

SHAUN RANDALL TRAVERS
UC San Diego LGBT Resource Center
9500 Gilman Drive 0023
La Jolla, CA 92093-0023
(858) 822-3493
stravers@ucsd.edu

EDUCATION

Doctor of Education in Education Leadership, 2009

Joint Doctoral Program - UC San Diego; San Diego State University; CSU San Marcos

Dissertation: "Trust, learning and dialogue - A portrait of leadership practice in higher education's social justice centers"

Master of Science in Education, College Student Personnel Administration, 1996

Indiana University, Bloomington, Indiana

Thesis: "The diversity advocate program: Through the perceptual lens"

Bachelor of Arts; Drama and Psychology, 1994

California Lutheran University, Thousand Oaks, California

PROFESSIONAL EXPERIENCE

Campus Diversity Officer & Director of the LGBT Resource Center (2001 to present)

UC San Diego, California

Provide strategic advice and consultative input to the Vice Chancellor for Equity, Diversity, & Inclusion (VC EDI) on current and emerging student issues regarding access, retention, and belonging. Initiate campus diversity initiatives in support of the goals of the VC EDI. Provide leadership to one of the largest LGBT Centers at any public institution of higher education, serving LGBTQIA+ students, staff, and academics, and consistently ranked in the top 20 in the nation. Represent UC San Diego locally, regionally, and nationally regarding LGBTQIA+ issues.

Highlights and selected accomplishments

- Served as a subject matter expert and resource on current issues regarding equity, diversity, & inclusion, racial justice, social justice, and LGBTQIA+ communities.
- Co-created and facilitated multiple EDI Leadership Institutes for students, academics, administrators and staff regarding social justice, equity, inclusion, and campus climate.
- Supervised 2 FTEs and 2 graduate interns, dotted line supervision include 2 FTE gender affirming care coordinators, supervision through others including 9 undergraduate interns, 2 high school interns, and a volunteer corps averaging 25 annually.
- Offered support, education, and advocacy to LGBTQIA+ applicants, undergraduates, graduate students, trainees, residents, staff, academics, and alumni to ensure their access, retention, and success.
- Skillfully navigated and influenced the independent leadership of the faculty, academics and staff co-chairs of the UC San Diego Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues over the last 20 years.
- Planned, designed curriculum, conducted, and assessed trainings and learning opportunities for students, staff, academics and faculty groups, as well as divisions and departments, on issues related equity, diversity, and inclusion.

