

# HUMANIST CHAPLAIN

## Activities Summary

Oct 28, 2016 – Oct 28, 2018



*Tee Rogers*

### Humanist Chaplain

*Serving the University of Central Florida  
and the Greater Orlando Community*

“Our lives  
begin to end  
the day we  
become silent  
about things  
that matter.”

~ Dr. Martin Luther King, Jr.

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## Introduction

Secular individuals face the same challenges in life that our friends of faith encounter, yet resources to support, encourage, and validate Humanist, Atheist, and other secular identities are few and far between. The secular community continues to grow and become more diverse in a time when hatred and hate crimes against non-Christians and other minorities are increasing.

The Pew Research Center data released in August of 2018 shows that 29% of American adults identify as non-religious. In previous data, only 3% of the population, part of the 24% “unaffiliated”, indicated that they identified as Atheist; now 17% say they do not believe in God. There are various reports and data showing different numbers based on how they ask the questions and who they ask, but they all reflect the growing non-Christian population including a high increase in secular identities – especially among college-aged individuals.

Our communities need resources dedicated to secular individuals; opportunities for community building and secular engagement; advocates who promote inclusion of all religious, secular, and spiritual identities; and education for the public about secular life.

Humanist and Secular Services at UCF began its journey in 2013 with the launch of the national Secular Safe Zone project under the leadership of the Secular Student Alliance. In early 2014, UCF held 8 months of focus groups (about 30 groups altogether) to determine the need and relevance of the program to our campus community. The findings were heartbreaking. People of all religious, secular, and spiritual identities reported facing challenges that ranged from micro-aggressions to outright harassment and discrimination.

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Inclusion and diversity have never been more important to UCF.  
As president, I'm committed to UCF being a model campus for inclusion.

*Quoted from UCF Today article by Dr. Dale Whittaker, 7/9/2018*

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UCF prioritizes diversity; with that comes the growing potential for religious conflict and misunderstanding. The focus groups documented that to become truly inclusive

we needed to overcome the “taboo” barrier that prevents us from talking about religion and find a way to engage in respectful conversation that educates students, faculty, and staff about how to foster equitable inclusive spaces for people of all faith and non-faith identities.

The first workshop was held on October 22, 2014, with 25 attendees; 68 percent (17) of those participants signed up to serve as the first Secular Safe Zone Allies on our campus. Today, 630 Knights have attended our workshops and 243 are part of the Secular Safe Zone Ally network. This has been a great start, but there is much more work to do. The opportunity to serve the university and our greater Orlando community as a Humanist Chaplain emerged in 2016.

Humanist Chaplaincy is about creating, maintaining, *and normalizing* those resources. The students, faculty, and staff at the University of Central Florida – and the greater Orlando community – have always had representation, resources, and people who care. But they were not as visible and accessible as an established Humanist Chaplaincy. This leap forward formalized the Humanist and Secular Services program at UCF, strengthened relationships, and provides ongoing classes, support groups, advocacy, and other support.

My personal mission statement has always been “focus on positive impact.” At various times in my life that has meant different things to me; since 2011 my positive impact focus has been uplifting secular individuals; providing resources and community; overcoming stereotypes about people of non-faith through service; and advocating in any way I can to increase equitable inclusion for all religious, secular, and spiritual identities. I hope, in some small way, I have made a positive difference in our community.

Our actions communicate both our priorities and our gratitude. The attached report details the actions both at UCF and in our community that I hope, in some small way, have made a positive difference for people of all religious, secular, and spiritual identities. The next step in my service journey is uncertain as I face my own life challenges, but I will continue to make whatever positive impact possible by serving as a voice for underrepresented people, creating opportunities, fostering meaningful dialogue, and volunteering in the community.

I want to thank the Humanist Society for the opportunity to serve as Humanist Chaplain over the past two years and everyone at UCF and in our community who supported or participated in the missions of Humanist and Secular Services at UCF and BE. Orlando Humanist Fellowship.

## About

### Humanist and Secular Services at UCF

Mission: Foster academic, professional, and social environments that include and respect all religious, secular, and spiritual identities.

Overview: Beginning in 2013 with the first campus conversations about potentially implementing the Secular Safe Zone, Humanist and Secular Services at UCF was named by SDES in 2017 in the publication of the Religion and Non-Religion website.

HSS serves members of our Knight family who identify as any secular identity as well as ensuring equitable, accessible resources and representation for all religious, secular, and spiritual identities. The work is done in collaboration with important university stakeholders that include the Office of Diversity and Inclusion, SDES, Social Justice and Advocacy, Counseling and Psychological Services (CAPS), Campus Faiths and Ministries, LGBTQ+ Services, and many others.

Services to UCF include

- Institutional advocacy for inclusion, including consultations and focused team discussions
- Workshops raising awareness and promoting inclusion
- Special events and presentations
- Secular Safe Zone Allies network providing a university-wide visible statement of support and inclusion
- On-site Humanist Chaplain (office hours by appointment in person, phone, or Skype)
- Peer Support and Discussion Group
- Internship opportunity
- \$1,000/semester scholarship
- Connection to and partnership with the local secular community

## BE. Orlando Humanist Fellowship

Mission: Humanist making a difference together and overcoming stereotypes about Atheism through kindness, action, education, and human connection.

Affiliations:

- Chapter, American Humanist Association
- Gold level team (annual, since 2016), Foundation Beyond Belief
- Affiliate, American Atheists
- Member, Coalition of Reason

Overview: BE. Orlando began on September 2, 2011, working to make a positive difference in our community and in the lives of our members. As we foster a service-minded Humanist community we will overcome challenges that non-religious people face. Reducing stress, conflict, and barriers to human flourishing benefit not only the marginalized – but our entire society.

We recognize that the faith bias and prejudice against Atheists in the non-profit industry is higher than found in other aspects of life; we advocate for the inclusion and acceptance of people of non-faith identities by demonstrating that kindness and compassion are ubiquitous human potentials and by exposing the non-profit community to good people of non-faith.

We empower secular individuals to change the world through volunteerism while encouraging fellowship and connection among the secular community and with the greater community. We serve as a resource and advocate for all marginalized identities and work to build bridges that connect us to the faith community by inviting secular-friendly members of faith and fostering connections with faith organizations.

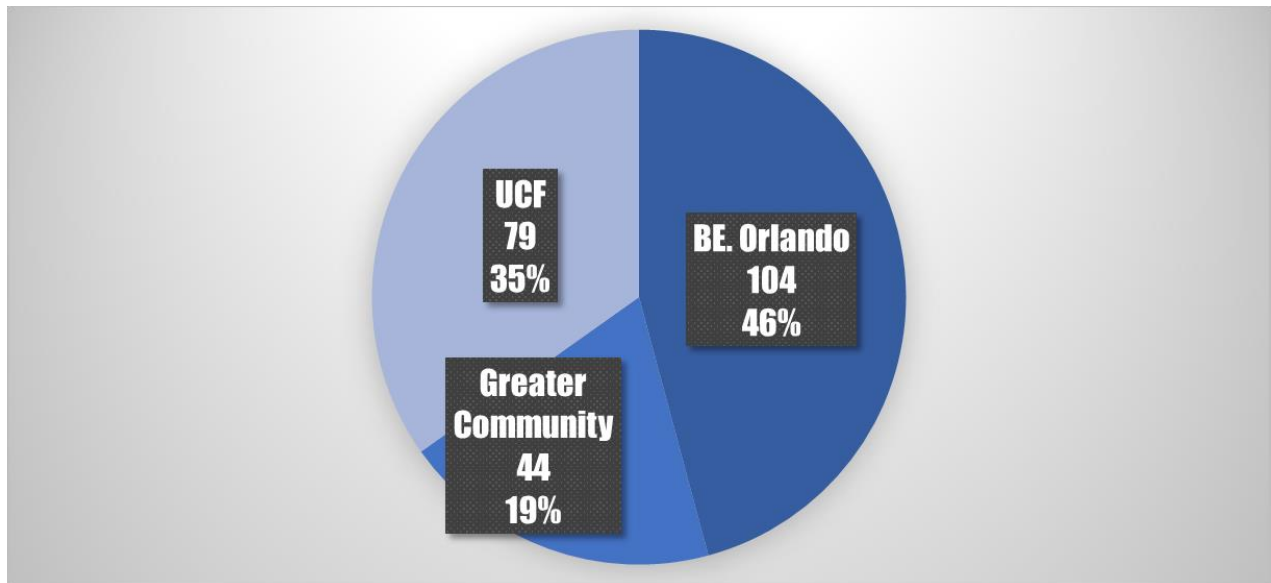


## Data

At the end of this report is a detailed spreadsheet of 237 documented actions and events during the reporting period. The highlights below show summaries of communities impacted, areas of focus, and hours of service.

### Communities: BE. Orlando and UCF

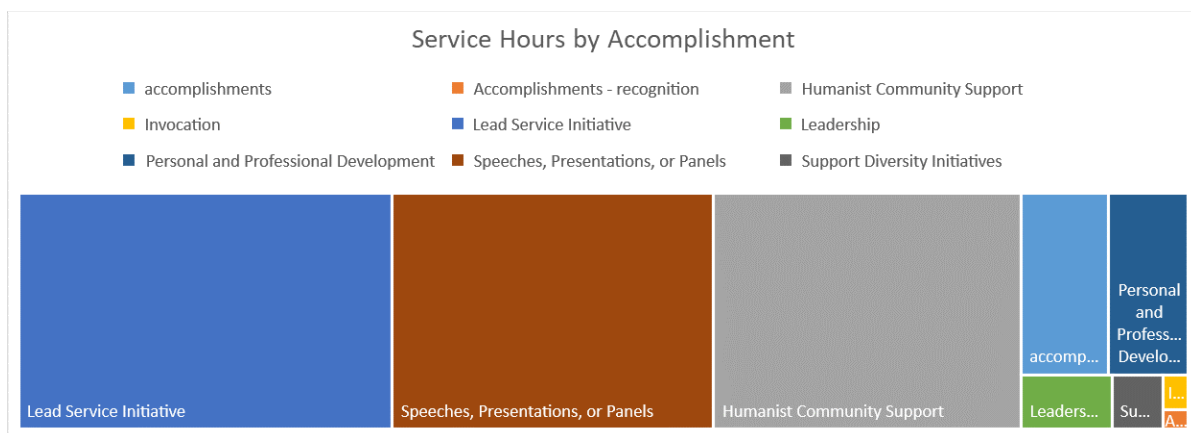
My scope of impact included two specific organizations: The University of Central Florida and BE. Orlando. All UCF activities were focused on students, faculty, and staff of the university. BE. Orlando is a chapter of the American Humanist Association serving Central Florida; its focus is on engaging the secular community in volunteerism and overcoming Atheist stereotypes through service. Some activities impacted both (Greater Community). Of the 235 actions documented, there were 227 actions related to specific communities:



## Hours of Service, Humanist Chaplain

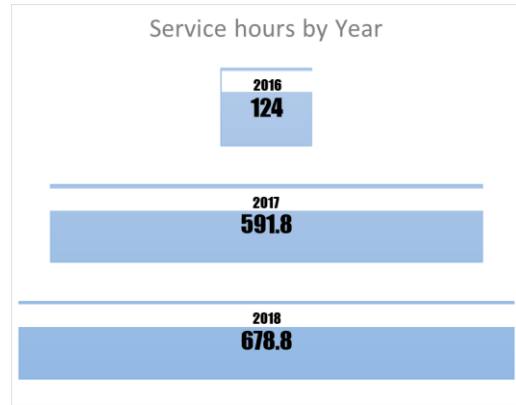
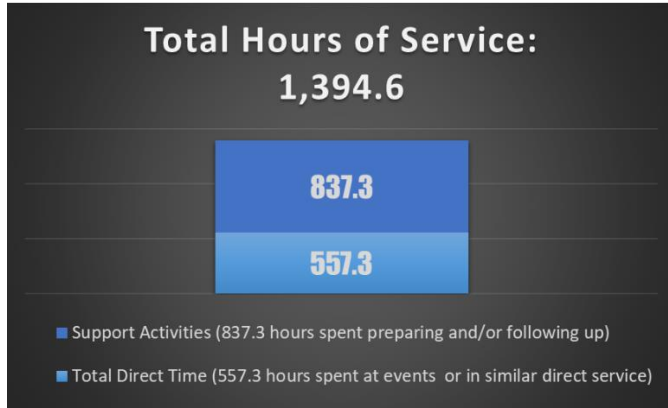
Hours of service are estimated below for specific events and actions documented for this report. Addition time in general planning, resource development, collaborations, research and learning, and other activities does not appear below.

In 2016, which included only November and December for this report, there were about 15 hours per week invested for a total of 124 hours. In 2017, 591.8 hours of service averages 11 hours per week. In 2018, 678.8 hours of service averages 13 hours per week. This time is donated to the university as volunteer service, except for 8 hours per semester (24 hours per year) that has been allotted for use as time given back to the university to facilitate diversity workshops.

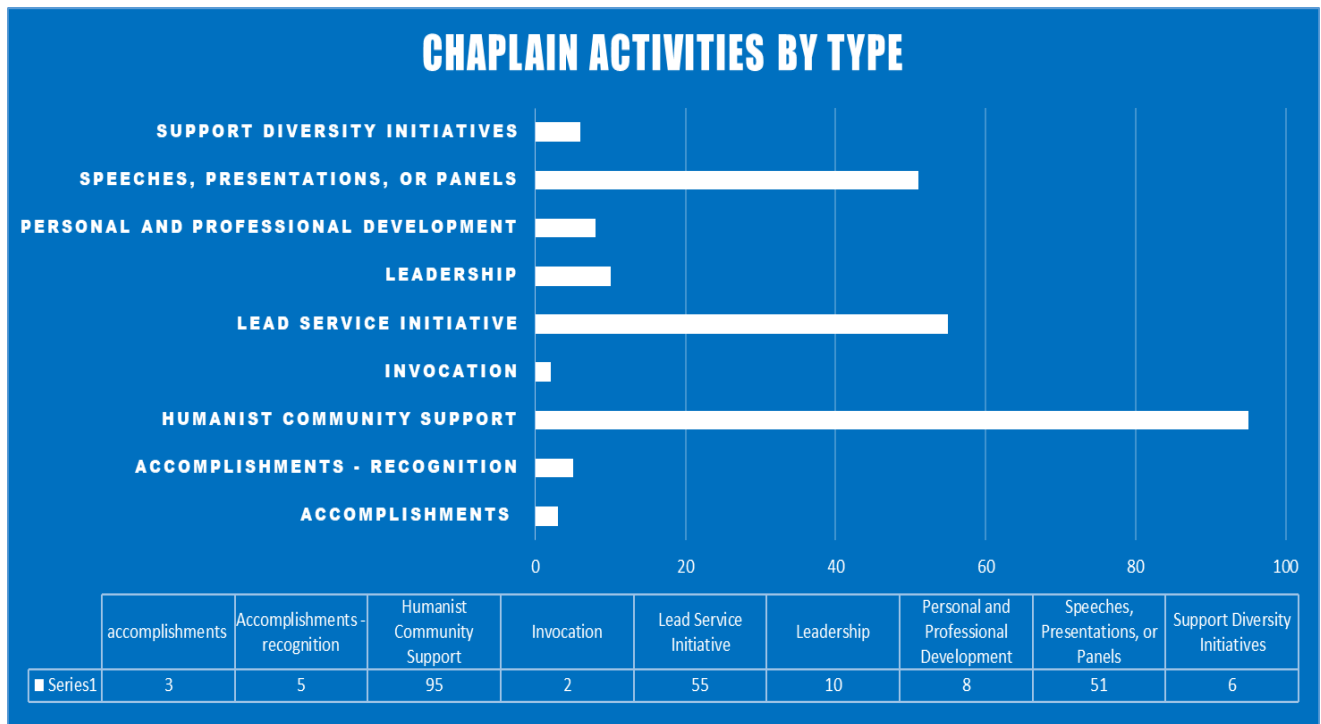


Service Hours by Category - total hours	Total hours
accomplishments	80.1
Accomplishments - recognition	2.5
Humanist Community Support	367.2
Invocation	4.6
Lead Service Initiative	444.7
Leadership	25
Personal and Professional Development	73
Speeches, Presentations, or Panels	383.5
Support Diversity Initiatives	14
<b>Total Time</b>	<b>1394.6</b>





## Areas of Focus



## **BE. Orlando Humanist Fellowship: Volunteer Impact**

I was hosting a Humanist tent at a festival a couple years ago and a woman came up to our table and paused. She looked like she needed a moment to take it in, so I stepped back. She contemplated the “Good without God” signs, the list of upcoming volunteer activities, the on-site service project (we were writing positive messages to at-risk youth in our community). I thought she was going to ask a question when she looked up, but instead she just burst into tears. She had not known that there were such resources for Atheists. She had thought she was *alone*.

