



Faculty & Staff Out List: 2017 Features

We asked individuals on the LGBT Equity Center's [Faculty & Staff Out List](#) to tell us why it is meaningful to them. We sincerely appreciate their participation. These are just a few of the faculty and staff who comprise the LGBTQ community on our campus -- visit our website for the full list!

If you are UMD faculty or staff and would like to be added to the Out List, please fill out the form at <https://go.umd.edu/outlist>!

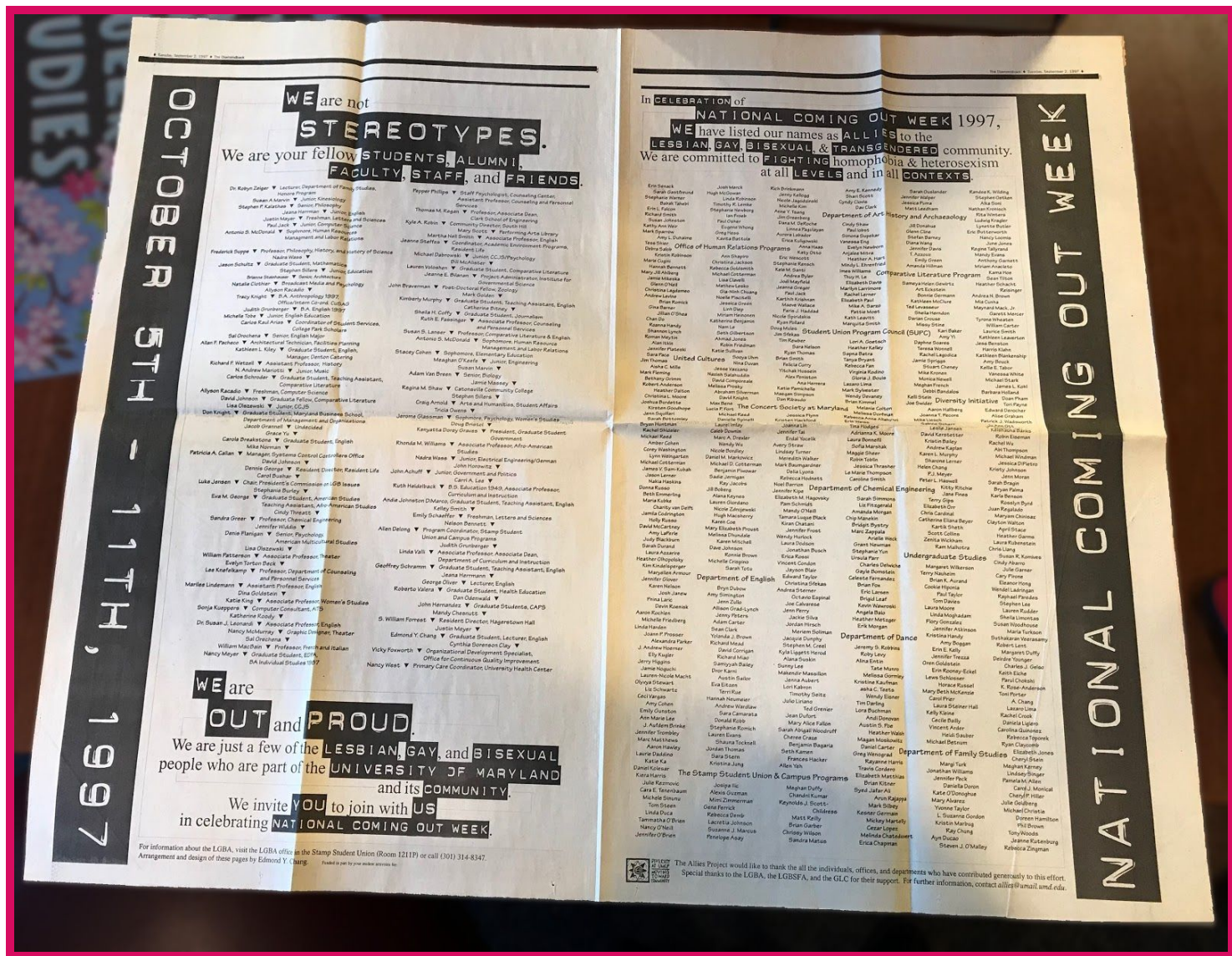


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“Out and Proud” - The History of the Out List

The Faculty & Staff Out List began as a part of Coming Out Week. LGBT staff, faculty, students, and alumni bought an ad in the Diamondback featuring a list of names. The goal was to create visibility for the LGBT community on campus before there was a centralized office focusing on LGBT issues.



