

Charter for QTPOC (Queer & Trans* People of Color) House

The mission of QTPOC House serves to provide & protect a community space that centers the intersectionalities of race, gender and sexuality. These intersections are not limited by but include: lesbian, gay, bisexual, transgender, queer, questioning, asexual, intersex, non-binary, and allied students of color at Carleton College. The house serves as a safe, inclusive living space for LGBTQIA+ students of color, and offers outreach in the form of social programming to build cohesion in the larger community of the college. These activities and dialogues are intended to promote understanding of the intersections between race, socioeconomic disparity, and LGBTQIA+ issues to affirm the needs and experiences of QTPOC students at Carleton.

Goals for QTPOC House

The following goals are meant to help our community facilitate living learning environments. This is a living document that will change as its members and community needs change.

1. To provide a living space for growing a queer-focused and queer-friendly environment catered to the experiences of people of color (POC).
2. To enrich the LGBTQIA+ and the POC communities on campus through regular social and community building events.
3. To provide a revolutionary space for student organizations, academic initiatives, and social activism.

Selection Process

The Gender and Sexuality Center in collaboration with Residential Life will coordinate the selection process each year. Applicants will be expected to complete an application and interview. Primacy will be given to applicants who will be enrolled on campus for fall term of that year; those applicants who will be off-campus fall term may be considered as a first priority for filling vacancies for the remainder of the year. Once a resident enters the house, they will not be asked to leave upon the return of a former resident.

Expectations for Residents

As an integral part of the LGBTQIA+ resources of the college, it is important that residents have a thorough understanding and acceptance of shared expectations and responsibilities to each other and to the mission of the house.

1. Residents must be willing to participate in the programming efforts of the house in some way, with recognition of preferences for specific types of tasks taken into account.
2. It is important that the public living spaces be kept clean and organized at all times to prevent inconvenience for other residents. All residents accept equal personal responsibility for the appearance of the house.
3. To maximize interaction and communication between residents and to facilitate programming, all

residents will attend weekly house meetings to discuss concerns and ideas for the house.

4. While providing the entire campus with an LGBTQIA+ community-building space, the needs of the house itself as a community are equally important. Residents should at all times show respect and consideration and engage in conversations with empathy. They should also recognize and take responsibility for their impact to maintain a comfortable and positive house dynamic.

5. Residents are encouraged to maintain communication with GSC affiliated student organizations and co-host programs/meetings/events in the house as available.

6. House Manager will function as a liaison to the Gender and Sexuality Center and the office of Residential Life for all programming or budgeting needs.

Conflict Resolution

If any member of QTPOC House is repeatedly disruptive or fails to meet the goals and expectations of the house, that member will be asked to leave the house. All internal conflicts will be first addressed by the house members. The following procedures will be used when conflict or disagreements arise:

1. House members involved in the conflict will attend a meeting for the purposes of reviewing expectations and resolving conflicts in a mediated conversation with the house manager.
2. House meetings will occur if the whole house community is impacted.
3. If conflicts or disruptive behavior continues, a mediation session with a Residential Life or Gender & Sexuality Center staff member can be requested. Any house member under review may bring an advocate or supporter. This meeting may result in the removal of the house members.