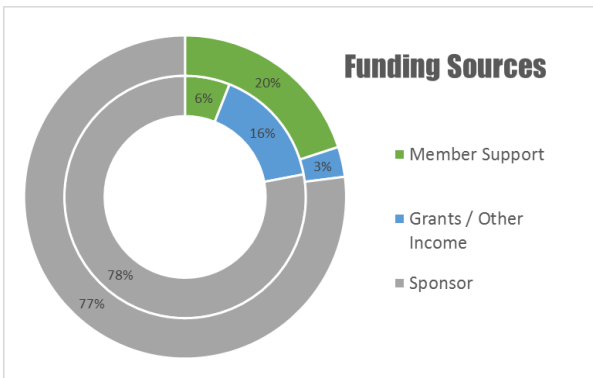
Those with whom we connect may be seeking the means to make a difference by volunteering visibly and authentically as secular Americans, a community of kind and compassionate friends of non-faith, connections to other secular-serving organizations in Central Florida, or all of those things and more. We hope to uplift our community and empower our members to increase their personal kindness footprint. I hope that in some small way we are contributing to creating a safer, kinder world for everyone.

BE.’s data is calculated by calendar year. In 2017 and 2018 (to date), BE. served 1,692 hours in our community through 205 events, engaging 66 members who each attended an average of five group events. Since its founding in 2011, BE. has hosted 664 events and provided 6,024.25 hours of service to our community.

These are some of BE.’s event focuses:

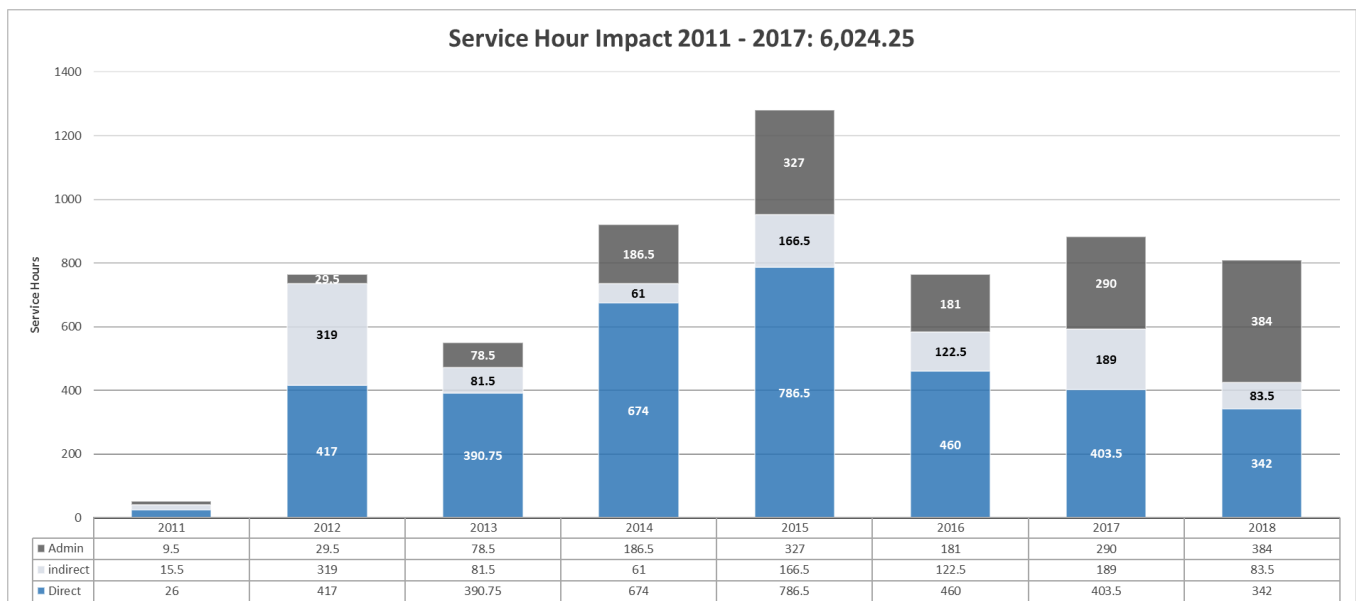
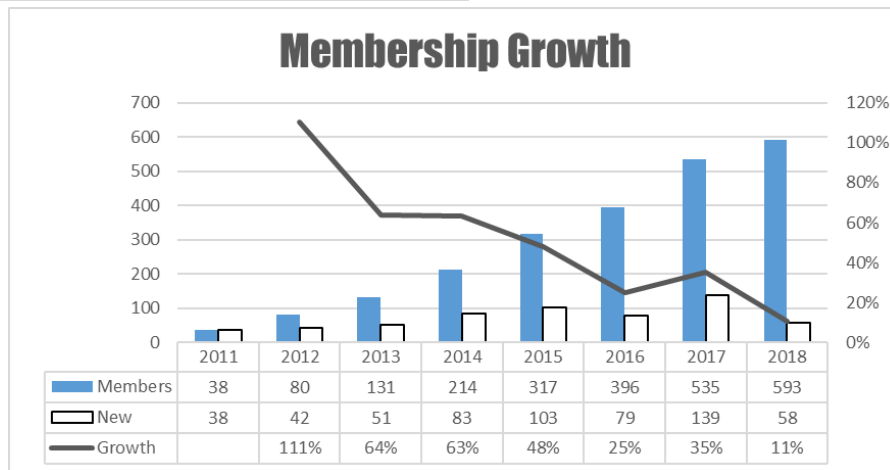
- Blood donorship;
- Environment and Sustainability;
- Equality / Equity of Human Rights;
- Filling community needs through item drives like Warmies, food, holiday gifts, and more;
- Health, Hunger, and Homelessness;
- Humanist outreach – connecting with non-religious people in our community and educating the public about secular identities;
- Pets and other Animals;
- Promoting science education / STE{A}M;
- Relational / cultural power-related violence.

# 2018 Humanist Chaplain Activities Report



### 2017-18 Benefitting Organizations included:

- ♦ Bacco's Cats
- ♦ Brevard Area Atheists
- ♦ Canaveral National Seashore
- ♦ CARE Foundation
- ♦ Central Florida Freethought Community
- ♦ Coalition for the Homeless
- ♦ Heart of Florida United Way
- ♦ Humanist Community of the Space Coast
- ♦ Idignity
- ♦ Mustard Seed of Central Florida
- ♦ OneBlood
- ♦ Ronald McDonald House, Florida Hospital
- ♦ Ronald McDonald House, Nemours
- ♦ SafeHouse of Seminole
- ♦ Second Harvest Food Bank
- ♦ Seminole County Parks
- ♦ Seminole County SERV Program
- ♦ UCP of Central Florida
- ♦ Zebra Coalition



## Accomplishments

### Non-Discrimination Language at UCF

In 2016 work was being done by the university to improve our non-discrimination language to include explicit protection for marginalized demographics. Through data collected in the Humanist and Secular Services polls, workshop evaluations, and other data, we showed that secular Knights were experiencing challenges that included harassment, bullying, and discrimination. The university decided to include non-religion in the language improvements.

Although “religion” in non-discrimination language should provide protection to those of all religious, secular, and spiritual identities, it does not succeed. There are those who perceive the language as meaning that one must have a religion to fall under that protection. Additionally, there are those who perceive that they are not recognized or protected because they don’t have a religion. Explicitly stating “religion and non-religion” in the language clarifies the intent of inclusion for all identities. Non-religion, as opposed to non-faith or religious, secular, and spiritual identities, was chosen to align with federal non-discrimination language.

AS FAR AS WE HAVE BEEN ABLE TO IDENTIFY, UCF IS THE FIRST UNIVERISTY IN THE NATION TO TAKE THIS IMPORTANT STEP TO PROTECT, VALIDATE, AND INCLUDE NON-RELIGIOUS STUDENTS, FACULTY, AND STAFF.

The development of the language occurred over several iterations. Initially, they wanted to put quotation marks around religion (religion and “non-religion”) or add it in parentheses. The language as finalized includes non-religion without any punctual indication that it is othered, less-than, or simply appeasing.

In June 2016, the university president added the new identities to his President’s Statement on Non-Discrimination. On October 26, 2017, the Board of Trustees officially approved the new language and it was added as standard to all of our non-discrimination documents. When Dr. Whittaker, our

new president as of 2018 took office, a new version of the President's Statement on Non-Discrimination was signed that included all previously approved language.

*Excerpt:*

*The university does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual's race, color, ethnicity, national origin, religion, or non-religion, age, genetic information, sex (including pregnancy and parental status), gender identity or expression, sexual orientation, marital status, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), political affiliations, veteran's status (as protected under the Vietnam Era Veterans' Readjustment Assistant Act), or membership in any other protected classes as set forth in state or federal law.*

## **LINKS**

Policy 2-004: Prohibition of Discrimination, Harassment, and Related Interpersonal Violence

- <http://Policies.ucf.edu>

Regulation 3.001 Non-Discrimination; Affirmative Action Programs

- <http://regulations.ucf.edu/chapter3.asp>

President's Statement Regarding Equal Opportunity and Affirmative Action

- <http://oie.ucf.edu/documents/PresidentsStatement.pdf>

## **ATTACHMENTS**

Attached in Appendix B is the document containing comments and letters from the campus and greater community expressing gratitude to the university for its inclusion of non-religious people.

## **Publication of Religion and Non-Religion Website**

The university has maintained a long-standing relationship with Campus Faiths and Ministries, a private organization that supports faith activities and outreach on campus for faith groups that pay \$300 per year to be vetted by them. Campus Faiths and Ministries has provided great partnership and service to the university and has been supported by university officials who

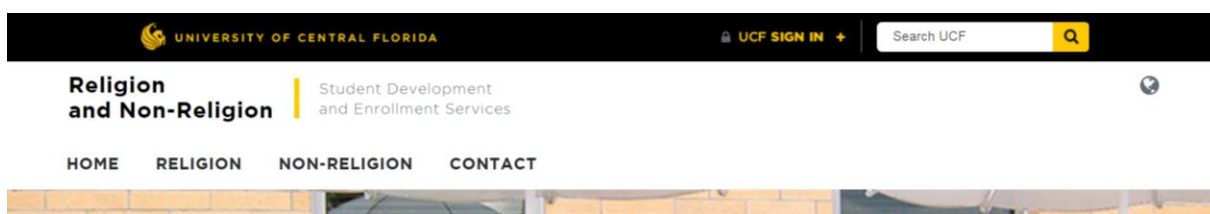
understand that providing faith and spiritual resources to students is important for their wellbeing. Inner life is an essential element of our personal, academic, and professional success.

Student Development and Enrollment Services (SDES) is our division that supports services and resources for our students. They maintained a university website for Campus Faiths and Ministries showcasing information about their partner faith organizations.

UCF is a public university and is not in the business of promoting any faith perspective over another; however, providing necessary resources to students, faculty, and staff to foster a healthy, successful campus community is important.

I approached the administration and asked if they would consider a re-branding of the official website to a resource that equitably serves people of all religious, secular, and spiritual identities. Upon evaluation of the secular demographic statistics for college-aged individuals and the data collected through the workshops, polls, and focus groups, SDES invited conversations to move forward with a more inclusive approach. Through a collaborative effort of Campus Faiths and Ministries, SDES administration, and myself we designed and launched a re-branded site called “Religion and Non-Religion”.

You can view the site at <http://rnr.sdes.ucf.edu>



This was an amazing step forward and a clear statement of inclusion from the university. However, there is much work to be done. The proposal for creating an InterWorldview site serving people of all faith and non-faith perspectives did not fit their vision; rather, they would include people of non-faith but wanted a clear division between people who believe in God and those who do not. While divisive and not acknowledging of all spiritual/inner-life identities, this is a wonderful resource and a great improvement.

My hope is that we can re-visit this conversation in the future, and “Religion and Non-Religion” can become “Religious, Secular, and Spiritual Services”. In February of 2019 we have planned a day-long seminar with the national organization Convergence that will facilitate dialogue about supporting religious, secular, and spiritual identities on campus. Perhaps that will be the beginning of the next phase.



## **Establishment of Secular Student Scholarship**

Secular students are at risk of losing family and community support, including financial support, if they come out as being people of non-faith. In addition, there are aspects of secular identity that are not commonly understood.

There is a national secular student scholarship as well as a state scholarship, but I wanted to see something here at UCF that would not only provide a scholarship opportunity to potentially marginalized students but also increase student engagement in volunteerism and awareness about specific issues related to secular volunteerism.

A \$1,000 per semester scholarship rewards a student for volunteer work and an essay about the importance of, or experience of, volunteering as a non-religious person. While we began the journey of establishing the scholarship in fall of 2016, it was not updated as a Foundation Account until 2017. The first award was given in spring semester 2018 to Ana Lonergan.

In her essay she shared that while she felt safe being open on UCF's campus, she didn't feel comfortable volunteering as an Atheist. She wondered if other Atheists felt shame or fear about their authentic self at charitable organizations, which are statistically faith-biased. When volunteering hours for the scholarship she shared with another volunteer what she was doing - and the person simply smiled and said it was great to see college students volunteering. Her fear had been that everyone would be awkward or unaccepting, but she realized that having these conversations is important and that not everyone holds negative views toward Atheism. She concluded: "As an Atheist, it is tempting to put up walls in fear of judgment or retribution, but the way forward is clear. The next time I volunteer, you can count on me wearing an Atheist t-shirt."



Full essay: <https://srmaucf.wordpress.com/2018/06/19/anna-lonergan-spring-2018/>





## Highlights: Workshops, Presentations, and Speeches

### InterWorldview Respect and Inclusion

The first workshop engaging conversation about inclusion for all religious, secular, and spiritual identities was held on October 22, 2014. The launch was intentionally planned as part of the university's Diversity Week activities.



