## CONCLUSION AND CALL TO ACTION

Despite having faced significant challenges and discrimination, LGBTQ+ Columbians, with their activism and scholarship, have contributed to the intellectual and social fabric of our community. In sharing this guide, we seek to honor and highlight their work and raise a call to action for the broader Columbia community toward greater equity and justice.

<u>We want to hear from you</u>. Tell us how your unit or organization is implementing this guide, give us feedback on its content, or join others on campus who are working to improve LGBTQ+ life at Columbia by contacting our office at <u>facultyadvancement@columbia.edu</u>.