- Created, conducted, and analyzed program assessments, traffic pattern analysis processes, quantitative satisfaction surveys, and qualitative focus groups to provide data-driven decision making to inform strategic planning.
- Developed and executed three 5 year strategic plans for the LGBT Resource Center.
- Created, revised, and maintained the mission, vision, values, and learning outcomes of the Center.
- Conducted specific assessments, analyses, and actions regarding inclusion of Black, Indigenous and People of Color (BIPOC) within all efforts of work.
- Supported numerous student organizations through initial establishment, early development, and full maturity, including many organizations of multiple marginalized communities. Provided leadership development and professional development.
- Initiated the Campus Community Centers collective in partnership with the Women's Center, Cross-Cultural Center, Black Resource Center, Intertribal Resource Center, Asian Pacific Islander Middle Eastern Desi American Programs and Services, and Raza Resource Centro. Developed a theoretical basis, joint philosophy, and mission statement, combined training, academic credit for interns, and cooperative initiatives.
- Cultivated the first-ever donor to the Campus Community Centers, centering the intersectional work of all of the Centers in the ask and subsequent \$10,000 gift.
- Presented to the UC Board of Regents Academic and Student Affairs Committee regarding the experiences of Transgender and Nonbinary students across the UC System, May 2019.
- Transitioned the Center through two different temporary locations into permanent space, first in 2002, and then in 2006, including a capital infrastructure project.
- Secured funding for an additional FTE for the Center, adding an Assistant Director for Education in 2005, and shepherded a title change to Assistant Director and Center Manager in 2023.
- Annually presented budget requests, resulting in incrementally permanent increases and one-time, infrastructure-focused funds over two decades. Current budget of \$435,000 for the Center.
- Secured multiple outside agency grants, including in 2003 the funds initially establishing the undergraduate intern program, the funds for the 2004 Western Regional LGBT College Conference, and initial and multiple refreshes of Bohnett CyberCenter in the early 2000s.
- Cultivated hundreds of one-time and regular donors over two decades, resulting in predictable annual foundation funds to supplement the core funds of the Center.
- Shepherded an estate gift to fund two UC San Diego PATHS scholars with a \$10,000 commitment over four years.
- Secured three additional LGBTQIA+ undergraduate scholarships, for a total of 7 within the LGBT Scholarship program. Includes 5 named and endowed scholarships and funds awarding over \$16,000 annually.
- Through years of advocacy, secured two FTE Gender Affirming Care Coordinators for UC San Diego Student Health & Wellbeing cluster, with dotted line supervision through the LGBT Resource Center to the division of EDI. Through focused intention and community networks, positions filled by trans and nonbinary people of color.
- Continued advocacy for gender affirming care, including hormones and surgeries, for all UC San Diego students prior to the UC system's access to transgender health benefits for all of UC.
- Provided ongoing consultations on processes for transgender students in housing, including gender inclusive housing for all students.
- Received awards from San Diego LGBT Pride for UC San Diego's participation in Pride parade 2004, 2007 & 2009, and 2013.
- Created the UC San Diego LGBT Alumni Leadership Council.

- Instituted UC San Diego signature events, including Q Camp: an orientation for incoming LGBTQIA+ students, LGBTQIA+ Family Day, Out & Proud Week, and the Chancellor's LGBTQIA+ Community Leaders Reception.
- Hosted the state-wide California Transgender Leadership Summit at UC San Diego in 2009.

Coordinator, Gender Issues Education Services (1999-2001)

Texas A&M University, College Station, Texas

Provided advocacy to those who experienced sexual violence and harassment; presented women's development programs; provided education and support to LGBTQIA+ students.

Semester at Sea, Resident Director (Fall 2000)

Global study abroad

Traveled aboard a floating university, circumnavigating the globe visiting ten ports on four continents. Responsibilities for 80 students while on-ship, and ship-wide union programming.

Coordinator, Student Judicial Services (1997-1999)

Texas A&M University, College Station, Texas

Conducted student judicial behavioral and academic dishonesty cases in instances when suspension, dismissal, and expulsion were likely outcomes. Balanced the needs of the University with the educationally appropriate outcomes for students. State of Texas certified mediator.

Resident Director and Coordinator of Judicial Affairs (1996-1997)

Ohio Wesleyan University, Delaware, Ohio

Coordinated the living learning environment for 500 residents, supervised 9 RAs. Provided campus-wide judicial services for all policy infractions, with sanctions ranging from educational interventions to expulsion.

LEADERSHIP INSTITUTES at UC San Diego

Co-Creator & Facilitator "Equity, Diversity and Inclusion in Medicine" 2021- 2022

Under the auspices of the Vice Chancellor for Equity, Diversity, & Inclusion, designed the curriculum, overall course structure, and fully implemented a 9 month series to address issues of EDI with the seven faculty and four staff administrators of the School of Medicine who are Academic Community Directors, mentoring future generations of physicians.

Co-Creator & Facilitator "Leaders for Equity Advancement & Diversity (LEAD) Fellows Advanced Academy" 2020, 2021

Under the auspices of the Vice Chancellor for Equity, Diversity, & Inclusion, designed the curriculum, overall course structure, and fully implemented a 3 month advanced academy to strengthen staff and faculty LEAD Fellows around race, power, privilege, and position. Enhanced skills to lead trainings, conversations and presentations on EDI issues. 20 people have completed the Academy, and four currently now co-lead the 2022 LEAD Fellows cohort.