At that time, the workshop – and whole program – was called Secular and Religious Minority Awareness (SRMA). The intent of using SRMA rather than Secular Safe Zone was to communicate that the scope of impact included all marginalized faith and non-faith identities while still being part of the national program. In the eight months of focus groups held in early 2014, we learned that people of all religious, secular, and spiritual identities are facing challenges related to their worldview.

As we continue to become more diverse, the potential for faith conflict and misunderstanding increases. Here are a few campus stories:

- A person of a religious perspective that doesn't celebrate holidays reported harassment by Christians who, using mock sympathy at holidays and birthdays, made her feel unwelcome, excluded, marginalized, and unsafe.
- A gay man shared that he was unable to dress authentically or express himself at work because of religious-based intolerance of LGBTQ+ identities in their office.
- Several Muslims shared what it was like evacuating the library after an incident where a Muslim holding a book was mistaken for someone holding a gun. They said that people they had known for years and had just been studying with took a step away from them and looked at them with fear and suspicion. It changed how they perceived their inclusion on our campus forever.
- An employee shared that their supervisor would not allow them to attend a workshop that had “secular” in the title, and another shared that they were afraid to ask permission to attend during work hours because of the same thing – they feared for their job security if their supervisor suspected they might not be religious. (in fact, these issues

were so commonly reported that we now offer a weekend or evening session of our workshops every semester so that everyone can have the opportunity to attend).

- An Atheist shared that they simply “pass” as religious so that they can have a peaceful workday.
- A conservative Christian shared that she was belittled by liberal Christian co-workers.

In an inclusive environment, we cannot ask people to leave an important part of their identity at the door. We don't need a pile of faith identities at the corner of Gemini & University because people are afraid to bring their authentic selves to campus. To be truly inclusive, we have to help people find the line between genuine personal expression and expression that infringes on the rights of others.

WE MUST BE ABLE TO WEAR OUR OWN SHOES  
WITHOUT FEAR OF OTHERS JUDGING US BASED ON  
STEREOTYPES THEY HAVE ABOUT THOSE SHOES;  
WE ALSO MUST LEARN THAT WE CANNOT TELL  
OTHERS WHAT SHOES THEY SHOULD BE WEARING.



A campus effort to raise awareness and increase inclusion must represent all perspectives. And when we talk about minority perspectives in the workshop we highlight that ANY perspective – even those of the majority – can face the same challenges as statistically minority identities experience.

The three-hour workshop promotes empathy and understanding of perspectives different from our own using videos, small and large group discussions, group activities, and information. The intent is to foster a campus culture of respect and inclusion for all religious, secular, and spiritual identities.

The workshop remains the same except for its name: it is now called *InterWorldview Respect and Inclusion* to more clearly reflect the intent of inclusion for all. Over time the program has developed into Humanist and Secular Services, which includes many services in addition to the workshop.

## Atheism & Humanism: Living Without God



Feedback from the InterWorldview workshop included comments from religious attendees who wanted greater understanding of secular identities and challenges they face, and comments from secular Knights who wanted a voice for their identity so that others could be aware of challenges they face.

The two most hated demographics in America are Muslims and Atheists. At UCF, we have incorporated intentional programming about Islamophobia, as well as education about other religious minorities. But there were not any focused conversations about the experience of living without God.

Recent Pew Research Center data (Religious Typology Report, August 2018) indicates that 17% of the adult population in America doesn't believe in God or hold any new-age beliefs. People of non-faith face bullying, harassment, marginalization, and outright discrimination because of their non-faith identity.

- stereotypes that include perceptions that they are immoral, angry, intolerant, not team-players, empty, sad, hopeless, reckless, and add nothing of value to the university.
- ignorance about secular life, misunderstanding, and miscommunication.
- Needing to hide their identity or even actively portray themselves as religious in order to be accepted in the workplace.
- fear judgement from others.

The increase in anxiety due to faith conflict can impact physical and mental health and well-being. In answer to the genuine curiosity from the faith community and the need for representation from those of non-faith, in fall of 2017 we launched "Atheism and Humanism: Living Without God".

This workshop follows the same format as InterWorldview Respect and Inclusion, using videos, small & large group discussions, activities, and presented information to increase awareness, focusing specifically on the non-religious demographic. It is not about promoting or proselytizing non-faith, but about generating empathy and understanding and building cultural competencies around religious, secular, and spiritual diversity.

## Atheism for Counselors

In 2018, the counseling program at UCF held an interfaith forum to discuss religion in the field of therapy & counseling. I was asked to return for a dedicated presentation on Atheism for Counselors.

The presentation included in-depth conversation about not only the stereotypes about Atheists, but also the impact of internalizing those culturally-reinforced negative perceptions that can become self-images. Especially when someone is transitioning from religion and may experience guilt and shame for previously held or promoted beliefs, feeling violated and misled, and even coming to a realization that your beliefs caused you to hate, mistreat, bully, or discriminate against others. Further, you are now part of the group that you potentially once hated; you now face impressions you internalized that are echoed back in your own voice.



The intersectionality of minority identities within the non-faith community face additional challenges. They are more likely to be ostracized by their families and friends. They may feel they have to sacrifice a part of their cultural or racial identity in order to be authentic in their non-faith identity. They may face further isolation and marginalization from the non-faith community who may not be knowledgeable about or understand the challenges of their unique journey.

Several studies have shown that marginalized minorities can be highly prone to depression and suicide. They face the same stressors as everyone else in life with the added challenges of their non-religion. In addition, they are less likely to seek, or be able to find, mental health care. The World Health Organization and Gallup International in studies on global religiosity both found that secular people are more likely to commit suicide.

Many health care professionals, therapists and counselors included, are faith biased and see themselves as “God’s hands”. When seeking counseling as an Atheist it can be difficult to find someone who validates non-faith as part of identity; who understands and honors our journey; who has experience with the impact of biases against us. Some may even be biased against us themselves or see our secular worldview as something “broken” they need to “fix”.

Counselors who want their practice to be welcoming to people of all religious, secular, and spiritual identities can take action to create an inclusive environment. These include building awareness of the secular experience and being informed about like the Secular Therapy Project, Recovering From Religion, Greif Beyond Belief, and local secular community organizations. It also means not inserting the counselor’s beliefs and perspectives, but rather asking what religious, secular, or spiritual concepts – if any – the client would like to incorporate into discussions. Learn about the client’s faith journey, if that is important for them, and what their faith or non-faith identity has meant in their life.

## **Volunteering as an Atheist at Faith-Biased Organizations**

This presentation has been given both at UCF and at several organizations in the greater community. It is an important conversation for understanding the secular experience and how we can work toward a more inclusive world.



Faith-biased is a term I use to describe a charitable organization that incorporates religious bias into their messaging and/or services. A faith-based organization may provide equitable service to all identities and not be considered biased; a secular charity may be faith-biased if their leadership or employees bring a personal faith bias into the agency. In most cases, organizations that communicate that they are faith-based are actually faith-biased.

In an increasingly secular society, faith-biased charities alienate not only potential volunteers, employees, and donors who contribute to the organization's impact. They also do harm to potential clients who need their service. No one should be asked to pray to someone else's God in order to feed their hungry children. A woman should not hesitate that one critical moment to leave a violent relationship because she faces the added stress of about how she will be treated at the shelter. All stakeholders should feel comfortable praying (or not praying) in their own way, without fear that they will be judged by the organization or its representatives, and without being passively or actively coerced to engage in organization-led faith practices.

Indications that an organization is faith-biased include:

- their mission statement, messaging, or digital/physical infrastructure highlight religious symbols or language;
- clients, employees, volunteers, and other stakeholders are included in organization-led prayer or faith messaging is used at meetings, orientations, and other gatherings; or
- they use their funding to promote religion.

Because of some action or message on the part of the organization, a person would feel less comfortable wearing an "I'm an Atheist Volunteer" t-shirt than they would wearing an "I'm a Christian Volunteer" t-shirt.



Atheists are just as generous and kind as religious people. While studies of charitable giving highlight religious households giving more to charity, a large portion of the donations are given to the church or faith-biased organizations that use charitable causes as opportunities to proselytize. Essentially, they are giving to themselves in support of promoting and expanding their own faith perspective.

An example of a different perspective is a 2015 study published by Current Biology<sup>1</sup> on the association between religiousness and altruism in children, which found that children from secular households were indeed more generous. In addition, secular communities are not as organized or culturally incorporated as religious communities. There are more than 300,000 churches in America<sup>2</sup>, as well as faith-biased charities, that are actively branding charitable work as church impact rather than human impact.

There are more than 5 billion Americans identifying as Solidly Secular<sup>3</sup>; only some are involved in the estimated 2,000 non-faith communities. While secular organizations do visible volunteer work, many people of non-faith simply volunteer or donate on their own as part of the human family. It is our responsibility as members of the human community to give back, support one another, and make a positive difference. Because it is not often visibly branded as “atheist volunteering”, the myth that religious people are more involved persists.



There are many barriers to volunteerism in general. In fact, only 24.9% of Americans, and 19.1% of Floridians, volunteer their time with charitable organizations<sup>4</sup>. As an Atheist, there are many additional considerations. They might not don't feel welcome to be “out” as a person of non-faith. A Christian is free to wear a shirt openly identifying their perspective; sitting next to them is an Atheist who cannot freely express themselves without facing microaggressions – or even outright aggressions. Atheists organizations have been refused entry to volunteer at charitable organizations. Atheist individuals have been asked to leave volunteer events.

Other barriers to secular volunteerism include

- wanting our time or financial resources to be invested in the cause, not in religion or proselytization
- difficulty researching charities to find organizations that are not faith-biased
- fear of being the “only one” who is not Christian / religious at the organization, anxiety about how we will be treated, and concern about confrontations;
- fear of being “outed” if seen being visibly secular by family members, colleagues, or others who may happen to be at the organization;
- not wanting to have to “pass” as religious in order to fit in, or not wanting others to assume we are religious because we are part of the organization;
- not trusting that organizations run by churches or faith communities, which are not transparent in handling money, will be fiscally responsible or accountable for their impact and how they use donor dollars;
- secular families may not want their children exposed to religious indoctrination by others

If a secular person’s focus is on the impact of the service, sometimes setting an example that we all have the potential to be good people – with or without God – is secondary and not included, especially if that message could reduce or even negate the impact. But this part of Atheist Volunteering is essential.



*Secular Student Alliance volunteering at SafeHouse*

Atheists who feel safe to do so must openly serve as secular individuals and groups to help overcome the negative stereotypes that impede inclusion for all religious, secular, and spiritual identities at non-profit organizations. Normalizing Atheism and other minority perspectives in the non-profit community increases services and impact. National organizations like the Foundation Beyond Belief and local organizations like BE. Orlando do intentional work to support volunteering as an Atheist.



The conclusion of this presentation is an emphasis on expanding our kindness footprint in any way we can. Identifying our passions, setting goals, making charitable time and financial budgets, and creative ways to give back. And a personal ask from me, for anyone who feels safe and inspired to do so, to volunteer openly as an Atheist or serve with organizations that are visibly branded as secular and are documenting secular service.

<sup>1</sup> [https://www.cell.com/current-biology/fulltext/S0960-9822\(15\)01167-7](https://www.cell.com/current-biology/fulltext/S0960-9822(15)01167-7)

<sup>2</sup> Hartford Institute for Religion Research

<sup>3</sup> Pew Research Center 2018 Religious Typology Report, 17% of Americans do not believe in God or religious concepts

<sup>4</sup> Corporation for National & Community Service, 2016 data

## Humanist Outreach: Tabling and Speaking in the Community

Many people in our community are curious about Atheism, Humanism, and other non-religious identities. It has been an honor to speak at local churches, serve on panels for the Interfaith Council of Central Florida, and consult with local charities and other organizations about what it means to live a life without God and the potential challenges faced by Secular Americans.



## Highlights of Humanist Moments

### BE. Orlando Service Moments

#### Humanist Service Project Table at the Florida Faith Symposium



Article:

<https://positivepostcardproject.wordpress.com/2017/11/10/atheist-table-service-project-at-the-florida-faith-symposium/>

We hosted a table to represent Humanism at a state-sponsored “Faith Symposium” event. At our table people could stop and fill out a positive message for someone in need. We post inclusive message guidelines that lists words to avoid, including God, bless, Jesus, heaven, holy spirit, pray and more. One woman, after reading this, said angrily “I believe in God and God is in everything I say and do. How can I write a positive message without God in it?” Then she looked at the sample messages for a few moments. Her scowl faded into a smile and she said, “oh – these are nice.”

### BE. Orlando collects Warmies at Orlando Distaff Day

Warmies Project: <https://beorlando.wordpress.com/the-warmies-project>

The central Florida fiber artist community – a network of groups, meetups, social media pages, vendors, and crafters & artist – connected with BE. Orlando through a mutual acquaintance who had heard about our wintery Warmies project – warming up cold folks with hand-made blankets, scarves, and more. In 2014 we hosted a collection at their annual Distaff Day event in January and have been there every year since. Members bring hand-made warmies and food, and after the event we deliver them to the Coalition for the Homeless.



You may not think it gets very cold in Florida, but you’re wrong. If you are on the street, or living without heat, the winter nights here can be quite chilling.

## Secular Invocation at the Florida House of Representatives January 12, 2018



The Central Florida Freethought Community (CFFC), a chapter of the Freedom From Religion Foundation and active advocate of the separation of church and state, has been actively involved in hosting secular invocations at government meetings and functions since the May 2014 Supreme Court case, *Town of Greece, NY v. Galloway*. In this case, SCOTUS ruled that invocations at public functions must be inclusive of all perspectives, including Atheism.

The public represented by officials is diverse; if invocations are to be incorporated into public meetings then all perspectives should be invited to have a voice. Ideally, public meetings would not incorporate prayer at all, or would allow a moment of silence which honors and respects all worldviews. However, prayer continues to be part of public meetings. Therefore, CFFC continues to advocate for secular invocations to be an option and to provide that representation.

In January 2017, Representative Carlos Smith, in an effort to demonstrate inclusion and equity at the highest level, sponsored a secular invocation at the Florida Legislature. I was honored to be asked by Representative Smith and The CFFC to deliver the invocation. It was the first time an Atheist was invited to do the invocation for the Florida Legislature, and as far as we can find, the first secular invocation given there.

Invocation Text:

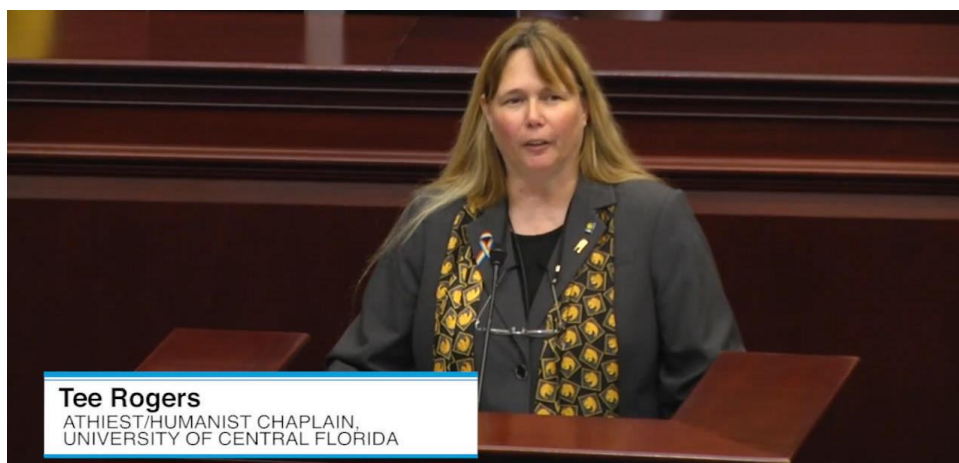
*It is an honor to represent your Humanist, Atheist, and other non-religious constituents and colleagues with a secular invocation.*

*Those you serve and those around us today include people of different cultures and races, gender identities, levels of financial stability, and backgrounds. They vary in physical and cognitive abilities. They speak many languages. They include people of many faiths and non-faith perspectives. But while we are diverse, we are united by our common humanity.*

*The deliberations in this chamber are of the highest consequence to the people of Florida. As you work together toward solutions that address challenges facing our state, may you have the fortitude to make difficult choices while holding the needs of the diverse public at the forefront of your decisions.*

*As we seek to honor the legacy of Dr. Martin Luther King, Jr. this month, I am reminded of his words: "The time is always right to do what its right."*

*May your leadership be guided by integrity and compassion to uplift all people today and every day of this legislative session.*



## Hodges-Fizudeen Wedding, March 6, 2018

Yasmin and Lovell, members of BE. Orlando Humanist Fellowship, asked if I would serve as the officiant for their wedding.



