

**Office/Department:** Sexual Orientation, Gender Identity & Expression (SOGIE)

**Director:** Jennifer Iwerks, Assistant Director – SOGIE Education and Support

**Mission Statement:**

Sexual Orientation, Gender Identity & Expression (SOGIE) Programming works toward promoting James Madison University's commitment to diversity through education, support, advocacy and the fostering of equity for all students, inclusive of all sexual orientations and gender identities and expressions.

**Functional areas included in this office/department:**

- Program planning, implementation and evaluation on various LGBTQ+ support and education, including:
  - Peer Education workshops on LGBTQ+ identities
  - SOGIE Volunteer Program training and volunteer development
  - The Lavender Lounge (campus LGBTQ+ center)
  - Educational social media posts
  - Awareness day events, such as tabling for Lesbian Awareness Day or Intersex Awareness Week
  - Community building programs like Queers and Coffee and open houses
  - Large scale campus events, such as Trans Day of Remembrance, Trans Day of Visibility, and Lavender Graduation
- Student involvement including:
  - Peer Educators
  - Volunteers

**1. Students who participate in this experience will gain understanding of student affairs as a profession and the influence student affairs has on contemporary higher education through the following tasks and activities:**

- Supervise one student coordinator; the Campus Outreach Coordinator.
- Assist in providing oversight for program volunteers including providing training, professional development opportunities, and developing program opportunities such as Queers and Coffee.
- Directly plan and implement events and collaboration efforts such as Puppy Pride and others as interested.
- Assist in the development and implementation of annual events such as Trans Day of Remembrance, Lavender Graduation, and others.
- Assist in maintaining a clean, accessible, and inclusive program space, including managing the self-expression closet and the resource library.
- Oversee social media accounts and the marketing of program events.
- Offer support services and resources to the campus community as needed.
- Research best practices relating to this functional area and use research to inform the creation of new programs and initiatives for SOGIE programming.
- Attend SOGIE staff meetings.

- Other duties as assigned that will contribute to the growth of SOGIE programming.

**2. Students who participate in this experience will be exposed to the purposeful application of the following student development, career development, counseling and/or organizational theories:**

- Psychosocial Developmental Theories: (Chickering, Erikson)
- Cognitive Developmental Theories: (Perry, Kohlberg, Belenky, Gilligan)
- Identity Development Theories related to sexual orientation: (Cass, Troiden, D'Augelli, Meyer & Schwitzer)
- Feminist Sociological Theory: (Intersectionality)

**3. Students assigned to this site will be able to participate in the following assessment and/or evaluation projects:**

- Implementing and analyzing current assessment tools
- Writing program goals, objectives and evaluation
- Research projects as needed

**4. Students who participate in this experience will be evaluated and provided on-going feedback in the following ways:**

- Individual weekly meetings with supervisor.
- Formal evaluations with supervisor each semester.
- Periodic assessment of learning outcomes from learning contract.
- Facilitator evaluations from students in programs, if applicable.
- Weekly staff meetings and professional developments.

**5. Specific expectations of students assigned to this site include:**

- Supporting the mission of SOGIE programming.
- Adhering to ethical guidelines of the College Student Personnel profession.
- Maintaining confidentiality.
- Establishing and maintaining office hours.
- Attending required meetings/workshops/etc.
- Completing assigned projects.
- Collaborating with other offices in the development of programs.
- Maintaining a positive attitude about job responsibilities.
- Upholding office professionalism standards.

**Contact People**

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