The list currently resides on the [LGBT Equity Center's website](#). Visibility is also maintained via the rainbow & trans turtle stickers, the dissemination of inclusive practices around campus (such as putting pronouns in an e-mail signature or a statement in a syllabus), and Rainbow Terrapin Network placards. While the focus of the Out List has shifted more to faculty and staff only, the purpose is much the same. Being on this list simply means being more visible to students so they can see representation in campus leadership, can identify potential mentors/advocates, and so that faculty and staff can also find peers who identify similarly.

VANESSA NICHOLS-HOLMES

Assistant Dean, Business Operations
Philip Merrill College of Journalism



“After serving in the Air Force at a time when IF you revealed you were gay or lesbian you would be immediately dishonorably discharged and then trying to figure out HOW to come out in the civilian world and keep employment, it was extremely refreshing to do so and not only feel great about telling the truth but to somehow know that you would be okay. Lying to ourselves and others

around you is what you learned to do to survive. Being free to be who you are is the best feeling in the world!

I can do all things when I am free to live true to who I was made to be!”

SCOT REESE

Head of Performance and Professor
School of Theater, Dance, and Performance



"I think Harvey Milk said it best:

'I would like to see every gay doctor come out, every gay lawyer, every gay architect come out, stand up, and let that world know. ***That would do more to end prejudice overnight than anybody would imagine...'***"

AYUSH GUPTA

Assistant Research Professor in Physics



“Coming out is an intense experience - both personal and public in some ways. As a graduate student, after coming out to myself, I went through a really difficult phase. It was easy to come out to personal friends; but in the professional setting of the lab, I struggled. It wasn't as if people weren't supportive (indeed, everyone was very supportive) but there weren't visible signs of that support a priori. What that means is that the person who is struggling with the decision to come out needs to step into a space without knowing if it would be a safe space to come out or not. I was

lucky, in that people I talked to, including faculty, were supportive. But it could have played out differently, and there was no way of knowing a priori.

This is part of the reason why I support the OUT list and want to be listed as an out faculty in STEM. ***We need many visual examples of queer folks and allies in our professional settings; we need those settings to explicitly note that they are safe*** (with appropriate training such as Rainbow Terps, for the faculty/staff in those settings, of course). So that LGBTQI students don't have to shoulder the burden of figuring out who they can talk to freely. Unfortunately, we have a long ways to go towards that vision.”

ALICE DONLAN, PH.D

Teaching and Learning Transformation Center
Director of Research



“For me, being out means feeling the freedom to come out over and over, because no one is ever "done" coming out. Rather, it's a constant process with each new context or group of people that I interact with.

Each semester, my queer identity comes up in conversation, and I am so glad to work at a place where I feel free to be honest and open - and I feel especially safe when I'm in an office or setting that has taken

the time to put up rainbow terp stickers or other signs of inclusion. I think ***a major benefit of being an out staff member is that queer students, staff, and instructors know they can turn to me for help if they need it.*** This semester, I've started to facilitate a queer faculty learning community through my work at the TLTC, which has been extremely rewarding. I know that not every LGBTQ+ Terp feels that they have the support around them to be out and open, and I would like to be part of the movement to make Maryland more inclusive for all students and employees.”

MIKE ALLEN, PH.D

Maryland Sea Grant College Program
Associate Director for Research and
Administration



“As an out gay man for the last 18 years, I cannot imagine working in a place where I am not able to be my whole self. As a staffer at the university working with grads and undergrads, I feel that being out at work is even more important -- students and staff can see you as an example and as a person to turn to for help and guidance.

“I didn't know who to turn to when I was coming out in college... so I'm happy I can now offer that resource to others.”