*Theirs is a partnership  
founded on friendship,  
trust and respect.*

*A partnership that  
encourages an enthusiasm  
for love and life.*

*It is based on the belief  
that each is equally  
important, equally  
responsible, and equally  
respected in their union.*

*May this ceremony honor  
their love and forge its  
deepest meaning in all  
our hearts.*

## UCF Secular Advocacy Dinner, March 15, 2018

On March 15<sup>th</sup> about 60 guests attended a dinner to learn about Humanist and Secular Services' mission, purpose, and accomplishments. National Secular Student Alliance leaders attended, and also participated in the workshops that were held earlier that day. Special guest speaker from the Center for Inquiry of Canada talked about Human Rights for Secular People and shared his own experiences of discrimination.

Guest comment cards indicated that 100% of those present felt that UCF is doing meaningful work for inclusion of secular identities. Most important next steps identified include an InterWorldview Expo as part of our Pegasus Palooza events and a national outreach project to engage other universities in similar discussions. One guest left the comment: "Thanks for giving me a safe community. This was the biggest group of fellow seculars I've been in and it was amazing."

### Secular Advocacy Dinner March 15, 2018



Eric Fish, Treasurer, SSA at UCF, volunteering at BE Orlando's 2017 Math, Science, and Pi(e) event for at-risk youth



Act as if what you do makes a difference. IT DOES.

### GUESTS OF HONOR



The Secular Student Alliance empowers secular students to proudly express their identity, build welcoming communities, promote secular values, and set a course for lifelong activism.



Kevin Bolling,



Ryan Bell, National Organizing Manager



Dr. Christopher DiCarlo is a philosopher, educator, and author. He often teaches in the Faculties of Human Biology and Philosophy at the University of Toronto. He is also a lifetime member of Humanist Canada and an Expert Advisor for the Centre for Inquiry Canada.

His books are available for purchase this evening.

Learn more: [www.centerforinquiry.net/speakers/](http://www.centerforinquiry.net/speakers/)

### Special thanks to:

**Robin Schapiro**, Intern, Humanist and Secular Services  
**Executive Board**, Secular Student Alliance at UCF

Please help yourself to the buffet.

*Welcome!*

**Anna Lonergan**  
Executive Chair, SSA at UCF

**Tee Rogers**  
Journey of Institutional  
Secular Advocacy at UCF

**Anna Lonergan**  
**Haley Jones**  
Vice President, SSA at UCF  
The Secular Student  
Experience at UCF

**Dr. Christopher DiCarlo**  
Philosopher, Educator, and Author  
Human Rights for Secular  
People  
Critical Thinking



## Recovering From Religion, Orlando Chapter



# recovering from religion Support Groups

The monthly Peer Support and Discussion Group, which met for the first time in September 2017, provides a safe forum for open dialogue for people of any religious, secular, or spiritual identity about the journey of questioning, doubting, or changing beliefs. In fall of 2018, the group became an official chapter of the national Recovering From Religion network.

Meetings are held on the third Wednesday of the month in a campus room that is easily accessible (with convenient parking) for alumni and members of the public who want to attend. Attendance ranges from intimate 2-3 person discussions to more robust 10-15 person discussions.

Each attendee is given a list of group guidelines, goals, and what to expect, and we review these together at the beginning of the session. The goals include sharing stories, thoughts, ideas, and emotions; listening and learning about commonalities and differences; breaking debilitating isolation; deepening understanding of personal and social issues; grappling with difficult life experiences; exploring new ways of looking at our experiences; discussing skills for combating, coping with, or responding to discrimination, marginalization, bullying, proselytization, and other challenges related to our religious, secular, or spiritual identity.

Topics may include

- Feelings of loss or grief about your beliefs or religious community
- A sense of betrayal about what you were taught to believe
- Lingering fear or doubt about leaving your religion
- Managing relationships with people in your life who still believe

- Anger about being manipulated, coerced, or held back by your previous beliefs or religious community
- Letting go of feelings like shame or guilt
- Opportunities for education and personal growth
- Success in meeting personal goals and sources of happiness and comfort
- Coming Out
- Coping with grief, loss, and mortality without religion
- Seeking meaning and purpose in secular life

Some of the general experiences shared by attendees include:

- Experiences of outward insults related to non-faith as well as experiencing micro-aggressions. How and when to respond (or not respond) to negative perceptions.
- Annoyances – people assuming you are Christian, cultural permeation of Christian messages in media & everywhere, Christian/religious expression in workplaces (making you feel unwanted or that you are not really part of the team).
- People devalue you as a person because you are not Christian, or don't at least have "some" faith (Muslim, Hindu, etc.).
- People trying to convert you – it is disrespectful.
- Hurtful – people leaving you out. You don't get included in things.
- Maintaining relationships with religious friends, family
- People assuming you are not a good person, that you can't have morals
- Disrespect for your beliefs, but asking you to respect theirs
- Respecting others' beliefs and worldviews while not understanding why they believe what they do. Balancing this, respecting others, and honoring the right of others to believe. Also, maintaining and expressing our genuineness that may be offensive to others.
- Many people – even some Atheists - see this as a non-issue and think that most people are tolerant, but there are Atheists facing serious discrimination and personal challenges – feel unseen, invisible, unheard, voiceless, powerless, no help/community.
- People being judgmental, not understanding circumstances (e.g., all prostitution is wrong "because God says", coming from someone living a middle-class sheltered Christian life who doesn't have any experience or knowledge about how others have to make life choices)



- Afraid to use the word Atheist. Using other words like Humanist or non-religious helps reduce negative reactions but feels not authentic, oppressive.
- People who become fanatic about their religious beliefs: Worries about arguments and even violence.
- Misogyny / gender inequity / prejudice among the non-faith community; just as prevalent as in faith communities.
- Peaceful living requires hiding who you are / what you believe at work and other places.
- Living in the “closet” – stress of being isolated, seeking secular community, finding disharmony and anger in communities of non-faith rather than fellowship.
- Challenges related to families – religious families, estrangement from families, difficulties communicating.
- Facing challenges in life – religious people go to their peers for support and are told “to pray” about it; that is not helpful to us. People want to pray (prey) on us. It is further isolating and makes it difficult to seek guidance. Fearing asking for counseling / peer support because of potential faith response.
- Religion as comfort; how to cope with life challenges and stress without religion: Death, holidays, etc.
- Coming out – challenges, fears of losing friends, family. Stress about how we are perceived by others. Coming out is not just one time; it becomes part of life once you start it.

# Recovering *from* Religion

The Helpline Project



Call or Chat Online  
1-844-368-2848  
(1-84-I-DOUBT-IT)



Because no one should make the journey alone. [www.recoveringfromreligion.org](http://www.recoveringfromreligion.org)

# Photo Album, BE. Orlando



## **APPENDIX A: Hours Report**

(Excel version available in a separate document)

Year	DATE	TYPE	Direct	Indirect	ACTIVITY DESCRIPTION	SERVICE TO
2016	11/4/2016	Accomplishment	10.0	30.0	Completed establishment of scholarship for Secular Student Alliance members (for volunteerism). The Scholarship will be administered by the office of the Humanist Chaplain and a Scholarship Committee.	UCF
2017	5/10/2017	Accomplishment	0.0	0.0	advocacy culminated in university website serving Humanists and underrepresented faith minorities with resources equitable to those provided for individuals with majority religion identities.	UCF
2017	10/26/2017	Accomplishment	0.1	40.0	The UCF Board of Trustees approved new language across all of UCF's non-discrimination documents that included non-religion as an officially protected class.	UCF
2017	5/4/2017	Accomplishment - Recognition	0.0	0.5	Article posted by The Friendly Atheist blog about UCF's new Religion & Non-Religion website: <a href="http://www.patheos.com/blogs/friendlyatheist/2017/05/24/the-univ-of-central-florida-now-explicitly-features-resources-for-atheists-on-its-website-2/">http://www.patheos.com/blogs/friendlyatheist/2017/05/24/the-univ-of-central-florida-now-explicitly-features-resources-for-atheists-on-its-website-2/</a>	n/a
2017	10/21/2017	Accomplishment - Recognition	0.0	0.0	Received the Florida Humanist of the Year award presented by the Florida Humanist Association	n/a
2018	3/7/2018	Accomplishment - Recognition	1.0	0.0	Received recognition from OneBlood for serving as a blood drives coordinator	n/a
2018	4/10/2018	Accomplishment - Recognition	1.0	0.0	Received "Advisor of the Year" award from UCF for advisor role with Secular Student Alliance	UCF
2016	7/1/2018	Accomplishment - Recognition	0.0	0.0	Date estimated - official launch of Humanist & Secular Services at UCF	n/a
2016	11/8/2016	Humanist Community Support	0.1	0.0	Humanist special announcement: Election 2016, Secular Resources	BE. Orlando
2016	11/13/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: World Kindness Day	BE. Orlando
2016	11/15/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: National Philanthropy Day	BE. Orlando
2016	11/19/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Family Volunteer Day	BE. Orlando
2016	11/23/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Fibonacci Day	BE. Orlando
2016	11/24/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Happy Thanksgiving	BE. Orlando
2016	11/29/2016	Humanist Community Support	2.0	0.5	#MeetupAmerica Dinner	BE. Orlando
2016	12/10/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: International Volunteer Day	BE. Orlando
2016	12/19/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: HR1150 International Religious Freedom Act	BE. Orlando
2016	12/23/2016	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Festivus	BE. Orlando
2017	1/16/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: MLK Day	BE. Orlando
2017	1/19/2017	Humanist Community Support	0.1	0.0	Humanist special Announcement - Thank Your Mentor Day	BE. Orlando
2017	1/28/2017	Humanist Community Support	0.1	0.0	Humanist social event - attended local animal rescue festival (we go every year)	BE. Orlando
2017	2/3/2017	Humanist Community Support	0.1	0.0	Humanist Service Announcement: BE Red (national Wear Red for Women Day)	BE. Orlando
2017	2/8/2017	Humanist Community Support	3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2017	2/12/2017	Humanist Community Support	4.0	5.0	Hosted table at CFFC Darwin Day Event with Aron Ra	BE. Orlando
2017	2/12/2017	Humanist Community Support	0.1	0.0	Humanist Service Announcement: Darwin Day - About, Links, Shopping, & Fun!	BE. Orlando
2017	2/14/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Valentine's Day - give the gift of love through service	BE. Orlando

2017	2/14/2017	Humanist Community Support	0.1	0.0	Invitation to members to join STEM Day at UCF, free and open to the public STEM experience for youth	BE. Orlando
2017	2/14/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: One Billion Rising with SafeHouse of Seminole - event to raise awareness about domestic violence. "Love shouldn't Hurt."	BE. Orlando
2017	2/7/2017	Humanist Community Support	0.1	0.0	Humanist Service Announcement: Random Acts of Kindness Day	BE. Orlando
2017	3/8/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: International Women's Day	BE. Orlando
2017	3/11/2017	Humanist Community Support	2.0	0.0	Humanist Social Event - gathered Humanists for a group lunch following our service event.	BE. Orlando
2017	3/14/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Pi Day	BE. Orlando
2017	3/17/2017	Humanist Community Support	1.0	0.0	online event: rally support for Bacco; determine interest in meeting with Bacco (elderly man caring for feral cat colonies) to help him find solutions.	BE. Orlando
2017	3/21/2017	Humanist Community Support	0.5	0.0	Drag Divas: Gender Realness. A drag show with a purpose. After the show, performers sit on a panel and discuss gender identity and expression.	BE. Orlando
2017	4/2/2017	Humanist Community Support	0.1	0.0	Humanist Service Announcement: World Autism Awareness Day	BE. Orlando
2017	4/4/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Screening of 1984 (part of the nationwide protest related to potential elimination of funding for the arts)	BE. Orlando
2017	4/20/2017	Humanist Community Support	3.0	0.1	Hosted Humanist Social Event - attend outdoor symphony concert (we attend this every year)	BE. Orlando
2017	4/20/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement - Ask an Atheist Day	BE. Orlando
2017	4/25/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: DNA Day	BE. Orlando
2017	4/28/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Pay it Forward Day	BE. Orlando
2017	4/28/2017	Humanist Community Support	1.0	2.0	Met with Katrina Jenkins, dean of Religious Life at Rollins College, to share the SRMA work and talk about potential future partnership.	UCF
2017	5/4/2017	Humanist Community Support	1.0	2.0	Met with Vice President of Second Harvest Food Bank of Central Florida to discuss faith-biased incident impacting volunteers at a service event. Discussed potential for presenting SRMA to SHFB staff.	BE. Orlando
2017	5/4/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: National Day of Reason	BE. Orlando
2017	6/1/2017	Humanist Community Support	2.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	Greater Community
2017	6/8/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: Seas The Day (World Oceans Day)	BE. Orlando
2017	6/14/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: World Blood Donor Day	BE. Orlando
2017	6/15/2017	Humanist Community Support	1.5	0.5	Skype consultation with individual interested in becoming a Humanist Chaplain	Greater Community
2017	6/17/2017	Humanist Community Support	10.0	5.0	Humanist Outreach at public festival (hosted vendor tent) - Solutionary Festival	BE. Orlando
2017	6/21/2017	Humanist Community Support	0.1	0.0	Humanist Special Announcement: World Humanist Day	BE. Orlando
2017	7/1/2017	Humanist Community Support	2.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	UCF
2017	7/5/2017	Humanist Community Support	1.5	1.0	Meeting with UCF advisory committee for the Reflection Room, UCF campus partners, and Rollins Dean of Religious Life (certified Labyrinth Facilitator and Designer) to discuss a Labyrinth at UCF.	UCF

