Residence Life at Columbia College and serving as the Assistant Chair to the Diversity Committee. While at her alma mater, Nikita opened the campus' first Diversity Resource Center, assisted with the revamp of the campus Open Door diversity training program and served as the Advisor for the campus gay-straight alliance organization, Spectrum. She has served on the Campus Pride Board of Directors since Fall 2011.



KATIE BARNES

Katherine (Katie) Barnes is a graduate student at Miami University in Ohio in the field of Student Affairs in Higher Education and a recent graduate from St. Olaf College, where they were an LGBT student leader on campus and in statewide coalitions, campaigns, and conferences. Additionally, they recently wrapped up their term as a board member for Campus Pride in Faith. Their work during their undergraduate career earned them St. Olaf's Distinguished Senior in Leadership Award as well as a 2013 Campus Pride Voice & Action Award. Originally from Indiana, Katie is passionate about outreach and expanding resources to those who do not have easy access.



J. SELDRIC BLOCKER

J. Seldric Blocker is vice president and the Campus Talent Diversity Manager for Bank of America located in New York. In his role as Campus Talent Diversity Manager, Seldric oversees the diversity recruiting, strategy and external partnership management for the firm's campus U.S. programs, excluding Global Banking and Markets. Prior to his current role, Seldric was a Campus Recruiter and Intern Program Manager where his role included managing the undergraduate and Masters/MBA campus recruiting process and summer internship programs. Seldric joined Bank of America in 2005 and prior to Bank of America, Seldric spent time working in the HR Divisions of Lowe's Companies and Wachovia Bank. Seldric is a 2001 graduate of Clemson University, an Inroads Internship Alum, a Member of Alpha Phi Alpha Fraternity, Incorporated, and is the immediate past Chairperson for the Alpha Beautillion program in Charlotte, NC. Seldric is an avid pianist and loves to travel and spend time with family and friends.



JOE DAVIS

Joe Davis is a local activist, volunteer and leader in the Charlotte, NC, community serving non-profit organizations in various roles since 2008. Some of his recent accomplishments include Cofounder/Owner of Unity Charlotte 2012, the organization that welcomed over 1,200 LGBT and LGBT-friendly delegates and affiliates from across the nation to Charlotte by hosting the 'Unity Charlotte 2012' LGBT Welcome Event during the Democratic National Convention. In 2013, Joe led fundraising efforts for Charlotte Pride as the Chair of Development. Charlotte Pride had the most successful year ever, sailing past goals in attendance, sponsorships and funds raised for the organization. He has been a long time supporter of the Human Rights Campaign, most recently serving as Chair of Sponsorships for the 2014 HRC North Carolina Gala and serving on the boards of Twirl To the World and Farewell to Summer organizations. Joe's most recent project is the Hearts Beat As One Foundation which he is currently launching along with several leaders in the Charlotte community. Hearts Beat as One will promote diversity, inclusion and awareness through event planning and fundraising for worthwhile causes and organization in the Charlotte Community.

By day, Joe is a Vice President of Financial Planning and Analysis at Wells Fargo Bank. He enjoys traveling, boating and spending time with family and friends in his spare time.



SETH FORNEA

Seth Fornea was born and raised in Angie, LA, an hour north of New Orleans. Seth attended undergraduate studies at Northwestern State University in Natchitoches, LA and studied Chemistry. Seth later obtained a Masters in Chemistry from Clemson University in South Carolina and then went on to work for the USDA in Raleigh, NC, as a food chemist. In 2010, Seth began his professional career in modeling and entertainment. Today, Seth and his partner Jared Bradford Leblanc, travel worldwide modeling and as professional entertainers. Seth calls Raleigh, NC, home.



BRIELLE "BRIE" HARRISON

Brielle "Brie" Harrison is a software engineer that has worked for many major companies such as Google, SmugMug, Netflix and now Facebook. Her technical background stems around her 15 years of professional engineering experience. She came out as transgender publicly in late 2013 at the age of 36. She worked on and became the face of the custom gender options offered by Facebook in 2014. Since the launch she has continued to advocate for trans and gender non-conforming rights and equality.



ROMEO JACKSON

Romeo Jackson is a senior at Northern Illinois University studying Intersectionality and Social Justice. They served as a member of the executive board at NIU for the Women's Rights Alliance, and as the president of NIU's Prism, an LGBTQA student group. Romeo was recently named to the 2014 Young People For (YP4) fellowship class, and spent time in Washington, D.C. serving as a Victory Congressional Intern in the House of Representatives for Congresswoman Gwen Moore. Romeo is passionate about intersectional justice, empowerment of queer and trans people of color, and cross-movement coalition building.



MIKE MAZZA

Mike Mazza was born in Langhorne, PA, only 30 minutes north of Philadelphia. During his last year of high school, he started working at Starbucks Coffee Company. In 2009 Mike moved to Seattle and spent 4 years working at Starbucks headquarters. Currently Mike is a regional director with Starbucks supporting North and South Carolina. Mike specifically works with the division of Starbucks where the brand is licensed out to other organizations such as Harris Teeter, Target, and many college and university locations. Mike attended the University of Phoenix later in his career and obtained an associates degree with a focus in business. Mike and his partner Matthew are very active within the local community of Charlotte and love to travel throughout the country.



R. SYLVESTER OWENS

R. Sylvester Owens is the Senior Associate Director of Alumni Relations for the School of Medicine and Health Sciences at The George Washington University in Washington, D.C. With nearly a decade of university development experience, Sylvester plans, markets, and directs alumni programs across the country for the School of Medicine and Health Sciences. Additionally, he solicits gifts in support of programming and scholarships essential to the growth of the School. Sylvester received his undergraduate and graduate degrees in 2003 and 2006, respectively, and with a heart for non-profit organizations, he is an active member of several boards and organizations throughout the Washington, D.C. metropolitan area.



BARBARA VERDE

Barbara Verde is Director of IT Program Management and IT Governance at Delhaize America. She leads the group responsible for managing large system projects and the overall IT Project Portfolio, including prioritization and budget management. She has extensive experience in IT project delivery and process development. Verde is a native of Philadelphia, PA, who loves being a part of all kinds of change. This has led to her and her family moving multiple times in the last 15 years, starting with a move to Arizona in 1999. They then moved to New Jersey in 2006 and she and her husband now live in Mount Ulla, NC. She's been married to her college sweetheart for 27 years and has a daughter, Cecelia who is a student at Evergreen State College in Olympia, WA. Verde has a bachelor's degree from LaSalle University and a masters from Drexel University.



REV. DR. JAMIE WASHINGTON

Rev. Dr. Jamie Washington serves as the President and Founder of the Washington Consulting Group, a multicultural organizational development firm out of Baltimore, MD. Dr. Washington has served as an educator and administrator in higher education for over 29 years. He has served as Assistant Vice President for Student Affairs; an Instructor in Sociology, American Studies and Education; and an Assistant Professor of Women's Studies at the University of Maryland Baltimore County (UMBC). A native Philadelphian, Dr. Washington earned his B.S. degree in Therapeutic Recreation and Music from Slippery Rock State College, and a double Masters' of Science degree from Indiana University/Bloomington in Higher Education Administration and Counseling, with a concentration in Human Sexuality. He holds a Ph.D. in College Student Development, with a concentration in Multicultural Education from the University of Maryland College Park. Dr. Washington also holds a Masters of Divinity from Howard University School of Divinity with a concentration on Pastoral Care and Christian Social Ethics.