Co-Creator & Facilitator "Leaders for Equity Advancement & Diversity (LEAD) Fellows" 2015-2022

Under the auspices of the Vice Chancellor for Equity, Diversity, & Inclusion, designed the curriculum, overall course structure, and fully implemented a 6 month Institute to create campus champions among staff and faculty who engage and lead crucial conversations around race and other EDI issues to improve organizational learning and campus climate. Over 70 people are now LEAD Fellows. The scope and breadth of their reach is expansive. LEAD Fellows were instrumental in the Strategic Plan for Inclusive Excellence, leading over 10 focus groups. Athletics has extensively infused EDI values in all areas of management, including crafting an EDI mission statement. Over a dozen LEAD Fellows have been recognized at the campus Inclusive Excellence

Awards. LEAD Fellows have led department and divisional responses to national issues such as the Pulse massacre, Michael Brown's death in Ferguson, the 2016 and 2020 presidential election, the rise in violence among people of Asian decent, and the George Floyd murder.

Co-Creator & Facilitator "Building Communities for Social Justice Practice" 2009-2012

With the Vice Chancellor of Student Affairs and Campus Community Centers, created and implemented a week-long intensive social justice institute for 30 Student Affairs professionals, running four consecutive years, training over 120 Student Affairs and other affiliated professionals in deeper, more culturally inclusive, student-centered practice. Long term results, such as the now annual all Residence Life equity-minded education trainings prior to resident move-in, shifted Student Affairs culture. Graduates of the program were deeply involved in the response to the campus unrest after the Compton Cookout and other racist activity, and subsequent strengthening of EDI infrastructures throughout UC San Diego.

Co-Creator & Facilitator "Chancellor's Undergraduate Diversity Leadership Institute" 2003-2007

Under the auspices of the Chancellor, developed a syllabus, overall course structure, and fully implemented a year-long institute for 1st year students. This introduced them to concepts of social justice, social change, diversity, and equity, required a year long social action project, gave opportunities to hear noted speakers, and concluded with a symposium hosted by the Chancellor. Long term results from these student participants included the establishment of SPACES, UC San Diego's fully funded, student-run space that focuses on access, retention, and community.

UNIVERSITY SERVICE

- University of California LGBTQIA+ Director's Council, 2001 to present. Official liaison from Council to UC Office of the President 2006-2007, 2011-2012, 2017-2018.
- UC San Diego Chancellor's Advisory Committee on Gender Identity and Sexual Orientation Issues and prior iterations, 2001 to present. Current Co-chair.
- UC San Diego Campus Council on Climate, Equity and Inclusion (Climate Council) and prior iterations, 2001 to 2016
- University of California President's LGBT Faculty, Staff and Student Advisory Council and prior iterations, 2005-2015
- UC San Diego NSF Advance Institutional Transformational Grant Proposal Team, 2014
- UC San Diego Coordinated Community Response Team for the Sexual Assault & Violence Prevention Resource Center, 2005 to present
- UC San Diego World AIDS Day Planning Committee Chair, 2005 to 2019
- San Diego AIDS Walk UC San Diego Team Leader 2005 to present. Top fundraising college team for the last 10 years
- Numerous search and selection committees for all levels of University service, e.g. Provosts for the Colleges, Deans of Student Affairs for the Colleges, Dean of International Education, etc.
- UC San Diego Human Resources Culturally Competent Management Program, 2013 & 2014
- Western Regional LGBT College Conference (UC LGBTIA) at UC San Diego, Advisor, 2004

RESEARCH INTERESTS

Leadership in social justice centers at institutions of higher education; LGBTQIA+ student experiences; reflective student affairs practice; social justice and diversity; intersectional work serving specific communities through foundational standards of practice and core competencies.