2017	9/1/2017	Humanist Community Support	3.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	Greater Community
2017	9/21/2017	Humanist Community Support	2.0	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group (First one)	Greater Community
2017	10/16/2017	Humanist Community Support	2.0	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2017	10/21/2017	Humanist Community Support	16.0	30.0	Hosted the on-site service project at FREEFLO (Oct 21-22), the Florida Humanist Association Conference. We prepared hygiene packs for homeless individuals in central Florida and hosted the Positive Postcard Project.	Greater Community
2017	10/23/2017	Humanist Community Support	20.0	10.0	Designed and published a public DIY web resource for a secular on-site service project: <a href="http://positivepostcardproject.wordpress.com">http://positivepostcardproject.wordpress.com</a> . This action was based on feedback from group leaders who attended FREEFLO and wanted to model projects after what we did there.	Greater Community
2017	11/7/2017	Humanist Community Support	26.0	10.0	Hosted an Atheist outreach table and secular service project at the Florida Faith Symposium. Article: <a href="https://positivepostcardproject.wordpress.com/2017/11/10/atheist-table-service-project-at-the-florida-faith-symposium/">https://positivepostcardproject.wordpress.com/2017/11/10/atheist-table-service-project-at-the-florida-faith-symposium/</a>	Greater Community
2017	11/16/2017	Humanist Community Support	2.0	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2017	12/1/2017	Humanist Community Support	1.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	UCF
2017	12/21/2017	Humanist Community Support	2.0	1.0	Facilitate Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	1/1/2018	Humanist Community Support	1.0		Posted BE: Orlando Monthly Newsletter	BE: Orlando
2018	1/17/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	1/19/2018	Humanist Community Support	2.0	0.1	Humanist Social: BE: Members attended an outdoor symphony concert (annual event)	BE: Orlando
2018	1/19/2018	Humanist Community Support	1.0	2.0	Met with a BE: Orlando couple about planning their wedding	BE: Orlando
2018	1/29/2018	Humanist Community Support	2.0	4.0	Attended Black Faculty & Staff Mentoring Breakfast and followed up w/ event leaders about event's Christian bias and the intersectionality of minority secular Americans.	UCF
2018	2/1/2018	Humanist Community Support	1.0	2.0	Posted BE: Orlando Monthly Newsletter	BE: Orlando
2018	2/12/2018	Humanist Community Support	1.0	0.0	Meeting: Serve on advisory board for UCF's Reflection Room	UCF
2018	2/20/2018	Humanist Community Support	1.0	2.0	Met with BE: Orlando couple to review and rehearse wedding ceremony	BE: Orlando
2018	2/21/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	2/27/2018	Humanist Community Support	2.0	5.0	Met with Orlando social group facilitator about handling difficult conversations in group and local resources	Greater Community
2018	2/28/2018	Humanist Community Support	1.0	3.0	Final wedding meeting for review and rehearsal	BE: Orlando
2018	3/1/2018	Humanist Community Support	1.0	2.0	Posted BE: Orlando Monthly Newsletter	BE: Orlando
2018	3/1/2018	Humanist Community Support	1.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	Greater Community
2018	3/5/2018	Humanist Community Support	4.0	5.0	Facilitated wedding for two members of BE: Orlando	BE: Orlando
2018	3/10/2018	Humanist Community Support	2.0	0.1	Humanist Social: Went to dinner with volunteers from the MS&P event	BE: Orlando

2018	3/15/2018	Humanist Community Support	5.0	40.0	Sponsored & hosted a Secular Advocacy Dinner highlighting the work being done at UCF to support our secular community	Greater Community
2018	3/21/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	4/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	4/5/2018	Humanist Community Support	1.0	0.0	Met with student service learning group working on a multicultural diversity calendar for UCF	UCF
2018	4/18/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	5/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	5/1/2018	Humanist Community Support	1.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	UCF
2018	5/3/2018	Humanist Community Support	1.0	0.5	Serve on university Diversity and Inclusion Working Group	UCF
2018	5/16/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	6/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	6/18/2018	Humanist Community Support	0.5	0.5	Present SSA Scholarship Award to Ana Loneragan	UCF
2018	6/20/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	6/22/2018	Humanist Community Support	1.5	4.0	Consult with student about Humanist issues	UCF
2018	7/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	7/1/2018	Humanist Community Support	1.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	Greater Community
2018	7/18/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	BE. Orlando
2018	7/28/2018	Humanist Community Support	10.0	10.0	Coordinated venue, parking, lunch, and other logistics for the Florida Secular Leadership Summit (hosted by CFFC)	Greater Community
2018	7/28/2018	Humanist Community Support	1.0	5.0	Presented at the Florida Secular Leadership Summit about Humanist & Secular Services efforts at UCF	Greater Community
2018	7/29/2018	Humanist Community Support	1.0	2.0	Conference call with Recovering from Religion about establishing official Orlando chapter	Greater Community
2018	8/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	8/1/2018	Humanist Community Support	2.0	0.0	date estimated - spoke with an individual seeking Humanist Counseling	UCF
2018	8/13/2018	Humanist Community Support	3.0	2.0	Hosted a table for Humanist and Secular Services at New Faculty Orientation	UCF
2018	8/15/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	8/15/2018	Humanist Community Support	1.0	0.0	Serve on university Diversity and Inclusion Working Group	UCF
2018	9/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	9/19/2018	Humanist Community Support	1.5	0.5	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	10/1/2018	Humanist Community Support	1.0	2.0	Posted BE. Orlando Monthly Newsletter	BE. Orlando
2018	10/17/2018	Humanist Community Support	1.5	1.0	Facilitated Recovering from Religion Peer Support & Discussion Group	Greater Community
2018	1/11/2018	Invocation	0.5	2.0	Deliver a secular invocation for the Florida House of Representatives. This is the first (as far as we know) Atheist or secular invocation delivered for the Florida Legislature.	Greater Community

2018	6/28/2018	Invocation		0.1	2.0	Deliver a secular invocation for the Florida Secular Leadership Summit	Greater Community
2016	11/9/2016	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2016	12/3/2016	Lead Service Initiative		2.0	2.0	Kicked off 5th annual Holiday STEM Toy Drive. Generated partnership with other secular and Humanist organizations to increase outreach, involvement, and impact.	BE. Orlando
2016	12/10/2016	Lead Service Initiative		9.0	5.0	hosted blood drive and, in partnership with CFFC, hosted the final day to drop off items for the STEM-themed holiday toy drive.	BE. Orlando
2016	12/14/2016	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2016	12/17/2016	Lead Service Initiative		5.0	0.5	Elfing Day Breakfast (sort STEM toys collected during toy drive and after breakfast deliver to the designated charity/ies.	BE. Orlando
2016	12/31/2016	Lead Service Initiative		0.1	0.0	Annual final post for The Warmies Project, an ongoing project to warm up cold folks.	BE. Orlando
2017	1/7/2017	Lead Service Initiative		8.0	3.0	for the 4th year, we hosted the Warmies Project at Orlando Distaff Day, collecting warm clothes, scarves, and blankets for at-risk people in our community.	BE. Orlando
2017	1/11/2017	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2017	1/16/2017	Lead Service Initiative		2.0	2.0	Hosted Humanist Service Project: MLK Project - Lunch at Ronald McDonald House	BE. Orlando
2017	2/25/2017	Lead Service Initiative		4.0	0.5	Hosted Humanist service project: donation sorting at Second Harvest Food Bank	BE. Orlando
2017	3/8/2017	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2017	3/11/2017	Lead Service Initiative		5.0	20.0	Hosted Humanist service project: 5th Annual Math, Science, and Pi(e) festival for at-risk youth	BE. Orlando
2017	3/25/2017	Lead Service Initiative		5.0	0.5	Engaged volunteers to sort donations at Second Harvest Food Bank	BE. Orlando
2017	4/6/2017	Lead Service Initiative		1.0	2.0	solution-focused consultation with elderly man caring for feral cat colony.	BE. Orlando
2017	4/12/2017	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2017	4/22/2017	Lead Service Initiative		11.0	5.0	Host blood drive, humanist outreach tent, and service project (positive postcards) at annual Earth Day event	BE. Orlando
2017	4/29/2017	Lead Service Initiative		2.0	2.0	Hosted Humanist service project: Ronald McDonald House meal serve for Pay it Forward Day	BE. Orlando
2017	5/1/2017	Lead Service Initiative		0.5	5.0	Kicked off 3rd annual STE(a)M & Stuff Book Drive to support summer literacy initiatives in Central Florida. Direct partner: Heart of Florida United Way. Drive ends on 6/3 at Blood Drive event.	BE. Orlando
2017	5/10/2017	Lead Service Initiative		3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE. Orlando
2017	5/13/2017	Lead Service Initiative		0.1	0.0	Outreach and promotion to encourage participation in the biggest food drive in the nation (National Letter Carriers' Food Drive)	Greater Community



2017	6/3/2017	Lead Service Initiative	8.0	10.0	Hosted Pulse Remembrance Blood Drive. Also hosted Humanist Outreach tabling with partners from the local secular community and collected STEM-Themed books for the BE: Orlando Summer Literacy Book Drive.	BE: Orlando
2017	6/14/2017	Lead Service Initiative	3.0	2.0	hosted Humanist service project: meal serve at SafeHouse domestic violence shelter.	BE: Orlando
2017	6/24/2017	Lead Service Initiative	2.0	1.5	hosted Humanist service project: park cleanup in partnership with Seminole County SERV.	BE: Orlando
2017	7/18/2017	Lead Service Initiative	1.0	1.0	held a meeting with individuals interested in participating in SRMA research	UCF
2017	8/23/2017	Lead Service Initiative	2.0	3.0	Held an open forum and meeting inviting UCF community participation in SRMA activities	UCF
2017	9/13/2017	Lead Service Initiative	3.0	1.0	Delivered dinner and waters to a domestic violence shelter that was being evacuated days after Hurricane Irma due to neighborhood damage. They couldn't use their water or kitchen and couldn't make dinner as they were trying to get the women and children packed and ready to move to another shelter.	BE: Orlando
2017	9/18/2017	Lead Service Initiative	1.0	1.0	Delivered water and personal supply kits to the Coalition for the Homeless of Central Florida following Hurricane Irma. The supply kits were part of BE: Orlando's challenge to collect personal needs kits for homeless people, and after the hurricane the shelter was in need so we delivered all we had (about 30).	BE: Orlando
2017	9/18/2017	Lead Service Initiative	5.0	5.0	Planned a week-long (9/18-9/22, 9am-7pm each day) blood drive at UCF to help replenish the depleted blood supply. The blood drive collected 140 units.	UCF
2018	1/6/2018	Lead Service Initiative	8.0	4.0	Hosted annual food and "warmies" drive at Orlando Distaff Day (benefits homeless shelter), and Humanist outreach table	BE: Orlando
2018	1/10/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE: Orlando
2018	1/13/2018	Lead Service Initiative	5.0	0.5	Volunteers sorted food donations at Second Harvest Food Bank of Central Florida	BE: Orlando
2018	1/14/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE: Orlando
2018	1/15/2018	Lead Service Initiative	5.0	1.0	Volunteers worked in the warehouse as the Mustard Seed clothing and furniture bank	BE: Orlando
2018	1/20/2018	Lead Service Initiative	4.0	1.0	Volunteers removed invasive vine species from a local park	BE: Orlando
2018	3/10/2018	Lead Service Initiative	5.0	30.0	Sponsored and hosted Math, Science, and Pi(e) Fest for 50 at-risk youth in our community	BE: Orlando
2018	3/17/2018	Lead Service Initiative	3.0	2.0	Coordinated service project for Secular Student Alliance (w/ national leaders) at SafeHouse of Seminole	UCF
2018	3/31/2018	Lead Service Initiative	2.0	1.0	Sponsored, prepared, and served lunch at Ronald McDonald House of Central Florida	BE: Orlando
2018	4/9/2018	Lead Service Initiative	10.0	40.0	Coordinated BIG Blood Drive event at UCF, collecting 214 units.	UCF
2018	4/11/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE: Orlando
2018	4/14/2018	Lead Service Initiative	5.0	0.5	Volunteers sorted food donations at Second Harvest Food Bank of Central Florida	BE: Orlando
2018	4/21/2018	Lead Service Initiative	12.0	10.0	Host blood drive, humanist outreach tent, and service project (positive postcards) at annual Earth Day event	BE: Orlando

2018	5/9/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE. Orlando
2018	5/12/2018	Lead Service Initiative	3.0	0.5	Engaged volunteers to clean & organize at a center for homeless LGBTQ+ youth	BE. Orlando
2018	6/2/2018	Lead Service Initiative	4.0	0.5	Engaged volunteers to join Seminole County SERV in a marsh grass / shoreline restoration project	BE. Orlando
2018	6/9/2018	Lead Service Initiative	2.0	1.0	Sponsored, prepared, and served lunch at Ronald McDonald House of Central Florida	BE. Orlando
2018	6/13/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE. Orlando
2018	6/13/2018	Lead Service Initiative	8.0	20.0	As UCF Blood Drive Chair, host Pulse Remembrance blood drive and tabling activities	UCF
2018	6/16/2018	Lead Service Initiative	5.0	0.5	Engaged volunteers to sort donations at Second Harvest Food Bank	BE. Orlando
2018	7/11/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE. Orlando
2018	8/8/2018	Lead Service Initiative	3.0	2.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE. Orlando
2018	8/11/2018	Lead Service Initiative	2.0	1.0	Sponsored, prepared, and served dinner at SafeHouse of Seminole	BE. Orlando
2018	9/1/2018	Lead Service Initiative	5.0	0.5	Engaged volunteers to sort donations at Second Harvest Food Bank	BE. Orlando
2018	10/21/2018	Lead Service Initiative	5.0	10.0	Design & lead onsite service project for a CFFC community humanist event	Greater Community
2018	10/27/2018	Lead Service Initiative	0.0	2.0	Coordinated blood drive for Central Florida Veg Fest	BE. Orlando
2016	10/29/2018	Lead Service Initiative	4.0	5.0	costume drive for youth residents of SafeHouse domestic violence shelter & delivery	BE. Orlando
2017	2/6/2017	Leadership	1.0	1.0	Hosted involvement session for those interested in helping with SRMA initiatives on campus	UCF
2018	5/24/2018	Leadership	1.0	0.0	Sought consultation from UCF partners regarding student conduct issue w/ SSA member	UCF
2018	5/27/2018	Leadership	2.0	3.0	Met with student regarding student conduct issue	UCF
2018	6/1/2018	Leadership	1.0	0.0	Skype meeting with Cody Nielsen of Convergence about hosting national training at UCF in 2019	UCF
2018	6/27/2018	Leadership	1.0	0.0	Skype meeting with Cody Nielsen of Convergence about hosting national training at UCF in 2019	UCF
2018	7/17/2018	Leadership	1.0	1.0	Sought consultation from a university at which Convergence had held a training	UCF
2018	8/8/2018	Leadership	1.0	0.0	Toured a Christian facility being used for UCF business meetings to give impact report to university officials	UCF
2018	9/4/2018	Leadership	1.0	2.0	Sought consultation from university leaders about potential national Convergence training at UCF	UCF
2018	9/16/2018	Leadership	2.0	3.0	Met with Blood Drives interns to help them develop a presentation on minority blood donorship	UCF
2018	10/12/2018	Leadership	2.0	2.0	Met with SSA executive board, national leadership, and UCF Hazing prevention chair about student complaint	UCF
2016	10/28/2016	Personal and Professional Development	0.0	0.0	Received Humanist Celebrant and Humanist Chaplain certification from The Humanist Society	n/a

