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In his 2009 book, *Where Is Knowing Going?*, Father John C. Haughey, S.J. explains that Jesuit education is at a crossroads. He writes, “Catholic institutions need to create processes that connect people and disciplines to the living past with a future, to which they can contribute and which they can feel themselves to be an integral part” (p. 39). It is this call that drives LGBTQ+ programs and initiatives on Catholic, Jesuit campuses. Rooted in the God-given dignity of each person, Loyola must embrace the Constant Challenge to Improve and move from tolerance to nurturance of LGBTQ+ students, staff, faculty and administrators. Beyond welcoming individuals, campuses must reflect on their institutional response as well. Do policies and practices reflect an inclusive and just environment? And furthermore, how do we communicate to our community that nurturance of LGBTQ individuals is consistent with our Jesuit, Catholic mission?

Accordingly, OUTLoyola – Loyola’s LGBTQ+ group for faculty, staff and administrators – has worked on several mission-driven initiatives to raise awareness and bring to light instances of personal, interpersonal and institutional homophobia, biphobia and transphobia at Loyola. The cross-

divisional discussions that occur at OUTLoyola meetings not only lead to increased LGBTQ+ support on campus, but also create a more a just community for all. For example, when Loyola endorsed OUTLoyola's proposal to expand health care benefits to legally domiciled adults in 2009, the policy change benefitted all employees who required additional health care coverage for their families – for the elderly mother, for the young adult son who lost coverage at the age of 22, or for a LGBTQ+ partner.

In 2010, OUTLoyola developed and began to facilitate a campus-wide Safe Zone program for faculty, staff, and administrators. The Safe Zone Program includes three trainings designed to raise awareness, promote personal reflection and develop skills for meaningful allyship. The training demands that we acknowledge our biases and privilege before choosing to be an ally. The ally agreement requires active engagement, a willingness to confront biased behavior and a constant challenge to improve our own understanding of the LGBTQ+ community. Over ninety members of the Loyola community have completed the ally agreement.

More recently, OUTLoyola has considered the implications of the inclusion of gender identity into the Loyola non-discrimination clause. In 2015, OUTLoyola partnered with campus administration to resign single use bathrooms across campus. Signs now read "All Gender Restroom," a small, yet powerful statement of an inclusion. We will continue to work across divisions and job titles to promote a just community and advance the call to allyship.