CHRISTIAN WIGGINS

Christian Wiggins serves as the chief operating officer of Pi Kappa Phi Fraternity, a college men's fraternity headquartered in Charlotte, NC. In his role, he is responsible for the day-to-day management and execution of strategy for more than 9,000 students and 90,000 living alumni, including direction of chapter services, expansion, education, volunteers, communications and technology initiatives. Prior to his current role with Pi Kappa Phi, he was employed by Harrah's Entertainment in hotel operations management and customer loyalty. Christian received his bachelors degree in business administration and political science from Elon University in 2003. He recently completed a five-year term on the Elon University Young Alumni Council, serving as president 2010-2011 and in September 2012 began service on the Elon Alumni Board.

Ex-OFFICIO

EX-OFFICIO — SHANE L. WINDMEYER EXECUTIVE DIRECTOR/FOUNDER, CAMPUS PRIDE



Shane L. Windmeyer, M.S., Ed., is a leading author on gay campus issues, national leader in gay and lesbian civil rights and a champion for LGBT issues on college campuses. He is cofounder and executive director of Campus Pride, the only national organization for student leaders and campus organizations working to create a safer college environment for LGBT students. Released Fall 2006 by Alyson Books, Windmeyer is the author of *The Advocate College Guide for LGBT Students*, the first-ever college guide profiling the “100 Best LGBT-Friendly Campuses.” He is also the editor of *Brotherhood: Gay Life in College Fraternities* and co-editor of the books *Inspiration for LGBT Students & Allies*, *Out on Fraternity Row: Personal Accounts of Being Gay in a College Fraternity* and *Secret Sisters: Stories of Being Lesbian & Bisexual in a College Sorority*.



ADVISORY BOARD



PRESIDENT **KATIE BARNES**

Katie Barnes is a graduate student at Miami University in Ohio in the field of Student Affairs in Higher Education and a recent graduate of St. Olaf College, where they were an LGBT student leader on campus and in statewide coalitions, campaigns, and conferences. Additionally, they recently wrapped up their term as a board member for Campus Pride in Faith. Their work during their undergraduate career earned them St. Olaf's Distinguished Senior in Leadership Award as well as a 2013 Campus Pride Voice & Action Award. Originally from Indiana, Katie is passionate about outreach and expanding resources to those who do not have easy access.



VICE PRESIDENT **ROMEO JACKSON**

Romeo Jackson is a senior at Northern Illinois University studying Intersectionality and Social Justice. They served as a member of the executive board at NIU for the Women's Rights Alliance, and as the president of NIU's Prism, an LGBTQA student group. Romeo was recently named to the 2014 Young People For (YP4) fellowship class, and spent some time in Washington, D.C., serving as a Victory Congressional Intern in the House of Representatives for Congresswoman Gwen Moore. Romeo is passionate about intersectional justice, empowerment of queer and trans people of color, and cross-movement coalition building.



SECRETARY **ROZE BROOKS**

Roze Brooks is a graduate student at the University of Kansas studying Higher Education Administration. As part of their master's program, they serve as the Graduate Assistant in the Student Involvement and Leadership Center working with The Center for Sexuality and Gender Diversity. They recently graduated from the University of Missouri-Kansas City with a B.A. in Journalism and Creative Writing. During undergrad, they served as secretary of Pride Alliance, a student representative on UMKC's LGBTQIA Partnership Committee and Editor-In-Chief of the University News. They also worked as the 2014 Midwest Bisexual Lesbian Gay Transgender.



JAMES BLACKBURN II

James Blackburn II grew up in Atlanta, GA. After coming out in high school, he found himself more active in the LBGTQAA community and continued his activism at North Carolina Agricultural & Technical State University, where he helped found the campus' first official LGBT organization P.R.O.U.D. (People Recognizing Our Underlying Differences). He is studying Agricultural Business and Applied Economics and pursuing a minor in Sociology at North Carolina A&T.



RIKKI BOWER

Rikki Bower is a graduate student at West Virginia University studying to be a Social Worker. He is originally from the Philippines and lived in San Diego, CA, until recently. Now, he lives in the beautiful city of Charlotte, NC. He is an activist at heart and enjoys being part of the queer movement. Rikki is always willing to learn, think and expand his understanding. He became involved with Campus Pride through Delta Lambda Phi.



RUSSELL CORNELIUS

Russell Cornelius is originally from LaCygne, Kansas, and graduated from Emporia State University with a B.S. in Business Administration in 2012. Russell is now a second-year graduate student in the College Student Personnel Administration program at the University of Central Missouri where he serves as the LGBTQ Graduate Assistant. In this role, he advocates for LGBTQ students and works to make the campus more inclusive through policy and action. Russell first got involved with Campus Pride when he served on the Advisory Board for the 2013-2014 term.



JONATHAN GREEN

Jonathan Green (They, Them, And Theirs) is a communication major at the University of North Carolina-Greensboro. Jonathan is devoted to campus peer education, outreach, and advocacy regarding issues of sexual orientation, gender identity, expression, and social justice. Jonathan is a passionate advocate in the fight to end LGBTQ youth homelessness. Jonathan is a public speaker who has advocated for issues such as LGBT homelessness drawing on both involvement and personal experience. Jonathan hopes to be a support for those struggling with their identities and constantly create a safe space for all to feel welcome and accepted. At The University of North Carolina-Greensboro Jonathan is the Vice President of the LGBT organization UNCGPride. They also plan on founding a LGBTQAI resource center and have already begun planning and mapping out the creation of this resource.



TIMOTHY J. FISHER

Timothy J. "TJ" Fisher is a sophomore at Washington & Lee University in Lexington, VA, where he is a history and theatre major and a museum studies minor. TJ was first involved with Campus Pride as a 2012 Camp Pride participant. At W&L he currently serves as President of the GLBT Equality Initiative and is a peer counselor in the GLBQ Confidential program. TJ is also Vice President of Member Development for W&L's Sigma Phi Epsilon fraternity chapter and is involved in several other activities in and out of school.



JESS MCDONALD

Jess McDonald is a graduate student at the University of Massachusetts-Amherst studying Social Justice Education and an Elon University '12 alum. As an undergraduate, Jess was the president of the campus queer student group and played an important role in bringing the first Gender and LGBTQ Center to campus. Additionally, they organized around (dis)ability issues and anti-queer state legislation like NC's Amendment One. Jess also wrote an undergraduate Honors thesis on the history of queer life at two nearby universities, collecting archival materials and interviewing queer alumni. Jess attended Camp Pride summer leadership camp as a student in 2010 before returning as part of the teaching team in 2011-2014. They served as Campus Pride's Media, Communications & Programs Manager from August 2012 to July 2013.