TEACHING & CURRICULUM

UC Policy on Gender Recognition and Lived Name ecourse 2022

Content developer - online training at UC San Diego available through the UC Learning Center

Introduced concepts of lived name, and provide an overview of policy, implementing procedures, use, disclosure, confidentiality, access, and local procedures regarding legal name

Gender Recognition: A Focus on Transgender, Nonbinary, and Intersex Awareness ecourse 2019

Content developer - online training at UC San Diego available through the UC Learning Center

Introduced terms and concepts related to gender and nonbinary identities, as well as best practices for name, pronoun, and title usage

UC San Diego, California, Academic years 2011-2020

Co-Instructor – “Social Justice Practicum.” Designed and implemented weekly social justice practicum for undergraduate student interns at Campus Community Centers

California State University, San Marcos Spring 2012

Adjunct Faculty – College of Education “Research Methods in Education.”

In preparation for thesis and chair selection

California State University, San Marcos Spring 2011

Adjunct Faculty – College of Education “The Role of Cultural Diversity in Schooling.”

Prerequisite for all teacher credential candidates

Instructor – “Professional Learning Community Summer Seminar – LGBTQIA+ Issues in Higher Education.” Southern California, Summer 2007 & 2008

Designed and implemented curriculum for graduate student interns and full time professionals in college LGBT Centers across southern California

SELECTED PUBLICATIONS

- Travers, S. (2023). It Has Occasional Costs to Your Soul: Ministering to LGBTQIA+ Communities in Higher Education. In *Queerness as Being in Higher Education* (pp. 16-26). Routledge.
- Bazarsky, D., Edwards, B. J., Jensen, L., Subbaraman, S., Sugiyama, B., & Travers, S. (2022, July 23). Standards of Practice: Core Competencies for LGBTQIA+ Directors and Professionals in Higher Education. *Journal of Diversity in Higher Education*. Advance online publication. <http://dx.doi.org/10.1037/dhe0000282>
- Social Justice Leadership: Silos to Synergy, in *Applied Critical Leadership in Higher Education*, with Dr. E. de la Peña and Dr. E. Welch, Routledge, 2016
- Emergent Approaches to Diversity and Social Justice Work in Higher Education. In *Teaching Diversity, Conference Proceedings*. Ed. Lin & Wastel. With Dr. E. de la Peña and Dr. E. Welch .University Readers, 2011.
- “The diversity advocate program: Through the perceptual lens” *Journal of the Indiana University Student Personnel Association*. (36-48). Bloomington, IN: Indiana University Student Personnel Association, 1996

SELECTED PRESENTATIONS

- “Going Beneath the Surface: Multicultural Inclusive Work for Transgender, Nonbinary and Queer Communities” with Mely Quiroz and TR Richardson, UC San Diego’s Gender Affirming Care Coordinators: Scripps Institution of Oceanography

