The Pride Alliance at the University of Rochester (PAUR) is an employee resource group dedicated to creating and sustaining a positive work environment in which all individuals are valued and supported regardless of sexual orientation or gender identity or expression. Working in association with the Office of Human Resources-Multicultural Affairs and Inclusion, the goal of the Pride Alliance is to empower employees to interact in an open and honest manner, without fear, and to create an environment that is respectful of all.

Members of the Pride Alliance have been involved in bringing several significant initiatives related to the inclusion of lesbian, gay, bisexual, and transgendered individuals to the forefront, including:

- modification of the University of Rochester’s Equal Opportunity Statement and the Medical Center’s Patient Bill of Rights to include gender identity and expression
- provision for domestic partner coverage in health, dental, tuition, and life insurance policies
- development of the Safe Space training program

The Safe Space training program provides information to members of the University community interested in learning how to become an ally to the University’s LGBTQ community. The goal of the program is to encourage the creation of a safer and freer environment for all members of the University community regardless of sexual orientation or gender identity or expression. Individuals who complete the training may display a Safe Space sign in their work area to identify themselves as trained allies who are available to answer questions or engage in discussions about LGBTQ issues.

Members of PAUR and the University of Rochester’s Diversity and Inclusion Committee will be marching in the Pride Parade, which takes place in downtown Rochester on Saturday, July 16. Anyone interested in marching with the University of Rochester contingent should contact Kathy Sweetland at ksweet@admin.rochester.edu or 275-9125 by July 13. Preregistration is required. University tee shirts will be provided.

To learn more about the Pride Alliance at the University of Rochester, go to www.rochester.edu/diversity/affinity/pride/index.html; email at pridealliance@rochester.edu; phone at 276-3259, ext. 4.