D. ANDREW PORTER

D. Andrew attended Camp Pride in 2013 as camper, served as a planning team member for the 2014 Out & Greek conference, was a 2014 Summer Fellow for Campus Pride, and also returned to camp in 2014 as Pride Leader. Outside of currently serving as the Development Chair for the Advisory Board, they are also the current Lambda 10/ Out & Greek intern for Campus Pride and serves on the Lambda 10 Steering Committee. D. Andrew is passionate about organizational sustainability, grassroots social movements, Southern queer organizing, and youth mentorship within the queer community.



Campus Pride concluded the year serving over 1400 campus groups at various colleges and universities (public, private, 2-year and 4-year campuses). Traffic to the web clearinghouse of resources increased by 20 percent overall compared to the prior year. Thousands of new student leaders across the country joined our Student Leader Network. The network is the largest in the country for LGBTQ issues in higher education and provides support to create safer, more inclusive places for LGBTQ people. From its award-winning programs and services to the strength of its volunteer base, Campus Pride continues to be considered the national leader on LGBTQ issues in higher education.

HIGHLIGHTS & ACCOMPLISHMENTS

Campus Pride kicked off 2015 by moving to a new main office location. The new location provided more space and opportunities for engaging more volunteers in a professional office setting. Campus Pride also relocated its Campus Pride Summer Leadership Academy to its home of Charlotte, NC. Locally, the organization also engaged in support of the Charlotte Nondiscrimination ordinance passage. All these efforts were coordinated as part of a plan to further invest locally in Charlotte and to bring greater access to LGBTQ youth programs in the South.

Campus Pride signature programs and services continued to thrive. The 2015 Campus Pride Summer Leadership Academy, which included both Camp Pride and the Advisor Bootcamp, had the largest year ever with over 150 participants including volunteers. For the first time, the premier summer leadership training took place at UNC-Charlotte and at the first HBCU campus Johnson C. Smith University. The Campus Pride LGBTQ-Friendly National College Fair Program was hosted in 8 cities and had 140 participating colleges and universities. The annual Spring and Winter Alternative Break program grew to include three weeks, providing educational and direct service opportunities for students to learn more and take action on LGBTQ issues.

Campus Pride participated in the fourth annual Give OUT Day, a national day of coordinated giving to LGBTQ nonprofits. Campus Pride finished fifth overall in the U.S., won first place in the South and raised a total of \$25,501. Later in the year, Campus Pride also participated for the third time in the larger, non-LGBTQ specific Giving Tuesday.

For almost a decade, Campus Pride has been changing the landscape of higher education for LGBTQ people. Campus Pride released its Top 25 LGBTQ-friendly campus list highlighting the campuses with the best policies, programs and practices for LGBTQ people within higher education. For the first year ever, Campus Pride launched its Shame List highlighting discriminatory measures at campuses with Title IX exemptions against LGBTQ youth.

Campus Pride continued to support and regularly update its Trans Policy Clearinghouse, a database of trans-inclusive policies and practices at campuses across the country, with research coordinator Genny Beemyn. The Campus Pride Index also grew to 150 campuses after going through an overhaul the prior year. In addition, the new Campus Pride Sports Index reached a dozen participants from collegiate recreation and intercollegiate athletics.

Campus Pride was represented at regional and national events across the nation in 2015: The National Lesbian and Gay Task Force Creating Change Conference; the Midwestern Bisexual, Lesbian, Gay, Transgender and Ally College Conference; the Northeast Lesbian, Gay, Bisexual and Transgender Conference; SACSA Higher Education Conference; and the annual Charlotte Lesbian and Gay Fund “Happening!” luncheon to celebrate 2015 grant recipients.

The Campus Pride Stop the Hate ‘train-the-trainer’ initiative saw continued success in 2015. Campus Pride held its ongoing trainings at campuses across the nation including Portland City Community College, Clark University and San Diego City College. Nearly 200 students, instructors, administrators and counselors were among those certified to become trainers on hate crimes issues and bias prevention.

Campus Pride released its fourth annual publication, the Lil’ Purple Backpack Resource Guide, which was distributed to 25,000-plus individuals across the nation, directly in the hands of student leaders. This edition of the guide was expanded to include even more resources for LGBTQ leaders and campus organizers.



JANUARY

CAMPUS PRIDE MOVES INTO NEW OFFICES

Campus Pride moved to a new, larger office space at a new location on January 15, 2015. The new office is located at 6047 Tyvola Glen Circle near Highway 77/Tyvola Road. For the first seven years, most of the work of Campus Pride took place on college campuses across the country and in transitional home office space. The new office space is a reflection of the growth of the organization and the number of staff working from the Charlotte office which includes three full-time and hourly staff, contract workers, and a number of seasonal interns and volunteers.

CAMPUS PRIDE ON THE ROAD | STOP THE HATE TRAINING

Shane Windmeyer organized and led a Stop the Hate training at Clark University hosted by the Office of Diversity and Inclusion, Human Resources, and Residential Life and Housing.

CREATING CHANGE 2015 | CHICAGO, IL

Students engaged with social justice and activism to build power/take action, and create change at the Creating Change Conference 2015. Campus Pride facilitated a student-driven day-long institute for the third year in a row. The Campus Pride Student Leader Institute focused on leadership to create more welcoming campuses for LGBTQ people as a way to improve campus environments to be more LGBTQ-friendly.

U.S. DEPT. OF EDUCATION'S TITLE IX CLARIFICATION PAVES THE WAY FOR INCLUSIVE TRANSGENDER MEMBERSHIP POLICIES OF FRATERNITIES AND SORORITIES

The U.S. Department of Education issued a letter responding to the request by Campus Pride to clarify the role of Title IX on membership of social fraternal organizations, specifically for transgender members. Campus Pride, through its Lambda 10 Project, worked closely with attorney consultant Stevie Tran, who specializes in this area of the law, in drafting the initial request for clarification from the U.S. Department of Education. The letter was submitted on November 21, 2014, to U.S. Department of Education Assistant Secretary for Civil Rights, Catherine Lhamon.

CAMPUS PRIDE LAUNCHES CAMPUS PRIDE INDEX 2.0 AND NEW CAMPUS PRIDE SPORTS INDEX

Campus Pride launched a new and improved Campus Pride Index with a new set of LGBTQ benchmarks for LGBTQ inclusion and released their new Campus Pride Sports Index. The Campus Pride Index is a vital tool for assisting campuses in learning ways to improve their LGBTQ campus life and ultimately shape the educational experience to be more inclusive, welcoming and respectful of LGBTQ and ally people. The new Campus Pride Sports Index provides a critical foundation of understanding as well as a vital tool for assisting colleges and universities in ongoing efforts to improve intercollegiate athletics and collegiate recreation for LGBTQ players, coaches, participants, staff and fans. Both tools provide ground-breaking research that will enable campus leaders to evaluate LGBTQ-friendly campus environments.

CAMPUS PRIDE RECOGNIZES ELON UNIVERSITY FOR CHOOSING TO ADD OPTIONAL LGBTQ DEMOGRAPHIC QUESTIONS TO 2015 ADMISSIONS FORMS

For a number of years, Campus Pride has been supporting students and staff at Elon University. This year Elon University continued their progress for LGBTQ inclusion by adding optional LGBTQ demographic questions on their admission forms. Elon currently ranks a 4.5 out of 5 star rating on the Campus Pride Index.

