

LGBT - Friendly
campusclimateindex[™]
National Assessment Tool

Bridgewater State University

Confidential Report

Prepared on: 7/12/2011 @ 9:14 am



General Comments :

The LGBT-Friendly Campus Climate Index is a national assessment tool for assisting campuses in improving the environment for people on campus who are LGBT and ultimately shape the educational experience to be more inclusive, welcoming and respectful of LGBT and Ally people. The index is owned and operated by Campus Pride (www.campuspride.org) and was developed with a team of national LGBT researchers which included Brett Genny Beemyn, Ph.D, Susan R. Rankin, Ph.D. and Shane L. Windmeyer, M.S, Ed. The advisory board also includes Debbie Bazarsky, M.S. from the Consortium of LGBT Resources in Higher Education and Daryl Herrschaft of the Human Rights Campaign.

Your participation in the LGBT-Friendly Campus Climate Index demonstrates your active interest in LGBT issues and ongoing commitment to LGBT & Ally people. Final percentages listed in the confidential report correspond to your responses and emphasize specific LGBT components, which are determined to contribute to a more inclusive, welcoming, and respectful LGBT and Ally campus. All eight LGBT-Friendly factors (Sections A-H) receive the same weight in the overall score. The sexual orientation score and the gender identity/expression score deal only with questions specifically referencing sexual orientation and gender identity/expression.

Next Steps -- What to Do?

The LGBT-Friendly Campus Climate Index provides a benchmarking tool to better understand policies, programs and practices that impact the quality of life for LGBT & Ally people on campus. The eight LGBT-Friendly factors (Sections A-H) provide a framework for your campus to evaluate your current environment and review recommended changes as well as a means of measuring future progress. Suggested next steps include:

- Review the entire confidential report.
- Decide what areas are noteworthy for your campus in recognizing positive efforts as well as areas for future improvement(s).

- Consider how to best utilize the report on your campus.
- Share your report with key stakeholders (administrators, faculty, staff, student leaders, etc.) who can support and, or serve as change agents
- Develop a plan of action in collaboration with key stakeholders based on areas for future improvement (e.g., designate a special task force, develop a formal proposal, change specific policies, ask for funding for specific initiatives).
- Learn more about your campus community by conducting an internal assessment of attitudes and perceptions toward LGBT people/issues on campus.
- Consult with the Campus Pride team of national LGBT researchers and advisory board for further inquiry and analysis.

Thank you for your participation in the LGBT-Friendly Campus Climate Index and for your commitment to LGBT & Ally people in your campus community. Please use the Index as an ongoing measurement tool to improve LGBT campus life and serve as a catalyst for change. Your campus will be invited annually to update your responses as well as respond to new additions in the Summer of 2008. If you have any questions or feedback, please email info@campusclimateindex.org.

Recommended Reading(s):

Council for the Advancement of Standards in Higher Education. (2006). *CAS Professional Standards for Higher Education*. <http://www.cas.edu>.

Rankin, S. and Reason, R. (projected, 2008). *Campus Climate Assessment & Planning*. Washington, D.C.: ACPA Books and Media.

Beemyn, B. and Rankin, S. (projected, 2008). *The Lives of Transgender People*. New York, New York: Columbia Press.

Rankin, S. (2003). *Campus Climate for Sexual Minorities: A National Perspective*. National Gay and Lesbian Task Force Policy Institute: New York: New York.

Sanlo, R., Rankin, S., and Shoenberg, R. (2002). *Our Place on Campus: Lesbian, Gay, Bisexual, Transgender Services and Programs in Higher Education*. Westport, CT: Greenwood Publishing Company.

R. Sanlo (Ed.) (1998) *Working with Lesbian, Gay, and Bisexual College Students: A Guide for Administrators and Faculty*. Westport, CT: Greenwood Publishing Company.

Schuh, J. H. & Upcraft, M. L. (2001). *Assessment practices in student affairs: An applications manual*.

San Francisco: Jossey-Bass.

Subasic, A. and Matheis, C. (projected, 2008). *Blueprint for LGBTQA Centers*. Pennsylvania State University, University Park.

Windmeyer, S. (2006). *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

PLEASE NOTE:

Every campus receives a free online basic profile after completing the assessment tool. This basic profile highlights the star rankings only (not percentages) and shares select responses with the public. If you do not wish to have your free basic profile, then you must opt out in the Administration Area by clicking the appropriate button. By sharing your basic profile or upgrading to become a premier campus, your college or university will be visible to prospective students and your campus will have the opportunity to receive contact information from interested students and/or their family members. Your campus may change this response at any time.

Locale Stats:

Region: New England

City/State: Bridgewater / MA

General Size & Description: Small City (25,000 to 100,000)

Campus Basics:

Type of Institution: Master's College/University
Baccalaureate College/University
Public/State Institution
Liberal Arts College

Size: 11,000

In-State Tuition: \$910.00

Out-of-State Tuition: \$7,050.00

Overall Campus Climate Score: 82% =equals 4.5 of 5 Stars
Recommendation(s):

4.5 STARS -- Your campus received 4.5 Stars! Your overall campus climate index score is based on all the responses to your completed assessment from the LGBT-Friendly Campus Climate Index. The purpose of this overall score is to give your campus a measure of progress and to learn key areas to improve your campus climate. Look closely at your responses and

consider necessary actions for the future.