- “Recent Developments in Title IX Law and Policy - Implications for LGBTQIA+ communities” with Shiwali Patel, Director of Justice for Student Survivors & Senior Counsel, National Women's Law Center and Kel O'Hara, Staff Attorney for Equal Rights Advocates. Part of the “Rethinking Gender and Sexual Harassment Practice” series: UC Berkeley - Berkeley Center on Comparative Equality & Anti-Discrimination Law
- “A Systemwide Policy on Gender Recognition and Lived Name” with Em Huang, UC Berkeley Director of LGBTQ+ Advancement and Equity, Cynthia Davalos, Executive Director of Student and Equity Affairs and Deputy to the Associate Vice Provost, and Liz Halimah, Associate Vice Provost, Student and Equity Affairs: National Conference on Race and Ethnicity in Higher Education
- “Talking About Race: Learn, Leverage, Lead with Cultural Competency” for the Human Resource Staff Education & Development Learning Boost series: UC San Diego
- “Anti-Black Racism and Visual Arts” with Dr. Edwina Welch and MarDestinee Perez, worked with the chair of the department and all faculty in Visual Arts to strategize ways to address the deeply rooted anti-Black racism in the department: UC San Diego
- “The Chancellor’s 21 Day AntiRacism Challenge” spoke on a panel of white employees regarding the role of white people in anti-racist practices: UC San Diego
- “UC Presidential Policy on Gender Recognition and Lived Name - Implications for UC San Diego” with Vice Chancellor Becky Pettit for Chancellor's Cabinet: UC San Diego
- “The Murder of George Floyd” with Dr. Rhonda Hackshaw. In the immediate wake of George Floyd’s murder, held processing space for UC San Diego’s non-Black People of Color communities and white community over Zoom, over 250 attended, processing their positionality and their subsequent role in anti-Black Racism: UC San Diego
- “Intersect/Divide: Intersectionality & Anti-Racism” with V. Bailey, S. Subbaraman, M. Shutt, and C. Woods at the National LGBTQ Taskforce Creating Change Conference: Denver, CO
- “California Gender Recognition Act - Implications for UC San Diego” with Vice Chancellor Becky Pettit for Chancellor's Cabinet; UC San Diego
- “Brave Spaces, not Safe Spaces - Radical Inclusion on College Campuses: Complex Intersections and Engaging Privilege” with S. Atkinson, G. Javier and L. Morrow at the National Gay & Lesbian Taskforce Creating Change Conference: Houston, TX
- “Anti-Racist Practice for White LGBT Professionals in Higher Education” with R. Nussbaum, at the National Gay & Lesbian Taskforce Creating Change Conference: Atlanta, GA
- “Changing Campuses, Changing Lives, Changing the Future: Inclusive LGBT Environments for all People at Colleges and Universities” with G. Javier and L. Morrow at the National Gay & Lesbian Taskforce Creating Change Conference: Baltimore, MD
- “LGBT Issues in Community Pediatrics” – with PFLAG, San Diego. Balboa Navy Hospital and UC San Diego Medical Center Training Coalition: San Diego, CA
- “Leading from the middle” Faculty for Mid Managers Training Institute at NASPA Region V/VI conference, San Diego, CA
- “Effective anti-racist practice for white LGBT professionals doing LGBT work in Higher Education” – with S. Atkinson. Consortium of Higher Education LGBT Resource Professionals Annual Meeting: Minneapolis, MN
- “LGBT Issues in High School Counseling” – with A. Nuñez. Sweetwater Union High School District All-District Counselor Meeting: San Diego, CA
- “The Anatomy and Aftermath of a Racial Incident” – with VCSA Dr. P. Rue. Dr. G. Ratcliff & C. Davalos. NASPA National Conference: Philadelphia, PA
- “Queer Brown Grrrl: Cross-Cultural, Women’s and LGBT Campus Centers Working Together and Strategies for Success” - with Dr. E. de la Peña and Dr. E. Welch. Teaching Diversity Conference: San Diego, CA

- “A Model Strategy for Building Communities for Social Justice Practice in Student Affairs” – with VCSA Dr. Rue, Dr. E. de la Peña and Dr. E. Welch. NASPA National Conference: Chicago, IL
- “Understanding impact” Led a 3 month series of conversations among the student leadership of the fraternities who organized and participated in the Compton Cookout - with Emily Marx Trask: UC San Diego
- “Responding to the Compton Cookout – perspectives from a white diversity officer” Teach In and subsequent student walk out: UC San Diego
- “Autoethnographic Portraiture” Winter Methodology Conference: UC San Diego
- “Intersectionality: Does Working Together Work?” – with Dr. E. de la Peña and Dr. E. Welch. California Council of Cultural Centers in Higher Education: Berkeley, CA
- “Gender: implications for race, ethnicity and sexual orientation” – with Dr. E. de la Peña and Dr. E. Welch. UC Women’s Federation; San Diego, CA
- “Sexuality Through Race and Gender: Student Challenges and Success” American Association of Collegiate Registrars and Admissions Officers; San Diego, CA
- “Being an LGBTQA professional & its impact on our personal lives” National Consortium of Higher Education LGBT Resource Professionals: Kansas City, MO
- “Innovative Models for Social Justice Action across Race/Ethnicity, Gender, and Sexuality” – with Dr. E. de la Peña and Dr. E. Welch. NASPA Student Affairs Multicultural Institute, Las Vegas, NV
- “Campus Community Centers” - with Dr. E. de la Peña and Dr. E. Welch. National Conference on Race & Ethnicity in American Higher Education: New York, NY