FEBRUARY

CAMPUS PRIDE EXECUTIVE DIRECTOR SHANE WINDMEYER CALLS FOR AN INCLUSIVE CHARLOTTE NONDISCRIMINATION ORDINANCE

Campus Pride joined local Charlotte organizations in support of passing an LGBTQ-inclusive non-discrimination ordinance. Executive Director Shane Windmeyer spoke at the Charlotte City Council meeting on Monday, March 2. Based in Charlotte, NC, Campus Pride believes strongly in investing in its local community. The amendments in front of the council applied to four non-discrimination ordinances which would add “marital status, familial status, sexual orientation, gender identity and gender expression” to lists of enumerated protected classes already included in the ordinances.

CAMPUS PRIDE RECEIVES \$20,000 GRANT FROM THE DAVID BOHNETT FOUNDATION TO SUPPORT SCHOLARSHIPS FOR CAMP PRIDE SUMMER LEADERSHIP ACADEMY

The David Bohnett Foundation grant was allocated to support Campus Pride’s Camp Pride Summer Leadership Academy, which builds and strengthens a diverse student-led movement of young adults who are empowered to advocate for LGBTQ equality within an intersectional social justice framework. The scholarship supported LGBTQ youth from Tribal Colleges and University (TCUs), Historically Black Colleges & Universities (HBCUs) and Minority Serving Institutions (MSIs). The David Bohnett Foundation is committed to improving society through social activism. Their mission is fulfilled through providing funding, state-of-the-art technology and technical support to innovative organizations and institutions that share this vision.

CAMPUS PRIDE FOCUSES ON RURAL AREAS, SOUTHERN CAMPUSES AND MINORITY SERVING INSTITUTIONS WITH “LGBTQ ON CAMPUS” GRANT AWARD IN PARTNERSHIP WITH KOGNITO

Campus Pride awarded grants to North Carolina Central University and Harris-Stowe State University for one year of funding for the usage of the “LGBTQ on Campus” online trainings developed in partnership with Kognito. The trainings build skills to support lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth. Funding has been given to Campus Pride for the second year through the David Bohnett Foundation and individual donors for increasing involvement by youth of color, specifically MSI leaders. Based on Campus Pride’s 2010 national college climate study, LGBTQ students of color, especially trans youth of color, are more likely to consider leaving their campus as a result of harassment and negative climate issues.

CAMPUS PRIDE SUPPORTS LGBTQ EQUALITY GAME & AWARENESS EVENT BETWEEN LEHIGH UNIVERSITY & BUCKNELL UNIVERSITY ON WED, FEB 25

Lehigh University and Bucknell University hosted the LGBTQ Equality Game & Awareness Event at the Lehigh University Men’s Basketball game against Bucknell University on Wednesday, February 25. The purpose of the game was to bring attention to LGBTQ equality. Campus Pride was a partner in this sporting initiative, supporting Lehigh University Pride Center and Athletics Department.

FEBRUARY

9TH ANNUAL CAMPUS PRIDE SUMMER LEADERSHIP ACADEMY MOVES TO CHARLOTTE, NC JULY 14-19, 2015; LGBTQ YOUTH EVENT WILL BE THE FIRST NATIONAL EVENT OF ITS KIND TO BE HELD LOCALLY IN THE QUEEN CITY

Campus Pride announced that the 9th Annual Camp Pride Summer Leadership Academy will take place on the campus of the University of North Carolina at Charlotte (UNCC) on July 14-19, 2015 in Charlotte, NC. The move came as a way for Campus Pride to broaden service delivery in its home of Charlotte and to continue providing access to Southern campuses. The national social justice academy is the premier training for LGBTQ and ally college students in the movement and attracts nearly 150 + students, faculty, staff and social justice leaders/advocates.

CAMPUS PRIDE SUSPENDS UNIVERSITY OF MINNESOTA-DULUTH FROM 2015 TOP-RATED LGBTQ-FRIENDLY COLLEGES AND UNIVERSITIES

Campus Pride cited the dismissal of Shannon Miller, who was serving her 16th year as the University of Minnesota-Duluth Women's Ice Hockey Head Coach, and the dismissal of her coaching staff (who all happened to be gay or bisexual). University of Minnesota-Duluth was the first campus to be suspended from consideration in the Campus Pride annual listing of top-rated LGBTQ-friendly colleges and universities.



MARCH

CAMPUS PRIDE RECEIVES \$10,000 DONATION FROM THE PEACEMAN FOUNDATION TOWARDS ANTI-BULLYING EFFORTS

Pop-dance recording artist Sir Ivan, founder of The Peaceman Foundation, selected Campus Pride as one of the 10 recipients of \$10,000 towards anti-bullying efforts. Sir Ivan released his new single, “Kiss All the Bullies Goodbye,” bringing a strong anti-bullying message. The single and video featured Taylor Dayne and was produced by Paul Oakenfold. In addition to his generous donation, Sir Ivan also donated all net-proceeds from the video views, song streams, and downloads of his new song back to those 10 organizations.

CAMPUS PRIDE MOBILIZES PETITION SIGNATURES AND PARTICIPATION FOR A RALLY SUPPORTING A FULLY-INCLUSIVE CHARLOTTE NDO

Campus Pride engaged Charlotte-area college students to sign the online petition from the local coalition to pass the full-inclusion nondiscrimination ordinance, and to not leave transgender protections behind. On Monday, March 2, Campus Pride also encouraged individuals to participate in a rally and city council meetings by wearing blue in favor of passing the LGBTQ-inclusive nondiscrimination ordinance. The rally demonstration took place outside the Charlotte-Mecklenburg Government Center.

CAMPUS PRIDE AND GLSEN HOST HUNDREDS OF STUDENTS AND 50+ COLLEGES FOR INAUGURAL LGBTQ-FRIENDLY ONLINE COLLEGE FAIR, PRESENTED BY TOYOTA

Since 2007, Campus Pride has hosted the only national LGBTQ-friendly college fair program in the nation. This year Campus Pride partnered with GLSEN and continued the fair in eight cities across the country, as well as offered the first online college fair presented by corporate partner Toyota. Hundreds of students met with representatives from over 50 colleges during the online college fair specifically focused on helping LGBTQ and ally students find colleges and universities that are inclusive and supportive.

BETHUNE-COOKMAN UNIVERSITY MAKES SIGNIFICANT STRIDES FOR LGBTQ PROGRESS AMONG HISTORICALLY BLACK COLLEGES & UNIVERSITIES

Campus Pride recognized Bethune-Cookman University, and specifically the work of student Trinice McNally. Upon graduation, McNally petitioned and chartered Bethune-Cookman University’s first LGBTQ sanctioned organization: Bethune-Cookman University Gay-Straight Alliance. This organization has grown to over 100 members in 2 years and is very active in the social justice movement locally and nationally. During her tenure as the GSA advisor, she has spearheaded several initiatives including LGBTQ Appreciation Week, Transgender Awareness forums, National Coming Out Day forums and “Allies Against Bullying.” Under her leadership, students received scholarships, internships and jobs working for multi-billion dollar companies. In 2014, the Gay-Straight Alliance received the Silent Impact of The Year award, awarded by the campus administration and student affairs department.