2017	8/2/2017	Personal and Professional Development	3.0	20.0	independent training on hosting difficult conversations. Provided by Counseling and Psychological Services at UCF.	UCF
2017	10/8/2017	Personal and Professional Development	20.0	20.0	Communications (6-week certificate course through UCF Continuing Education on interpersonal communications and public speaking)	Greater Community
2018	1/23/2018	Personal and Professional Development	4.0	0.0	Attended Unconscious Bias training hosted by Central Florida Diversity Council	n/a
2018	5/8/2018	Personal and Professional Development	2.0	0.0	Attend Implicit Bias: Micro-Aggressions in the Workplace presentation	n/a
2018	8/8/2018	Personal and Professional Development	2.5	0.0	Attended training hosted by UCF Human Resources: Dealing with Difficult People	n/a
2018	8/22/2018	Personal and Professional Development	1.5	0.0	Attended training hosted by UCF Human Resources: Inspiring Positive Thinking in Difficult Times	UCF
2018	In progress	Personal and Professional Development			Many of our events involve meal preparation at shelters. Shelter clients deserve the quality and safety of food we all expect when others prepare meals for us. To demonstrate our commitment to the wellbeing of those we serve, I became a Certified Food Manager and am offering "scholarships" to members willing to become Safe Food Handler certified.	BE, Orlando
2016	11/5/2016	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a Saturday Session SRMA Workshop	UCF
2016	11/18/2016	Speeches, Presentations, or Panels	3.0	10.0	Facilitated a SRMA workshop	UCF
2016	12/16/2016	Speeches, Presentations, or Panels	2.0	15.0	Hosted a SRMA session at a conference for student residence life employees on campus.	UCF
2017	2/24/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a SRMA workshop	UCF
2017	3/8/2017	Speeches, Presentations, or Panels	0.5	3.0	spoke to a diversity education class about inclusion for faith and non-faith perspectives	UCF
2017	3/25/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a Saturday Session SRMA Workshop	UCF
2017	3/31/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a SRMA workshop	UCF
2017	4/12/2017	Speeches, Presentations, or Panels	0.5	3.0	spoke to a diversity education class about inclusion for faith and non-faith perspectives	UCF
2017	4/25/2017	Speeches, Presentations, or Panels	2.0	3.0	Represent Humanist perspective on "Faith and Trauma" panel hosted by the Holocaust Center	Greater Community
2017	5/22/2017	Speeches, Presentations, or Panels	0.5	1.0	Spoke to Secular Student Alliance about Humanist inclusion efforts at UCF	UCF
2017	6/5/2017	Speeches, Presentations, or Panels	0.5	1.0	Spoke to Secular Student Alliance about Humanist inclusion efforts at UCF	BE, Orlando
2017	6/14/2017	Speeches, Presentations, or Panels	0.5	1.0	spoke to a diversity education class about inclusion for faith and non-faith perspectives	Greater Community
2017	6/14/2017	Speeches, Presentations, or Panels	0.5	5.0	Spoke at a Diversity Certificate Series workshop on Secular and Religious Minorities	UCF
2017	6/25/2017	Speeches, Presentations, or Panels	1.0	1.0	Spoke to Universalist Unitarian Church officials about UCF and BE: Orlando efforts in the community	Greater Community
2017	9/25/2017	Speeches, Presentations, or Panels	1.5	5.0	Global Peace Week conference in Orlando at Valencia College, presented on Humanism: The Experience of Living Without God	Greater Community
2017	9/25/2017	Speeches, Presentations, or Panels	1.5	5.0	Global Peace Week conference in Orlando at Valencia College, presented on Humanism: The Experience of Living Without God	Greater Community
2017	10/15/2017	Speeches, Presentations, or Panels	1.0	10.0	Spoke at the University Unitarian Universalist church about Humanism	Greater Community
2017	10/18/2017	Speeches, Presentations, or Panels	3.0	5.0	Secular and Religious Minority Awareness workshop	UCF

2017	11/3/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a SRMA workshop	UCF
2017	11/3/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated SRMA workshop	UCF
2017	11/4/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated a SRMA workshop	UCF
2017	11/4/2017	Speeches, Presentations, or Panels	3.0	5.0	Facilitated SRMA workshop	UCF
2017	11/14/2017	Speeches, Presentations, or Panels	0.5	2.0	Spoke at Diversity Certificate Series event about Secular and Religious Minorities	UCF
2017	11/14/2017	Speeches, Presentations, or Panels	1.0	5.0	Spoke to a black business fraternity about historical discrimination in blood donation and the importance of minority blood donation.	UCF
2017	11/16/2017	Speeches, Presentations, or Panels	1.5	3.0	Guest lecture for a professor's class on Atheism	UCF
2017	11/17/2017	Speeches, Presentations, or Panels	1.0	20.0	Facilitated Humanism workshop - the first diversity training at UCF on the experience of living as a non-religious person in our culture.	UCF
2017	11/18/2017	Speeches, Presentations, or Panels	3.0	5.0	Several members of the greater community attended.	UCF
2018	1/14/2018	Speeches, Presentations, or Panels	0.5	5.0	Facilitated SRMA workshop	Greater Community
2018	1/21/2018	Speeches, Presentations, or Panels	0.5	2.0	Spoke to the UU Congregation of Lake County about Humanism interviewed by TAN Talk Radio about the Atheist invocation at the Florida Legislature	Greater Community
2018	2/2/2018	Speeches, Presentations, or Panels	3.0	10.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	2/3/2018	Speeches, Presentations, or Panels	3.0	2.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	2/3/2018	Speeches, Presentations, or Panels	1.5	5.0	Facilitated UCF Diversity Workshop: Atheism & Humanism: Living Without God	UCF
2018	2/23/2018	Speeches, Presentations, or Panels	2.0	10.0	Facilitate special session of InterWorldview Respect and Inclusion for UCF Housing employees	UCF
2018	2/24/2018	Speeches, Presentations, or Panels	1.0	2.0	Interviewed by SaraTalk Podcast about Atheist invocation at the Florida Legislature	Greater Community
2018	3/15/2018	Speeches, Presentations, or Panels	3.0	10.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	3/16/2018	Speeches, Presentations, or Panels	1.5	5.0	Facilitated UCF Diversity Workshop: Atheism & Humanism: Living Without God	UCF
2018	4/2/2018	Speeches, Presentations, or Panels	0.5	2.0	Spoke to Secular Student Alliance about the UCF Secular Volunteerism scholarship and other secular scholarships	UCF
2018	5/20/2018	Speeches, Presentations, or Panels	1.0	10.0	Spoke to the CFFC: Volunteering as Atheists at Faith-Biased Organizations	Greater Community
2018	5/31/2018	Speeches, Presentations, or Panels	3.0	10.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	6/1/2018	Speeches, Presentations, or Panels	1.5	10.0	Facilitated UCF Diversity Workshop: Atheism & Humanism: Living Without God	UCF
2018	7/1/2018	Speeches, Presentations, or Panels	1.0	5.0	Spoke to Brevard Atheists & Space Coast Humanist Community: Volunteering as Atheists at Faith-Biased Organizations	Greater Community
2018	7/9/2018	Speeches, Presentations, or Panels	2.0	5.0	Served on multi-faith panel to represent Atheism. Attended by more than 100 counseling students at UCF.	UCF
2018	7/10/2018	Speeches, Presentations, or Panels	0.5	5.0	Facilitated Mini IWRI for the Diversity Certificate series	UCF
2018	9/11/2018	Speeches, Presentations, or Panels	1.0	4.0	Facilitated mini IWRI for the Diversity Certificate Series	UCF
2018	9/17/2018	Speeches, Presentations, or Panels	1.0	5.0	Spoke to Secular Student Alliance: Volunteering as Atheists at Faith-Biased Organizations	UCF
2018	9/25/2018	Speeches, Presentations, or Panels	1.0	10.0	Spoke to counseling students at UCF: Atheism for Counselors	UCF

2018	9/27/2018	Speeches, Presentations, or Panels	1.0	2.0	Served on multi-faith panel hosted by the Interfaith Council of Central Florida	Greater Community
2018	10/18/2018	Speeches, Presentations, or Panels	3.0	20.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	10/19/2018	Speeches, Presentations, or Panels	1.5	10.0	Facilitated UCF Diversity Workshop: Atheism & Humanism: Living Without God	UCF
2018	10/20/2018	Speeches, Presentations, or Panels	3.0	2.0	Facilitated UCF Diversity Workshop: InterWorldview Respect and Inclusion	UCF
2018	10/20/2018	Speeches, Presentations, or Panels	1.5	2.0	Facilitated UCF Diversity Workshop: Atheism & Humanism: Living Without God	UCF
2017	10/15/2017	Support diversity initiatives	3.0	0.0	Helped UCF Diversity team set up the annual diversity breakfast	UCF
2017	10/16/2017	Support diversity initiatives	1.0	0.0	helped with Setup of diversity breakfast & attended event	UCF
2018	10/14/2018	Support diversity initiatives	3.0	0.0	Helped UCF Diversity team set up the annual diversity breakfast	UCF
2018	10/14/2018	Support diversity initiatives	2.0	0.0	volunteered with setup & greeting guests for the annual diversity breakfast	UCF
2018	10/16/2018	Support diversity initiatives	2.0	1.0	Help with setup and attend student presentation on minority blood donorship	UCF
2018	10/26/2018	Support diversity initiatives	2.0	0.0	Attend Boys & Girls Clubs Faces of the Future breakfast	Greater Community

## **Appendix B: Community Gratitude for Non-Discrimination Language**

# Thank You

**Gratitude to UCF  
for inclusion efforts impacting  
secular and religious minority identities**

*Compiled responses from our campus and  
greater community*

*Prepared by Tee Rogers.  
2017*

*Act as if what you do makes a difference. It does.*

*~ William James*





To: Dr. John C. Hitt, President, University of Central Florida

From; Tee Rogers

CC:

- ✧ Dr. Rick Schell, Vice President and Executive Chief of Staff
- ✧ Karen Morrison, Director of Diversity and Inclusion and Chief Diversity Officer
- ✧ Nancy Myers, Director, Office of Institutional Equity
- ✧ Scott Cole, Vice President, General Counsel
- ✧ Youndy Cook, Deputy General Counsel
- ✧ Dr. Maribeth Ehasz, Vice President, Student Development and Enrollment Services
- ✧ Belinda Hyppolite, Assistant Vice President, Student Development and Enrollment Services
- ✧ Dr. Edwanna Andrews, Director, Social Justice and Advocacy

The attached comments and signatures are all about one word: *non-religion*. I thought you might like to hear from some of those impacted by the addition of that one word to our non-discrimination documents. We are, as far as i can find, the first university in the nation to do this.

Thank you for your continued, genuine commitment to inclusion.

Peace,

-t.

<b>Page</b>	<b>Item</b>
4	10/26/17 letter from Humanist and Secular Services to UCF mailing list about the Board of Trustees approval of the new nondiscrimination language.
6	Letters received after the 10/26 UCF Board of Trustees meeting
8	Signatures on a gratitude letter signed August 2017
15	Comments from students, faculty, staff, and community members
21	Card signed by Florida and national secular leaders in August 2016 after the first revision of the President's statement was posted.
22	Organizations whose members and/or leaders shared their support

## **A letter from Humanist and Secular Services to the students, faculty, staff, alumni, and community members subscribed to our mailing list**

*Page 1*

Today, October 26, 2017, the Compensation and Labor Committee of the UCF Board of Trustees approved changes to the non-discrimination language in our regulations. At 2:23 p.m. the full Board of Trustees also approved. The approval included non-religion explicitly stated as a protected class in all of our official UCF non-discrimination documents.

A special thank you to the Directors of the Central Florida Freethought Community and the President of the Florida Humanist Association who attended the meeting to be present for the passing of the new non-discrimination language.

This new language means that no one can tell a Humanist, Atheist, or other non-religious identifying employee or student that “religion” protection doesn’t apply to them. It means that those facing discrimination, marginalization, bullying, proselytization, and other aggression because of their non-faith perspective have a voice and are recognized.

It passed without discussion, but my eyes filled with tears of joy and Knight pride when they said “approved”. They were also tears of compassion. In my work with secular and religious minority individuals at UCF and in the community, I have heard horror stories of harassment and hostility toward non-religious people in professional, academic, and social environments. People who feel silenced and isolated. I am so proud of UCF for its recognition that non-religious people are one of the most hated demographics in America, and for its continued, genuine commitment to inclusion and respect for all people.

In 1992 when Dr. Hitt came to UCF he established five goals, one of which was to be more inclusive and diverse. He fostered a culture of inclusion that has become a cornerstone of UCF. We have committed to increasing diverse representation on campus. We have achieved Hispanic Serving Institution status. We have institutional LGBTQ+ support and resources for

students, faculty, and staff. We educate our campus about all identity communities, diversities, and inclusion competencies. We ensure that everyone on our campus has the opportunity to thrive and the resources to succeed. As the second largest university in the nation, we set an example of excellence in all that we do. I hope that other universities and public-serving institutions and organizations will follow this example.

Today's action of the UCF Board of Trustees further declared that we are ALL Knights, and that Knights of all faith and non-faith perspectives can stand together and work together to uplift our students and one another. Together, we make this university not only big, but GREAT.

Thank you all for your support and continued interest in making our campus a safe and friendly place for people of all faith and non-faith identities. Our roles as Humanist Safe Zone allies and advocates remain essential. Continued education is still important, through the inter-worldview inclusion workshop (DIV224) and the new workshop, The Experience of Living Without God (DIV353). Humanist and Secular Services, <http://rnr.sdes.ucf.edu/non-religion>, will continue to ensure equitable resources for Knights of non-faith and underrepresented faith minorities.

If you have comments you would like to share with President Hitt you can send them to [nonreligion@ucf.edu](mailto:nonreligion@ucf.edu) and they will be included in a thank-you letter next week from Humanist and Secular Services at UCF. You can also contact the president's office directly: <http://president.ucf.edu/ContactUs.asp>.

Peace,  
-t.

*Volunteer Role*  
Humanist Chaplain  
Humanist and Secular Services at UCF  
[nonreligion@ucf.edu](mailto:nonreligion@ucf.edu)

## **LETTERS, following the 10/26 Board of Trustees approval of the new non-discrimination language.**

Dr. Hitt,

Myself, along with the Humanist Community of The Space Coast applaud the efforts that led to the adoption of adding Atheists/Humanists/and the Non-Religious in all UCF's non-discrimination documents. May the example you all set today encourage many others to adopt similar policies. Thank You Again

Keith Becher  
Humanist Community of The Space Coast  
kjb2356@gmail.com



PO Box 130753  
Tampa, FL 33681  
5103 S. West Shore Blvd  
Tampa, FL 33611  
478-227-5263

Congratulations on the inclusion of non-religion as a protected class in official UCF non-discrimination documents. This is a wonderful step forward for freedom, and especially nice it happened in Florida. As you well know, Florida has a very sad history in the protection of human rights and religious freedom, but the future is looking brighter all the time, with UCF leading the way.

By offering the workshop, The Experience of Living Without God, many people can learn that people living without god are not so different from themselves and this will help make the world a better place for everyone.

Yours in Reason,  
Judy Adkins, Vice President, Atheists of Florida

I am deeply moved by what you have done at UCF which indirectly highlights the fact that non-believers are the most despised group in our society.

I'm a 70 year old man who works 2 part time jobs to support my livelihood. I began my adult life as a Roman Catholic priest, but left after 3 years for reasons of my skepticism and my personal integrity.

I have become more free and wholesome as a result of my unbelief.

I'm currently reading a sociological study entitled "Society Without God". It is a riveting and penetrating look as the Scandinavian countries and the Netherlands, seeking to find out why these peaceful and secure countries are filled with atheists and non-believers. These countries ranked among the highest for peace and social welfare. Out of 121 countries, the US ranked 96th.