COMMUNITY LEADERSHIP AND SERVICE ACTIVITIES

Chair, San Diego LGBT Community Leadership Council, 2012 - present

- Lead a county-wide Council of over 40 LGBTQIA+ serving and affiliated organizations to provide coordinated community leadership on LGBTQIA+ issues for the San Diego region

Chair & Co-Chair, Board of Directors, San Diego LGBT Community Center, 2009 (chair), 2010-2013 (co-chair)

- Selected, supervised and evaluated the CEO and President of the Center
- Led the 20 person Board of Directors in all governance and fiduciary responsibilities

Member, Board of Directors, San Diego LGBT Community Center, 2004 to 2019

- Provided governance activity for over 50 FTE and over 150 volunteers
- Provided financial oversight of a budget of over \$8 million
- Provided long-term strategic decisions for physical plant and infrastructure
- The Center, a 501c (3) non-profit serves the most marginalized LGBTQIA+ San Diegans, is the second oldest and the one of the largest LGBT Community Center in the nation

Member, San Diego LGBT Community Leadership Council, 2005 - present

Member, Board of Directors, Planned Parenthood of the Pacific Southwest, 2002-2005

Member, Board of Directors, American Red Cross of the Brazos Valley, Texas, 1999-2001

AWARDS AND HONORS

UC San Diego named nations 10th best public college for LGBTQ students, 2017

Council of UC Staff Assemblies Kevin McCauley Memorial Outstanding Staff Award, 2017

Equality California LGBT Equality Award - San Diego, 2016

UC San Diego Diversity Awards – Vice Chancellor’s Award, 2015

NASPA LGBT Knowledge Community’s Co-Chair’s Award, 2015

California State Assembly Majority Leader Toni Atkins Recognition for Service as Chair of the LGBT Community Center’s Board of Directors 2009-2013

Imperial Court de San Diego Mark Huntley Community Service Award 2012

Project STAR Transgender Day of Empowerment Award, 2009

San Diego LGBT Pride Spirit of Stonewall Community Service Award, 2006
Ron Sasse Community In Unity Award – Texas A&M University, 2000

SELECTED OUTSIDE CONSULTANT WORK

Loyola Marymount University, with Dr. E. de la Peña and Dr. E. Welch
“Facilitating Difficult Conversations and Transforming Campus Climate - an evolution from interculturalism to antiracism” Two-day Administrators Retreat, 2023

Washington University in St. Louis Brown School, with Dr. E. de la Peña and Dr. E. Welch
“Facilitating Difficult Dialogues: Working Together for Student Success” Two-day Faculty Retreat, 2017

Washington University in St. Louis, with Dr. E. de la Peña and Dr. E. Welch
“Facilitating Difficult Dialogues” Student Affairs Divisional Meeting, 2016

Harvard College, with Dr. E. de la Peña and Dr. E. Welch
Trust, Learning & Dialogue: Working Together for Student Success, 2013, 2014 & 2015

Harvard College
LGBTQIA+ issues for graduate students, social justice and community building, 2012

Cuyamaca College
Introduction to social justice and community building through and LGBT lens Spring and Fall 2012, 2013

NATIONAL MEMBERSHIPS AND COMMITTEE WORK

- National Consortium of Higher Education Lesbian Gay Bisexual Transgender Resource Professionals, Member 1999-present. Executive Committee 2002-2004, Education Chair 2014- 2015
- NASPA - Student Affairs Administrators in Higher Education, Member 1995-present. LGBT Mentoring Program (co chair), 2014 & 2015. NASPA Western Regional Conference Registration Chair, 2003

REFERENCES AVAILABLE