CAMPUS PRIDE ON THE ROAD: EQUALITY NC CONFERENCE IN DURHAM, NC

Campus Pride’s Program Manager Rebby Kern represented the organization at the Equality NC Conference and presented on “Finding LGBTQ-friendly Colleges in the South.” The conference was attended by leaders from across the State of North Carolina.

APRIL

CAMPUS PRIDE ORGANIZES OUT & GREEK INSTITUTE FOR LGBTQ & ALLY FRATERNITY & SORORITY LEADERS

Campus Pride, through its Lambda 10 Project, once again hosted the Out & Greek Institute for LGBTQ & Ally Fraternity & Sorority Leaders at AFLV West with a cadre of workshops and activities. Campus Pride initiated its Lambda 10 Project in 1996 to create visibility and support of LGBTQ members in fraternities and sororities. Lambda 10 works actively to develop resources and educational materials to educate on sexual orientation and gender identity/expression as it pertains to the fraternity/sorority experience. Since 2013, AFLV and Campus Pride have embarked on a strategic partnership to present the Out & Greek Institute in conjunction with AFLV West.

CAMPUS PRIDE RECOGNIZES LEADERS IN ACTION WHO USE THEIR VOICE AND ACTION TO STAND UP FOR LGBTQ RIGHTS, SOCIAL JUSTICE AND INCLUSION ON COLLEGE CAMPUSES ACROSS THE NATION

In 2010, Campus Pride expanded on its Voice & Action Award by honoring the “Leaders in Action” annually at college campuses across the country. These individuals created positive changes on their respective campuses in social justice activism and leadership. The “Leaders in Action” award recognizes these exceptional students for their work and achievements as young adult leaders.

Campus Pride selects these “Leaders in Action” after a careful review of applications from student leaders across the country. These students were also considered as part of the final review process for the National Voice & Action Leadership Awards.

The 2015 Leaders in Action were: Amy Barnhart, Lizzy Benway, Lily Crawford, Jon Gilroy, Vanessa Gonzalez, Matthew Hard, Gracie Harrington, Kate Huffman, Luke Lavera, Tristan Morton, Lauren Neidigh, Warren Radebe, Jacob Rudolph and Luke Savot.

CAMPUS PRIDE ANNOUNCES 2015 SUMMER FELLOWS

Campus Pride welcomed Tyler Eilts from Illinois State University and Allison Marie Turner from University of North Carolina-Chapel Hill as 2015 Summer Fellows. The Campus Pride Summer Fellow positions were created in 2012 for recent college graduates and graduate students to become part of Campus Pride via summer staffing. The positions include various responsibilities and enable the selected students to learn about the organization in a hands-on way. The summer fellowships run mid-May to mid-August.

CAMPUS PRIDE LAUNCHES NATIONAL #LGBTQNOTSIN CAMPAIGN

Campus Pride partnered with Faith In America to launch a youth-driven national social media campaign titled #LGBTQNotSin. The partnership aimed to remove the stigma of lesbian, gay, bisexual, transgender, and queer people being considered a sin within the Christian faith as well as bring visibility to LGBTQ-affirming Christians. Featured videos and a #LGBTQNotSin social media image are still available along with resources from Faith in America online at Campuspride.org/LGBTQNotSin.

NATIONAL YOUTH HIV & AIDS AWARENESS DAY #NYHAAD

Campus Pride proudly supported #NYHAAD and the efforts put forth by Advocates for Youth, who annually organize National Youth HIV & AIDS Awareness Day on April 10. Jack Mackenroth, a member of the Campus Pride Speakers Bureau, spoke out on behalf of this day and shared a special message with youth about HIV & AIDS.

MAY

CAMPUS PRIDE RAISES \$28,501 DURING GIVE OUT DAY; PLACES FIRST IN SOUTH OVERALL AND FIFTH IN NATION FOR SECOND YEAR IN NATIONAL GIVE OUT DAY COMPETITION

Give OUT Day was an outstanding success for Campus Pride and for LGBTQ nonprofits throughout the country. Campus Pride raised \$28,501 from 376 donors, a matching grant from the Bob + Mitchell Foundation and leaderboard prizes during Give OUT Day. Campus Pride placed fifth overall in the National Leaderboard for the second year in a row and among the top 10 for the third year. Give OUT Day is a national day of giving for the LGBTQ community. This 24-hour online fundraising competition allowed a diverse array of LGBTQ nonprofits to raise the funds needed to support LGBTQ community centers, art groups, organizing efforts, clinics, student organizations, sports leagues and more.

CAMPUS PRIDE NATIONAL VOICE AND ACTION AWARDS ANNOUNCED

Campus Pride announced the recipients of the 2015 National Voice and Action Leadership Awards. Campus Pride selected winners for the four different Voice & Action distinctions – National Student Leader Award, National Fraternity/Sorority Award, National Athlete Award, and Advisor Award. These distinctions honor student leaders and advisors across the nation who use their “voice” and “action” to create change and build safer LGBTQ colleges and universities.

The 2015 Campus Pride Voice & Action Student Leader Award was awarded to Vanessa Gonzalez of Rutgers University.

The 2015 Campus Pride Voice & Action Fraternity and Sorority Award was awarded to Gracie Harrington of Wake Forest University.

The 2015 Campus Pride Voice & Action Athlete Award was awarded to Lauren Neidigh of University of Arizona.

The 2015 Campus Pride Voice & Action Advisor Award was awarded to Jesse Beal of Suffolk University.

CAMPUS PRIDE SUPPORTS #EDUCATE2IMPACT DAY

Campus Pride participated in the second annual #educate2impact day hosted by the Point Foundation in support of equitable access to education and to encourage students to complete their high school and college education. The hashtag #educate2impact was used across social media platforms, including Instagram, Twitter, Facebook, and Tumblr. Campus Pride Executive Director Shane Windmeyer was invited to join a featured video segment discussing how to find LGBTQ-friendly campuses.

CAMPUS PRIDE ON THE ROAD: STOP THE HATE TRAINING AT SAN DIEGO CITY COLLEGE

Campus Pride organized and led a Stop the Hate Training at San Diego City College for two dozen staff, faculty and students. The Stop The Hate program reflects Campus Pride’s commitment to providing social justice tools for combating bias and hate crimes in all its forms. Stop The Hate is dedicated to providing the necessary resources and educational training to combat hate on college campuses, and to actively seek partnerships and collaboration among various organizations with similar concerns to address bias and hateful behaviors.

MAY



SPIRITUALITY & LGBTQ COMMUNITY PANEL AT JOHNSON C. SMITH UNIVERSITY

The Freedom Center for Social Justice hosted a panel on Spirituality & LGBTQ Community at Johnson C. Smith's first Diversity & Inclusion Summit. Campus Pride Programs Manager Rebby Kern attended the panel representing Campus Pride and bringing insight to the intersection of spirituality and LGBTQ identities.

THE CHARLOTTE GAY & LESBIAN FUND ANNUAL "HAPPENING" LUNCHEON

Campus Pride received over \$12,000 in an operating grant and project grant from the Charlotte Gay & Lesbian Fund for its local work in the Charlotte area. Campus Pride has been a part of the Fund since its beginning and once again attended the 8th Annual "Happening" Luncheon where the Charlotte Gay & Lesbian Fund announced all their grant recipients.