I hope that your move shines an inspiration for others to do the same.

Given the bible-beltiness of Florida, even at my age, I have to live in two closets, as I am also a gay man.

Once again,

Thanks

FL

Dr. Hitt,

I work at UCF, but also have a volunteer role in the community as the leader and Humanist Chaplain for BE. Orlando, a service-minded Humanist organization in Central Florida. BE.'s intentional focus on volunteerism and philanthropy engages the secular community in making a positive difference. That is important. However, we also serve to educate charitable agencies about the diversity of their clients, volunteers, and employees. With 24 percent of the general adult population identifying as unaffiliated with religion (and 36 percent of college-aged adults), it is essential that people of all faith and non-faith perspectives have equitable support, resources, comfort, and respect in our community.

A non-religious woman may hesitate that one crucial moment to seek help leaving a violent relationship because she fears facing further victimization and isolation from faith-biased organizations. A non-religious student who has been estranged from their family and community because they came out as not sharing the family faith may not be aware that there are secular-friendly counselors right here on campus able to provide support. A parent may feel they have to pretend to pray to a God in which they do not believe in order to partake in food and shelter programs needed for their family.

The greatest challenge the non-faith community faces is the misperception that we cannot be good humans or good citizens. The myth that one cannot be "good without God" is tragic ignorance. Humanism as an Atheistic identity is a positive, secular lifestance focused on our empowerment and responsibility to make a positive difference in the world, to live lives of integrity, and to uplift those around us. We believe that kindness and compassion are ubiquitous human potentials.

The University of Central Florida is a pillar in the global community, setting an example of excellence and demonstrating the strength of an inclusive community. The more we build diversity, the greater our commitment must be to providing intentional resources that educate about and support those diverse identities. People of non-faith are among the most hated demographics, and we should make—*and have now made*— a clear statement that we will not tolerate discrimination, harassment, or bullying of students, faculty, or staff because of their faith or non-faith.

The "religion" protection is often perceived as relating to religion exclusively. On behalf of those I serve through BE. Orlando, as a member of the university community and the greater Orlando community, and as an Atheist, I thank you and all involved in the important addition of "non-religion" to your non-discrimination documents at UCF. It matters. I am so proud of UCF and hope that other institutions will follow your example.

Peace,  
-t.

*Tee Rogers*



BE. Orlando Humanist Fellowship  
PO Box 677693, Orlando FL 32867  
407-608-9242

## **Gratitude Letter for Humanist and Faith Minority Inclusion at UCF**

*The undersigned express our gratitude to the University of Central Florida, and specifically the departments and units that have continued to acknowledge and support faith and non-faith perspective diversity. On a campus that values inclusion and intentionally strives to attract diverse students, faculty, and staff, education about diverse identities and support for individuals of those identities are essential. The university has demonstrated exceptional commitment to diversity of all kinds. Here, we specifically recognize the university's inclusion of non-religious and underrepresented faith perspectives.*

The below signatures were added in August 2017 in appreciation of the following;

- The office of Diversity and Inclusion, for their partnership and support of workshops to educate our campus community about the experiences of marginalized perspective individuals and empower us all to be more inclusive;
- The UCF President's office for signing the June 2016 update to the President's Statement on non-discrimination which explicitly included non-religious identities as a protected class;
- The 2017 establishment of our non-discrimination policy which explicitly includes non-religion as a protected class;
- Student Development and Enrollment Services and Campus Faiths and Ministries for their partnership that has resulted in the Religion and Non-Religion services web resource, published in May 2017;
- The UCF Student Union for intentionally including Humanist and faith minority perspectives in its efforts to research and establish a Reflection Room serving students of all faith and non-faith perspectives;
- The Secular Student Alliance at UCF for their support of secular individuals among our student body;
- The students, faculty, and staff who have joined the Humanist Safe Zone network and who have attended workshops to expand their understanding of the experiences of secular and religious minority individuals in our culture and on our campus.

- |   |   |
|---|---|
| • Chris Singer  | North Central Florida                                     |
| • Dave Starkweather, UCF Student                        | • Fausto Cardenas   |
| • Brian Macon   | • Hank Lewis  |
| • Jeff Muller, Central Florida<br>Freethought Community | • Peter McGinn, Central Florida<br>Freethought Community  |
| • Danya Wright, UCF Connect South<br>Lake               | • Jose Vazquez  |
| • Christie Huntenburg, Humanists of                     | • Roland Magyar, Central Florida<br>Freethought Community |

- Floyd Gardner
- JoAnne Bissell, Freedom From Religion Foundation, Americans United, American Humanist Association
- Elizabeth Smith
- Martha Williamson, Central Florida Freethought Community
- Alan Gaynor, University Unitarian Universalist Social Action Committee
- Sharon Howard
- Dr. Jeannie H Schiff
- Ro
- Christian Flint, Central Florida Freethought Community
- John and Lucia Beall, Humanist Society of North Central Florida
- Beth
- Bobbie Howard
- Richard Fredericksen
- William Fisk
- Ed Lynch
- Frederick Lucies
- Catherine Giordano, Central Florida Freethought Community
- Anita Thompson, First Unitarian Church of Orlando
- Michael Zshn
- Ellen Goodman, Humanists of North Central Florida
- Vicki Kilroy
- Choice Edwards, Central Florida Freethought Community
- emmett
- Warren Geltch, Central Florida Freethought Community
- Robert Boomsliter
- M. Cunning
- Allie & Bob Gore, Humanists of North Central Florida
- Cynthia Lodyga
- Juanita Benedict
- Diana Dixon, Central Florida Freethought Community
- Kathy Hart, Central Florida Freethought Community
- Jeff Goin
- Lisa Baxter
- Ron Voll
- Warren Geltch
- Randa Black, Central Florida Freethought Community
- Peter F. Dittner, Central Florida Freethought Community
- Dennis P. Cholley
- Bettye Leidigh, Central Florida Freethought Community
- Omar, Florida Atheists, Critical Thinkers, & Skeptics (FACTS)
- Micah R. Caffey
- Eileen Stafford, Atheists of Florida, Inc.
- Debbie Frank
- Rene Joy
- Carolyn Mitchell
- Teeter
- Becky Trudeau, Central Florida Freethought Community

- Cynthia Contreras, Burnett School of Biomedical Sciences, College of Medicine
- Elisabeth Greenwood
- Loretta Manes
- Judy Adkins, Atheists of Florida Inc.
- Robert Wilson
- Chris Hoffman, Space Coast Freethought Association
- Christina Hoffman, Space Coast Freethought Association
- Lisy Murphy
- Karen Carasik
- Erin
- Cecilia Gomez
- Cynthia, Atheist
- Tracy Savage
- Olga Molina
- Karen Tiede, Central Florida Freethought Community
- Shaun Marshall
- Atul, Secular Student Alliance
- Dale Wagner
- Leah Daniel
- Anonymous, Secular Student Alliance
- Tyrell Adams
- Gregory McHugh
- Nathaniel H. Curtis
- Laura Bernaldo, Secular Student Alliance
- Andrew Doobay, Secular Student Alliance
- Ashley Gapczynski
- James MacAllister
- Jonathan Gumpangkun
- Anna L., Secular Student Alliance
- Robert Biehl
- Joseph Walsh
- Jordan, Secular Student Alliance
- Jonathan Guilbe, Secular Student Alliance
- Sean Casey, Secular Student Alliance
- Landon Hughes, Secular Student Alliance
- Steve
- M. Savage
- Cherie Dye, Florida Atheists and Secular Humanists (FLASH)
- Ian Goldberg
- JoAnne Bissell, Freedom From Religion Foundation
- Ken Loukinen, Florida Atheists and Secular Humanists (FLASH)
- Mark Branson
- Ian Sawers
- Lenise Joseph
- Sarah Jean
- Joe
- Brandon Clark, UCF student
- Yaleeza
- Helen Foster, Central Florida Freethought Community
- Karen Carasik, Central Florida Freethought Community
- Jennifer Hancock, Humanist Learning Systems
- Adam Woodhall, Central Florida Freethought Community
- Desa
- Amani RAhman



- Delores Diax
- Derek, Florida Atheists, Critical Thinkers, & Skeptics (FACTS)
- Michele Jamison, Central Florida Freethought Community
- Sara
- Vincent Lyon
- Toni Beach, Atheists of Tampa Bay
- Kerri Shaughnessy, BE. Orlando Humanist Fellowship
- Nancy
- Charlotte Jones-Roberts, UCF
- Reynaldo Ramirez
- Kent Allen
- Jesse Bond, Humanists Doing Good
- Nancy Heaton
- Andrea Meyer, Freethought Film Festival Foundation
- Kathy Savage
- Amie
- Karen Tiede, Central Florida Freethought Community
- Julia Rigler
- Brent Yaciw
- Julia Rigler
- Sha Cha, MS
- Jody Rogers
- M. Popejoy
- Karla Keeney
- Todd Casagni
- Lois Fries, Humanists of the Suncoast
- Jorge Arencibia
- Paul
- Lisa H., Atheist
- Peter McGinn, Central Florida Freethought Community
- Charley Groth
- Lisa Mausner
- Evan Clark, Spectrum Experience LLC
- Alex Gibson
- Jeromy Henderson, Atheists of Bay County
- Frederick Picknally, Camden County Humanists
- Justin Scott, Eastern Iowa Atheists
- Vicki McGuire
- Karen Diaz
- Anne Martin, BE. Orlando Humanist Fellowship
- Brian
- Stacey Michaels
- Ramona King
- James Mead
- Chelsea Mead
- Brad Maggard
- Colleen Bryner
- Robert Ridgard, Humanist Celebrants
- Malissa Campbell
- Robert H. Bishop III, Suncoast Skeptics, Freedom From Religion Foundation, Central Florida Freethought Community, Secular Coalition for Florida
- Vicente Sanchez
- Bill Schmidt
- Julian DiDonato, Class of 2008, Atheist
- Susan Clary
- Denise Wooley

- JoAnne Bissell
- Todd Grossman
- Sharon Gray, Free Inquiry Group of South West Florida
- Amy Boyd, Sarasota Manatee Atheists and Secular Humanists
- Julie Gambrell
- Meredith Powers-Lupo
- Adam
- Christina
- Teresa Walker
- Jennifer
- Humanist Chaplain David James Whatley
- Valentina Roumi
- Daniel Cooney, mugwump
- Francine, Black Nonbelievers of Metro Orlando
- Ian Sawers
- Ron Bryner
- Tiffiney Nichols, Suncoast Skeptics
- Chris Rodriguez
- Dianna Dann Narciso
- Sarah Isenberg
- Martha Kirby
- Heather Koeberl, Humanist Community of the Space Coast
- Magdalena Volk
- Nicholas Shannon
- Julie Leinenbach
- Eryn Johnson
- Cassie Pflug
- Debbie
- Jim Scott, Florida Atheists and Secular Humanists (FLASH)
- Rogelio Perez Gonzalez, Florida Atheists and Secular Humanists
- Raquel S.
- Marios psomas, Humanists of the Suncoast
- Calvin Hawley, Central Florida Freethought Community, Secular Student Alliance, UCF Alumnus
- Daniel Yarbrough, UCF Alumnus
- Jessica Thomas
- Michelle Clure
- Michelle Vickstrom
- Kyle Mullen
- Karen Constantine
- Sophia
- Todd T
- Judy Segall
- Nora Patino
- Rabbi Binyamin Biber, Humanist Chaplaincy at American University - Washington, DC
- Maria Agosta
- BJ Paulhus
- Jose Vazquez
- Valerie Byrant, Central Florida Freethought Community
- Cecilia Claude, Spanish-English Secular Social Club
- Thao
- Aviva Christie
- Gilda Foster
- Warren Brackmann, Center for Inquiry Tallahassee
- Judy Stapleton
- Karen Tiede, Central Florida

## Freethought Community

- Lisa Macon
- Angela Pang
- Mindy Wisdahl
- Hillary A Dunkley, Secular Student Alliance
- John 2
- Lavanna Zaman
- Kay Rudolph
- Leigh Abraham, Secular Student Alliance at Frostburg State University
- David Carroll, Humanists of North West Florida
- Mark W Brandt, UU Humanists of Clearwater
- Carol Becker
- Amy Brewer, University of West Florida
- Charles Stauffer, ONgroup Intl Inc
- Pam Hillestad
- Joshua Berg
- Debbie Rozanski, Freedom From Religion Foundation, IHEU, American Humanist Association
- Lucinda McGinn, Central Florida Freethought Community
- Cel. Andre Ryland, Humanists of West Florida
- D Harvey
- Mr & Mrs Robert Gore, Humanists of North Florida
- Robert Ridgard
- Earl Schiffman, Society for Humanistic Judaism, American Humanist Association
- Jeffery Koeberl, Space Coast Freehought Association and The Humanist Community of the Space Coast
- Valentina Roumi
- Daniel Batcheldor, Florida Institute of Technology
- Elaine Hull, Florida University, Center for Inquiry
- Kathleen Hartwell, Central Florida Freethought community
- David Dobarganes
- William Spaniola
- Ronald G. Crowe, Tallahassee Freethinkers Forum
- Ray Schiller
- Peyton Baker
- Melissa LaNinfa, Central Florida Humanist Association
- Keith Becher, Humanist Community of the Space Coast
- Ben K
- Richard Hull, Center for Inquiry, Tallahassee
- Gary Whittenberger, PhD
- Jodene Chase
- Robert Boomsliter
- Richard Baldwin
- Curtis White
- Johanna W. Freeman
- Deb Jepson
- Lisa Kaelin, Godless Conchs
- Vicki Snyder, Secular Student Alliance
- Anthony Apfelbeck
- Angela Fowler, BSN, RN

- Brad Perryman, Humanist Society of the Suncoast
- Seana Parker-Dalton, Alumna
- James Scaminaci III, Humanists of the West Coast
- Reginald Finley Sr, AmazingLife.Bio
- Mario K. Maturo, Free Inquiry Group of SWFL
- Christian Flint
- Joseph Richardson, Central Florida Freethought Community
- Diana Dixon, Central Florida Freethought Community
- Diane K
- Haley Jones, Secular Student Alliance
- Kerri Shaugnessy, BE. Orlando Humanist Fellowship
- Jocelyn Williamson, Central Florida Freethought Community
- Stephanie Preston, CAPS
- Dr. Paul H. Viau, Jr.
- Crystal Colvenbach, Student Health Services, Marketing Coordinator
- Ryan Rusian
- Yolanda Kaufman, BE Orlando Humanist Fellowship
- Dale Ross, Ross Squated, LLC
- Emily Flosiz, UCF Career Services
- Natalie Eager, Ed.D
- Karen A. Sullivan
- Lisa Anderson, 1975
- Jesse Sunski
- Leigh Ann Baker, Counseling and Psychological Services (CAPS)
- Ana Songer
- Meredith Varner, UCF Housing and Residence Life
- Geysa Rivera, Housing & Residence Life
- Laura Crouch, UCF
- Dave Starkweather, former Graduate Student, current member of UCF LIFE & Central Florida Freethought Community
- Sybil St. Claire
- Keya Jaktar, UCF IT
- Loretta Manes
- Rachel Luce-Hitt
- S Murphy, Staff
- Elizabeth Cooper
- Allison McKee, SDES SHS
- Debra Reynolds
- Angela Nichols
- Jorge C. Olmedo
- Melissa Gillis
- Ginan Acosta, Center for Distributed Learning
- Christopher Craig, College of Arts & Humanities Student Advising
- La Toya Crittenden, Alumna, Student, Staff
- Cynthia Contreras, Burnett School of Biomedical Sciences, College of Medicine
- David Williamson, Central Florida Freethought Community
- Nick, UCF Student
- Sebastian Lunsford, Secular Student Alliance
- Tee Rogers

# COMMENTS

- I've been a student at UCF since 1979 in various capacities from an Accounting Certification prep class to UCF LIFE. I applaud your promotion of the acceptance of diversity in all forms!
- Thank you UCF for being a leader in our community
- Thank you for believing in diversity in all aspects of life.
- Thank you for your advocacy for people who believe that "deeply held religious beliefs" are not a license to discriminate or to force beliefs on others.
- We humanists really appreciate being included like other humans. Thank you!
- We appreciate you!!
- Thank you for allowing everyone to have a space to celebrate their beliefs, or lack thereof.
- Being diverse and inclusive can only make the world better.
- We need thought partnerships among diverse people and communities that are built on mutually-agreed frameworks of flexible but sound rational frameworks.
- Thank you for your acknowledgement of secular humanists, atheists, agnostics and non religious folks.
- some light shines on the darkness of Marion County!
- Thank you for offering both faith and non-faith views
- My daughter attended UCF and I am very proud of her Alma mater. Thank you.
- It is wonderful to see diversity accepted at UCF. It is wonderful to see non-religious students have the same opportunities and resources as those that are members of religious communities.
- Thanks for recognizing that goodness does not always need the fear of hell to recognize that cooperation works better than conflict to create a better world.
- Your decision to be open to the non-churched is much appreciated.
- My gratitude to all, including the University of Central Florida, the second largest university in the United States, who have contributed to allowing free thinking.
- UCF! I'm so proud of you taking a stand and including 1/4 of the population. A free exchange of ideas - what a concept.
- Thank you from my family of freethinkers and humanists.
- Nothing is so untested as are the conflicting religious beliefs on our planet.
- Many thanks from me and my family for being inclusive! Keep up the great work!