JUNE

CAMPUS PRIDE ON THE ROAD: STOP THE HATE

PORTLAND CITY COMMUNITY COLLEGE | PORTLAND PRIDE | SALISBURY PRIDE

Campus Pride staff trained fifty students, faculty and staff at Portland Community College with the Stop the Hate Train the Trainer program. In addition, Campus Pride kicked off the Summer Pride Season by sharing our work and supporting LGBTQ youth and families while attending both Portland Pride and Salisbury Pride.

CAMPUS PRIDE OPPOSED NORTH CAROLINA RELIGIOUS FREEDOM LAW

Campus Pride vocally opposed and participated in mobilizing LGBTQ youth in the State of North Carolina related to the Religious Freedom Law. Campus Pride was deeply disappointed to see this act of hatred, disguised as religious freedom, pass in our home state. North Carolina State House voted to override Gov. Pat McCrory's veto of Senate Bill 2, which allows magistrates and registers of deeds to refuse to perform duties associated with marriage ceremonies if they conflict with their religious beliefs.

BARNARD COLLEGE TO ACCEPT TRANS WOMAN

Campus Pride recognized Barnard College for their move to accept trans women as part of their private women's liberal arts college. After many years of student activism and a year of collaboration with students by administration, Barnard College in New York City changed its policies and began to allow all applicants who identify themselves as women, despite how their birth sex is marked.

CAMPUS PRIDE ATTENDED NIKE LGBT SPORTS SUMMIT AS FOUNDING PARTNER ORGANIZATION

Campus Pride is one of about a dozen founding partner organizations with the LGBT Sports Coalition that facilitates the Nike LGBT Sports Summit. The organization staff supports the Summit with planning and attends every year. The fourth annual Nike LGBT Sports Summit took place in Portland, OR, with an impressive collection of LGBT athletes, coaches and sports advocates. The Summit was created in 2012 to build communication across the LGBT sports movement and is now the annual meeting for the LGBT Sports Coalition.



JULY



CAMPUS PRIDE HOSTS BLGT TOUR USA IN CHARLOTTE JULY 16 DURING DAY OF ACTION FOR TRANS JUSTICE

Campus Pride hosted BLgT Tour USA, a national campaign that promoted LGBTQ rights by inviting local chefs to create the classic BLT sandwich with a special twist and donate the proceeds to their local LGBTQ centers and organizations. The sponsoring restaurant was Dish in Plaza Midwood, where patrons purchased the sandwich with a portion of the proceeds to benefit Campus Pride. The event coincided with Campus Pride's Day of Action for Trans Justice with over 150 LGBTQ youth participating across the country.

CAMPUS PRIDE BRINGS NATIONAL LGBTQ COLLEGE LEADERS TO CHARLOTTE FOR CAMP PRIDE LEADERSHIP ACADEMY

Campus Pride hosted Camp Pride Summer Leadership Academy July 14-19, 2015. It serves as the first-ever national LGBTQ youth event to be held in the City of Charlotte. The organization calls Charlotte its home and works to invest in Southern communities for LGBTQ youth. Over 150 undergraduate students, faculty, and advisors from colleges and universities from around the country, including from Charlotte's universities, came to Camp Pride for the ninth annual leadership academy.

CAMPUS PRIDE HONORED LONGTIME VOLUNTEER NIKITA BURKS-HALE WITH VOICE & ACTION AWARD AND OTHER KEY VOLUNTEERS WITH CAMPY AWARD

Campus Pride honored longtime volunteer Nikita Burks-Hale with an honorary Voice & Action Award recognition at the Camp Pride Awards Banquet in July. Nikita has been a camper, Pride Leader, Faculty Mentor, Logistics Coordinator and Camp Co-Director of Camp Pride, participating for eight years. She has also served for two terms on the Board of Directors. Nikita currently works at the University of South Carolina Beaufort as the Coordinator of Housing Operations and Summer Conferences.

Those serving Camp Pride for three or more years received the coveted Campy Award. The recipients were: Stephanie Laffin, Katie Banes, Romeo Jackson, Rebbly Kern, J Mase III, Nick Hamblin, Grace Nichols, Justin Utley, Alison Doerfler, John Witherington, Christian Wiggins, D. Andrew Porter, Roze Brooks, and Alexis Green.

AUGUST

CAMPUS PRIDE RELEASES TOP 25 LIST OF THE “BEST OF THE BEST” LGBTQ-FRIENDLY CAMPUSES ACROSS THE NATION

Campus Pride announced the 2015 Campus Pride Top 25 LGBTQ-Friendly Colleges & Universities. For seven years, the listing has highlighted the most LGBTQ-inclusive colleges and universities when it comes to policies, programs and practices in higher education.

2015 was the first year Campus Pride released a Top 25 list based on the higher LGBTQ benchmarks recently released on the updated version of the Campus Pride Index. The Top 25 listing is based on the final responses to the Campus Pride Index, a national benchmarking tool which self-assesses LGBTQ-friendly policies, programs and practices.

In order to be in the Top 25 listing, an institution had to score the highest percentages in the LGBTQ-friendly benchmarks. The listing of 2015 included both public and private colleges, with student populations from 1600 to over 50,000.



THE TOP 25 LIST IS IN ALPHABETICAL ORDER, AS FOLLOWS:

Cornell University	University of Colorado at Boulder
Elon University	University of Louisville
Indiana University, Bloomington	University of Maine at Machias
Ithaca College	University of Maryland, College Park
Macalester College	University of Massachusetts Amherst
Montclair State University	University of Minnesota Twin Cities
Princeton University	University of Oregon
Rutgers, The State University of New Jersey-New Brunswick	University of Pennsylvania
San Diego State University	University of Vermont
Southern Oregon University	University of Washington
The Ohio State University	University of Wisconsin - Green Bay
The Pennsylvania State University	Williams College
Tufts University	

AUGUST

CAMPUS PRIDE WORKS TO STOP BULLYING ON #DAY1

Campus Pride partnered with the Tyler Clementi Foundation on the #Day1 Campaign, a national campaign to reduce bullying by asking teachers, bosses and other group leaders to take a stand against bullying on the first day of a group's meeting. The foundation was formed in 2010 after Tyler Clementi, a student at Rutgers University, committed suicide after being bullied by his peers. This campaign addresses the fact that more than 3.2 million students are bullied every year, and educational institutions must begin addressing these realities and working to prevent bullying on their campuses on day one.

CAMPUS PRIDE ISSUES NATIONAL SIGN-ON LETTER ASKING COMMON APPLICATION TO INCLUDE GENDER IDENTITY AND SEXUAL ORIENTATION QUESTIONS ON COLLEGE ADMISSION STANDARD FORM

Campus Pride issued a national letter to the Common Application requesting the addition of optional demographic questions related to gender identity and sexual orientation to its standard form. Campus Pride was joined by 24 other national education, LGBTQ and youth advocacy organizations in issuing the formal request. The Common Application form evaluates prospective students for admission to over 500 colleges, universities and other organizations in 47 states, the District of Columbia and internationally. A growing number of colleges and universities are asking students their gender identity and sexual orientation on admissions forms, either by having questions on their own application materials or by adding supplemental questions to their Common Application.

Campus Pride, alongside its national partners, believes it is paramount for the Common Application to add gender identity and sexual orientation questions as an option on the standard form. By better knowing the students who use the Common Application, it allows the colleges and universities to take responsibility for all students' academic successes, recruitment and retention. It also places a higher value on safe, inclusive campus climates, diversity and a respect of the various identities that intersect making each student unique and more representative of how they experience the classroom and the whole campus climate. A full copy of the letter sent via electronic communication is available online at CampusPride.org/CommonApp.

SPLASH POOL PARTY: CAMPUS PRIDE CELEBRATES THE END OF SUMMER

Campus Pride hosted an end-of-summer pool party on Sunday, August 30, featuring DJ Bret Law in Charlotte, NC. The event was sponsored by Hearts Beat as One as well as poolside sponsors Silverfly and Smirnoff, with all ticket proceeds benefitting Campus Pride.

CAMPUS PRIDE LEADS NATIONAL COLLEGE FAIR PROGRAM

Campus Pride kicked off the LGBTQ-friendly National College Fair program in Charlotte, NC, in partnership with Charlotte Pride. Over 800-plus youth and their families were estimated to have attended the fair, met with campus officials, and picked up information during the fair. This college fair continued in eight cities across the country including New York City, Boston, Los Angeles, Washington, D.C. and Atlanta among others.

SEPTEMBER



CAMPUS PRIDE RELEASES THIRD ANNUAL LIL' PURPLE BACKPACK STUDENT LEADER RESOURCE GUIDE

The publication expanded to a 64-plus page, full-color, pocket-sized resource guide filled to the brim with exciting student organizing and social justice tips and tricks, how-to's and action guides for LGBTQ students, campus and community organizers, student organizations and staff and faculty. The guide has been distributed to 25,000 student leaders for free across the country.

CAMPUS PRIDE HOSTS BI DAY GOOGLE+ HANGOUT WED. SEPT. 23

Campus Pride hosted a live Google+ Hangout to celebrate Bisexuality Day on Wednesday, September 23. Panelists discussed the landscape for Bi+ folks on campus from the perspectives of students, activists, professionals and educators. The broadcast featured Aud Traher, Vice President of BiNet USA and was moderated by Rebby Kern, at Campus Pride.

CAMPUS PRIDE AND THE CHRONICLE OF HIGHER EDUCATION COLLABORATE ON #ASKME VIDEO DOCUMENTARY HIGHLIGHTING VOICES OF LGBTQ COLLEGE STUDENTS

The Chronicle of Higher Education, in collaboration with Campus Pride, released a 12 minute video documentary titled #AskMe featuring voices of LGBTQ college students from across the country. The video was filmed during the ninth annual Camp Pride Summer Leadership Academy with video journalist Julia Schmalz. Nearly twenty college students who attended Camp Pride candidly share their experience and how they identify to help campuses better understand LGBTQ, trans and gender nonconforming student concerns. The video is intended to create dialogue among faculty and staff and was a nominated finalist for a Webby award.

CAMPUS PRIDE ON THE ROAD: GAY AND LESBIAN MEDICAL ASSOCIATION ANNUAL CONFERENCE

Campus Pride attended the GLMA's Annual Conference. The annual event educates practitioners and students from across health professions about the unique health needs of LGBT individuals and families. The conference is a forum for discussion and exploration of how best to address these needs as well as the needs of LGBT health professionals and health profession students.

OCTOBER

ACPA-COLLEGE STUDENT EDUCATORS INTERNATIONAL RECOGNIZES WORK OF CAMPUS PRIDE IN NEW VIDEO FOR NATIONAL COMING OUT DAY MONTH-LONG CELEBRATION

As part of ACPA-College Student Educators International's month-long celebration of National Coming Out Day, the organization launched a video interview between Campus Pride Executive Director Shane Windmeyer and ACPA Executive Director Cindi Love. The segment recognized the work of Campus Pride and helped to build awareness in higher education of the needs of Transgender non-binary, genderqueer, and gender fluid students and faculty.

CAMPUS PRIDE'S FOUNDER & EXECUTIVE DIRECTOR SHANE WINDMEYER RECEIVES NATIONAL AWARD FOR EXCELLENCE IN EDUCATION FROM NATIONAL ASSOCIATION FOR COLLEGE ADMISSION COUNSELING

Shane Windmeyer, Executive Director and Founder of Campus Pride, was selected as the recipient of the National Association for College Admission Counseling's (NACAC) 2015 Excellence in Education award. He was chosen for his leadership and pioneering efforts with Campus Pride in outreach to LGBTQ students for college admissions. Windmeyer received the national honor on Thursday, October 1 at the opening session of the NACAC National Conference in San Diego, CA.

CAMPUS PRIDE RECOGNIZES NATIONAL ASEXUALITY AWARENESS WEEK

Asexuality Awareness Week (AAW), or Ace Week, is dedicated to learning about, supporting and celebrating asexual people. Ace Week took place October 19-25, 2015. According to Asexual Awareness Week Organization, "Asexual Awareness Week is an international campaign that seeks to educate about asexual, aromantic, demisexual, and grey-asexual experiences and to create materials that are accessible to our community and our allies around the world."

LGBTQ STUDENT GROUP CELEBRATES 20-YEAR ANNIVERSARY AT LOYOLA UNIVERSITY

Campus Pride honored Loyola University for its 20-year anniversary of its LGBTQ student group, Spectrum. Since 1995, Spectrum has seen positive growth and gains for the Loyola community. In 2012, Spectrum joined 10 other religiously-affiliated universities to participate in a letter campaign that highlighted the benefits of LGBTQ inclusion to Bishops, Diocese, and school administrators to focus on how they can increase cooperation and acceptance of the LGBTQ community. This organization continues to create inclusive spaces for LGBTQ students on campus. The group hosts social gatherings, outreach services, educational events and community advocacy programs throughout the school year for its members and the larger Loyola community.

CAMPUS PRIDE ON THE ROAD / NATIONAL COMING OUT DAY

Campus Pride celebrated National Coming Out Day (NCOD) on Sunday, October 11, 2015. NCOD began after the March on Washington for Lesbian and Gay Rights on October, 11, 1987, when half a million people participated in the March, the second such demonstration of its kind. Campus Pride hosted four National LGBTQ-Friendly College Fairs in Boston, Los Angeles, Washington, D.C. and Atlanta during the weekend following National Coming Out Day. In addition, Campus Pride's speakers bureau spoke at three different campuses as follows.

J Mase III spoke at Winona State University

Kara Laricks spoke at the University of Kansas

Daniel Hernandez Jr. spoke at University of Idaho

OCTOBER



CAMPUS PRIDE HOSTS FREE WEBINAR: HOW LGBTQ-FRIENDLY IS YOUR CAMPUS?

Campus Pride hosted a special free webinar on October 15 for 330-plus college campuses. The workshop training provided assessment measures on campus policies, programs and practices for LGBTQ inclusion utilizing the Campus Pride Index. In partnership with Kognito, the training provided guidance and resources on how to create a strategy and road-map supporting the LGBTQ population.