- Thank you for demonstrating leadership and inclusiveness
- One more reason to be proud of UCF, thank you
- Thank you for ensuring that all are welcome.
- Class of 76 and even prouder of UCF because of this.
- Thank you for your efforts on behalf of the secular community.
- I'm so grateful that you recognize the non-religious at UCF. Inclusion is so important because this is a large segment of the population. Thank you also that you understand us as the loving, giving, charitable, intelligent, compassionate community that we are.
- Thank you for being inclusive of all non religious people.
- Your forward thinking is just one more reason you're my favorite hometown university. Thanks again.
- Thank you for making our beautiful campus more inclusive!
- Thank you for recognizing that our country and state is made up of very diverse views.
- Many thanks. Your efforts to broaden support for faith minorities is highly commendable and necessary. No one should feel left out or isolated.
- Thank you ever-so-much for including non-theists. I wish you great success in your efforts.
- Thank you!
- I'm a non-theist! Thank you!
- Thank you for including non-theists
- Felicitaciones UCF! Gracias por mejorar el mundo mediante la inclusión y el respeto por la diversidad de los seres humanos en todos sus aspectos!
- Basing ANYTHING on evidence -- sound, reliable empirical evidence -- will yield better results.
- Thank you very much for this work! This goes a long way to making others feel included, but are included at UCF.
- Thank you for acknowledging atheists and all non-believers at UCF. Separation of church and state is so important to maintain the freedoms we enjoy in this country. My family and I often fear ostracism when we openly state that we do not attend church. I hope that someday my son can openly be an atheist and find a community that accepts him and his beliefs. You are taking steps in the right direction to make this happen for him and so many others.
- Thank you for not letting us go unnoticed.
- It is a beautiful thing that you can truly embrace everyone with concrete actions. Merci!
- Thank you. This is wonderful.

- Gracias
- Thank you so much for including and representing the non-faith student population
- Thank you for supporting the secular community at UCF.
- Thank you!!
- Thank you for making UCF as safe place for everyone.
- Thank you
- Thank you UCF!
- Thank you UCF, for setting the stage for inclusion of secular people and their views. I certainly hope other colleges and universities in Florida can follow suit, too!
- Thank you for recognizing the growing secular/humanist/atheist population.
- Thank you!
- UCF Alumni '97... I would've loved to have a secular chapter when I was in college & on campus. Make this happen!
- Great job promoting progression towards worldwide acceptance by involving humanists!
- Thank you!
- Thank you for supporting a Humanist chaplain.
- Thank you
- This would be a welcome addition for a growing segment of young people.
- Thanks!
- Thank you
- Thank you for respecting diversity.
- Thanks for your involvement in this important effort.
- Sending thanks and appreciation from Colorado.
- Thank you for this!
- Thank you.
- Thanks
- Thanks!
- Thank you thank you
- Secular folks are good folks too. Their morals are determined by a human concern. We all belong to the same humanity.
- Thank you for doing the right thing, UCF.
- I appreciate your inclusion of those of us who are atheists.
- Thank you!
- Good, if it what the description tends to indicate is actually the case.

- Thank you for being inclusive.
- Thank you for your validation, recognition, and inclusiveness. It means so much to so many!
- Any effort to normalize atheism, while enhancing the experience and opportunities for atheists and other non-believers in this country is greatly appreciated. Keep up the great work! #AOF
- Non-religious is the fastest growing segment of society among younger generations. It time to recognize.
- As an alumni, I am happy to see that UCF is standing for all students and their community. We are OneKnights OneOrlando and OneFamily
- Thank you!
- Thank you so much
- Thank you for being inclusive and opening the dialog of diversity.
- A huge step in the right direction for inclusion and empowering those of with faith where it actually counts - in ourselves and one another!
- Thank you for recognizing this need.
- Thank you! Even prouder now to be an UCF Knight!
- Thanks
- We have chaplains where I work. They are not supposed to sanction religion, yet all pray and talk about god. That is just wrong. You at UCF are correct in having a humanist chaplain. Thank you!
- Awesome!
- Thank you for your acceptance of non-theists!
- Thanks for being willing to step out of the box and support our freedom to be secular!
- Thank you for making a civilized choice
- Progress?
- Thank you for taking the steps needed to erase silos!!!!
- Education...keep it secular, keep it factual, keep it in reality.
- Welcome and thank you.
- Thank you for supporting a Humanist chaplaincy at UCF to provide services to nonreligious students, faculty, and staff comparable to those available to religious members of your campus community. Bravo!
- Thank you for truly being inclusive.
- Thank you for supporting the non-faith students community.
- thank you for your efforts.
- Bravo!
- Thank you



- As an alumna of UCF I could not be more thrilled that MY alma mater has set a high bar in fairness and inclusion. THANK YOU UCF!
- Thank you!
- Chaplains are life coaches -- whether you believe in gods or science, everybody needs a life coach. Thank you, UCF!
- I hope this practice spreads to colleges and universities every where!
- I so agree!
- Thank you UCF for your courage to see the future of the new faith in humanity.
- Thank you!
- There are more of us than those in positions of authority really realize.
- I'm so very happy and proud that my very own Alma Mater has taken this great step towards equality!! Thank you, and keep up the good work!!
- Congratulations on your respect for everyone!
- Thank you for including a Humanist chaplain at your campus!
- One step closer to a reasonable and considerate world.
- It is a welcome opportunity for those who have doubts to find alternatives.  
Thanks
- Thank You UCF
- Fantastic! Showing the rest of Florida Universities the way to be inclusive!
- Thank you for this huge step in the right direction!
- The First Amendment, particularly the Establishment Clause, protects all beliefs (and non-beliefs), It is in danger of being weakened by politicians /legislators who are pandering to religious groups. Allowing religious groups to discriminate against those who don't believe as they do, removes civil rights of fellow citizens. This is supposed to be a democracy, not a theocracy.
- Religious freedom is fine. Religious privilege is not.
- All universities should follow the lead of UCF, especially given the recent surveys that indicate that over 35% of millennials say they have no religion.
- As a former teacher, I know how important it is for students to feel secure and welcome at their school. I also know a number of students don't identify with any religion yet want to be part their community. Thank you for providing a nurturing environment for non-faith students.
- In this day of rampant discrimination against anything different, it's an honor to thank you for recognizing we aren't all alike.
- Thank you for being inclusive and supportive of the diversity that is UCF! Proud to call myself a Knight!
- Kudos, to Tee and UCF in creating a support system for non-religious students and minority faiths.
- In an ever changing and evolving world, we need voices of reason and

representatives of those that love with the same passion and respect for life as the religious, but are secular. Thank you having such a much needed position at your university.

- Thank you for making our campus a more inclusive place.
- Thank you for supporting an inclusive environment for EVERYONE.
- Kudos to UCF and its President for being so enlightened.
- Respect for ALL religions and secular views is vital in the creation of a diverse community where all are welcomed.
- Thank you for making UCF more inclusive!
- Thank you! As a mom of a recently graduated student I am so proud my son of Being a member of UCF amazing community, and as an openly secular atheist I feel so grateful of the UCF commitment to true religious freedom, equality and inclusion. From the bottom of my heart, a big thank you!
- I believe our long term success lies in our ability to respect the beliefs of others while doing good work that matters. It's OK to agree to disagree.
- Thank you!
- This is a great step forward.
- I appreciate how progressive and inclusive UCF is. This is a great move and advancement for us as a community.
- Thank you UCF for making efforts to be inclusive in every aspect. There is still a lot to be done but the most difficult thing is to get started. Let's charge on!
- Thank you for being even more inclusive. I have already heard from other students, alumni, and past staff that are excited to see this at UCF.
- The politics of exclusion are raging in the U.S. We need to stand up and fight for support of our people.
- With a twist on Bob Marley's song: "One world, one heart" Thanks, UCF
- Thank you for making UCF more inclusive and showing that our campus isn't just one type of entity. It is an all-types of entity.
- People who have no desire for religious community have been on campus since UCF opened its doors in 1963 and now are the largest single religious group on campus.
- Thank you for recognizing that real inclusiveness crosses all spectra and includes those who are non-religious.
- Thank you for making our beautiful campus a more inclusive place!

Eddie Boscare

London Hughes  
SSA@UCF

Thank you so very much!  
As a UCF Grad and local citizen, I am proud of UCF for this change.

Dr. Hitt,

Thank you for explicitly including non-religious individuals in the University of Central Florida President's Statement regarding Equal Opportunity and Affirmative Action, signed on June 16, 2016.

As leaders of secular organizations and initiatives in Florida, we understand the unique challenges and discrimination faced by non-religious people. Secular individuals need resources, and a voice.

Your statement sends a clear message of equal respect and protection for students, faculty, and staff of non-faith. As a national leader in education and research, the example you set makes a difference.

**Thank you for your commitment to diversity and inclusion.**

Thank you,  
Domenica Kastrup  
HUMANISTS OF THE  
TREASURE COAST  
THANKS DR. HITT  
Bob LeSalle  
Florida Humanist Assn.

Thanks for your foresight!  
Thank you, Sarah  
Peace - Tee Rogers  
Thanks a lot!  
Athena

Thank you Dr. Hitt!  
I am so proud to be a UCF student.  
-Anna UCF '18

Thank you,  
Director  
Success Center  
Stephanie

Stephanie Brown  
SCFA

Thank you so much!  
Masha Kucyk  
UCF grad +  
University  
UU Society

**Thank You**

From attendees at the  
Florida Secular Leadership Summit  
August 6, 2016.

Thank you!  
Rachael Berman,  
American Humanist Association

THANK YOU  
Joe Beck

Joseph Richardson  
Ac Hsuw

Earl Coggins  
First Coast  
Freethought  
Society

THANK YOU  
Suso fern  
FCFS  
Jacksonville

Great step forward!  
Bill Norenswitz  
Thank  
R. K. Cook  
Blanche Nornblom  
Thank you!  
Classroom  
Enance

Thank you!  
Jordan  
Big thumbs  
UPI

Thank you!  
Sharon Grey  
First Coast Freethought

Thank you for your  
commitment to inclusion!  
Red Zimmerman  
Florida Atheists & Secular Humanists

Thank you Dr. Hitt!  
Keith Becker  
Humanist community of the  
Space Coast

AMERICAN ATHEISTS  
HOW VERY PROGRESSIVE.  
CONGRATS FOR SETTING A GREAT EXAMPLE.  
KEYLOWKINE

Thank You! It means a lot.  
Alex Harbor Chase Hand  
- UF Humanists on campus  
UCF alum 06, 08

Bob Bishop  
Secular Coalition  
for Florida

Thank you!  
Cecilia E. Claude  
HAFC

Thanks so much for  
the awesome event!  
Karen Arizur

My daughter is an atheist - so proud of you!  
We are believers - Thank you!  
Cecilia E. Claude

So awesome to see this  
happen. Thanks so much!  
Tim Kaiser



### Florida Secular Leadership Summit, August 2016

Hosted by the Central Florida Freethought Community and SRMA at UCF.  
Contacts: David and Jocelyn Williamson, info@cflfreethought.org, and tee.rogers@ucf.edu

## **Responses were received from members or leaders of the following organizations:**

- ✧ American Atheists
- ✧ American Humanist Association
- ✧ Atheists of Bay County
- ✧ Atheists of Tampa Bay
- ✧ BE. Orlando Humanist Fellowship
- ✧ Black Nonbelievers of Metro Orlando
- ✧ Camden County Humanists
- ✧ Center for Inquiry, Tallahassee
- ✧ Central Florida Freethought Community
- ✧ Eastern Iowa Atheists
- ✧ First Coast Freethought Society Jacksonville
- ✧ Florida Atheists and Secular Humanists
- ✧ Florida Atheists, Critical Thinkers, & Skeptics (FACTS)
- ✧ Florida Humanist Association
- ✧ Florida Humanist Atheist Secular Meetup
- ✧ Free Inquiry Group of South West Florida
- ✧ Freedom From Religion Foundation
- ✧ Freethought Film Festival Foundation
- ✧ Godless Conchs
- ✧ Hispanic American Freethinkers
- ✧ Humanist Chaplaincy at American University, Washington DC
- ✧ Humanist Community of the Space Coast
- ✧ Humanist Learning Systems
- ✧ Humanist Society of North Central Florida
- ✧ Humanists Doing Good
- ✧ Humanists of North Central Florida
- ✧ Humanists of North Florida
- ✧ Humanists of the Treasure Coast
- ✧ Humanists of West Florida
- ✧ International Humanist and Ethical Union
- ✧ Sarasota Manatee Atheists and Secular Humanists
- ✧ Secular Coalition for Florida
- ✧ Secular Student Alliance at UCF
- ✧ Society for Humanistic Judaism
- ✧ Space Coast Freethought Association
- ✧ Spanish-English Secular Social Club
- ✧ Suncoast Skeptics
- ✧ Tallahassee Atheists
- ✧ UF Humanists
- ✧ University Unitarian Universalist Social Action Committee
- ✧ University UU Society
- ✧ UU Humanists of Clearwater

**WE JUST WANT TO SAY...**

**THANK YOU!**



Humanist and Secular Services at UCF

*<http://rnr.sdes.ucf.edu>*

*[nonreligion@ucf.edu](mailto:nonreligion@ucf.edu)*