SHANE WINDMEYER RELEASES NEW SPEAKING PROGRAM “THE BLESSING OF GROWTH: SITTING DOWN AT THE TABLE WITH CHICK-FIL-A”

Campus Pride Executive Director Shane Windmeyer released a new program titled “The Blessing of Growth: Sitting Down at the Table with Chick-fil-A.” In this new speaking program he shared his experiences with Chick-fil-A, becoming friends with Dan Cathy and the lessons learned when it comes to leadership, respect and civility that grew out of this relationship. “The Blessing of Growth: Sitting Down at the Table with Chick-fil-A” was meant for outreach on campuses trying to hold open, honest dialogue among groups with varied perspectives and opinions. The goal of this program is to create safer spaces for conversations that may ultimately create better and safer communities for all students.

CAMPUS PRIDE ON THE ROAD: SHANE WINDMEYER SPEAKS AT SACSA ANNUAL CONFERENCE

Campus Pride Executive Director Shane Windmeyer spoke at the Southern Association for College Student Affairs (SACSA) Annual Conference. SACSA is an independent, regional, and generalist association designed for the professional development of practitioners, educators, and students engaged in the student affairs profession. Windmeyer spoke about the *State of Higher Education for LGBTQ People* and shared resources for making campuses safer and more LGBTQ-friendly.

NOVEMBER



CAMPUS PRIDE ON THE ROAD: QUEERNC COLLEGE PREP & POTLUCK

Campus Pride staff visited and presented a workshop on college preparatory for LGBTQ and ally youth as well as families at QueerNC College Prep & Potluck event. QueerNC aims to connect youth in rural and urban areas of NC by providing a safe space both online and in person for teens to talk about their ideas, find resources, and get help with problems that they are facing.

WEBINAR: “STRATEGIES FOR SERVING & SUPPORTING TRANSGENDER & GENDER-NONCONFORMING STUDENTS” FOR TRANS DAY OF REMEMBRANCE

In honor of Transgender Day of Remembrance on November 20, Campus Pride partnered with PaperClip Communications to host a webinar “Strategies for Serving & Supporting Transgender & Gender-Nonconforming Students” on Thursday, November 12. Campus Pride Executive Director Shane Windmeyer and national researcher and author Genny Beemyn were featured presenters. The webinar reviewed specific strategies and best practices for actively supporting trans and gender-nonconforming students.

DECEMBER

SHAME LIST: CAMPUS PRIDE CALLS OUT ACTS OF ANTI-LGBTQ RELIGION-BASED BIGOTRY AS “SHAMEFUL AND WRONG” AND RELEASES NATIONAL LIST OF COLLEGES BANNING LGBTQ STUDENTS WITH TITLE IX EXEMPTION

Campus Pride released the Shame List, a national listing of colleges and universities requesting Title IX exemptions to openly discriminate against LGBTQ students. Campus Pride titled the list “Shame List” for the purpose of calling out the harmful and shameful acts of religion-based prejudice and bigotry. The list names each institution who has requested a Title IX exemption to openly discriminate against LGBTQ people due to their anti-LGBTQ religion-based bigotry. An educational institution that is “controlled by a religious organization” may apply for a Title IX exemption if it “would not be consistent with the religious tenets of such organization.” The full listing is available online at CampusPride.org/ShameList

CAMPUS PRIDE FOUNDER & EXECUTIVE DIRECTOR SHANE WINDMEYER SELECTED FOR THE 2016 SEED20 CLASS

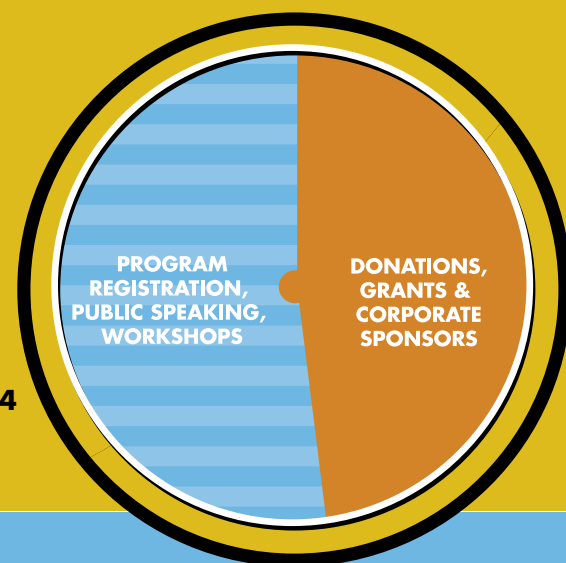
Campus Pride founder and executive director Shane Windmeyer was selected for the 2016 SEED20 Class of nonprofit Charlotte-area entrepreneurs. Campus Pride is the first LGBTQ nonprofit chosen for the class. SEED stands for Social Entrepreneurs EmpowerD. The “20” represents the twenty organizations or individuals who are chosen annually. The goal of SEED20 is to identify, spotlight, and support twenty of the region’s most innovative ideas for tackling pressing social challenges and to provide support to these nonprofit entrepreneurial leaders. Over the course of seven weeks, SEED20 participants receive training, coaching, feedback, and mentoring on how to succinctly and powerfully “tell their story.”



FINANCIALS

REVENUE

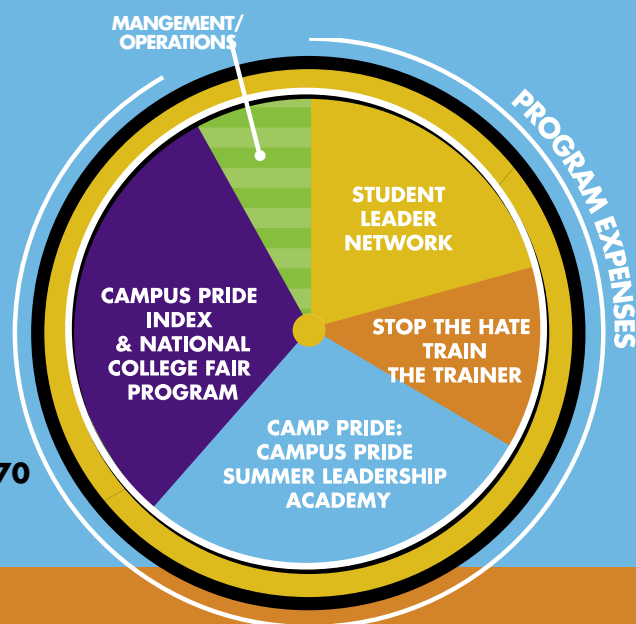
Donations, Grants & Corporate Sponsors	\$211,863
Program Registration, Public Speaking, Workshops	\$221,401
TOTAL:	\$433,264



EXPENSES

PROGRAM EXPENSES

Student Leader Network	\$136,916
Stop the Hate Train the Trainer	\$61,435
Camp Pride: Campus Pride Summer Leadership Academy	\$143,728
Campus Pride Index & National College Fair Program	\$97,680
Management/Operations Expenses	\$32,811
TOTAL:	\$472,570



TOTAL:

Organization Assets	\$53,936
Organization Liabilities	\$11,459
ORGANIZATION NET ASSETS:	\$42,477

2015

SPONSORS

Mitchell Gold
+ Bob Williams



This image shows a single sheet of bright yellow paper with horizontal black ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



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