Due to your overall rating of 4.5 Stars, it is evident that your campus has already made a significant commitment to LGBT & Ally people on campus. It is recommended that you focus on the remaining areas of improvement highlighted by the assessment tool. In addition, Campus Pride encourages all campuses to continue monitoring the quality of LGBT life by listening and responding to the needs of your LGBT population as well as conducting regular assessments of attitudes and perceptions of the campus community toward LGBT people. Use this report as a way to honor your achievements and to further examine what you can do for positive LGBT change over the next year.

Recommended Reading(s):

Rankin, S. (2006). LGBTQA Students on Campus: Is Higher Education Making the Grade? *Journal of Gay and Lesbian Issues in Education*, 3(2/3): 111-117.

Council for the Advancement of Standards in Higher Education. (2006). *CAS Professional Standards for Higher Education*. <http://www.cas.edu>.

Sexual Orientation Score: 100% equals 5 of 5 Stars

Recommendation(s):

5 STARS -- Your campus received the highest marks! Your sexual orientation score is based on responses to questions in the LGBT-Friendly Campus Climate Index which expressly use the words "lesbian, gay, bisexual" and, or "sexual orientation." Campus Pride applauds your commitment to people who are lesbian, gay, or bisexual and encourages your campus continue its commitment to visibly including sexual orientation in your framework for diversity.

Recommended Reading(s):

Rankin, S. (2004). Campus Climate for Lesbian, Gay, Bisexual & Transgender People. *The Diversity Factor*, 12(1): 1-3

Battle, J., Cohen, C., Warren, D., Fergerson, G., and Audam, S. (2002). *Say it Loud: I'm Black and I'm Proud; Black Pride Survey 2000*.

New York: The National Gay and Lesbian Task Force Policy Institute.

Gender Identity / Expression Score: 83% =equals 4.5 of 5 Stars

Recommendation(s):

4.5 STARS -- Your campus received 4.5 Stars! The gender identity/expression score is based on responses to questions in the LGBT-Friendly Campus Climate Index which expressly use the words "transgender, transsexual" and, or "gender identity/expression." Campus Pride recommends your campus continue their progress on transgender issues and find ways to further enact trans-inclusive programs and services.

Recommended Reading(s):

Beemyn, B. and Rankin, S. (projected,2008). *The Lives of Transgender People*. New York, New York: Columbia Press.

Beemyn, B. (2006). *10 Recommendations to Improve Trans Inclusiveness on Campus*. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

Bieschke, K.J., R.M. Perez, & K.A. DeBord (eds.), *Handbook of counseling and psychotherapy with lesbian, gay, bisexual, and transgender clients (2nd ed.)* (Washington, DC: American Psychological Association).

LGBT-Friendly Campus Climate Index
Assessment Results with Recommendation(s)

LGBT Policy Inclusion

Section A

Recommendation(s):

4.5 STARS -- Your campus received 4.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate for “LGBT Policy Inclusion.” Policies are usually the first place where campuses consider changes to be more inclusive of LGBT people. Campus Pride congratulates your campus on having affirming LGBT policies and encourages further examination of the needs of your LGBT community based on your responses. Campus Pride advocates that campuses have equitable treatment of sexual orientation and gender identity/expression issues within policies.

87%
equals
4.5 Stars

Recommended Reading(s):

Rankin, S. (2003). *Campus Climate for Lesbian, Gay, Bisexual & Transgender People: A Legal Perspective*. *Focus on Law Studies*. Fall 2003, Volume XIX, Number 1.

Rankin, S. (2006). *LGBTQA Students on Campus: Is Higher Education Making the Grade?* *Journal of Gay and Lesbian Issues in Education*, 3(2/3): 111-117.

1. Does your campus prohibit discrimination based on sexual orientation by including the words “sexual orientation” in its primary non-discrimination statement or Equal Employment Opportunity policy? **Yes**

2. Does your campus include sexual **Yes**

orientation in public written statements about diversity and multiculturalism?

3. Does your campus prohibit discrimination based on gender identity or gender expression by including the words “gender identity” or “gender identity or expression” in its primary non-discrimination statement or Equal Employment Opportunity policy? **Yes**

4. Does your campus include gender identity/expression in public written statements about diversity and multiculturalism? **Yes**

5. Does your campus offer health insurance coverage to employees' same-sex partners? **Yes**

Your Campus Remarks

Health insurance benefits are offered to married employees' spouses. As MA has legal marriage rights extended to same-sex couples, our university offers the same rights and benefits to all married employees regardless of the gender of their spouse. The university does not offer domestic partnership benefits to anyone.

5a. If Yes, does your campus "gross up" wages for employees who enroll for same-sex partner health benefits to cover the added tax burden from the imputed value of the benefit that appears as income for the employee? **No**

6. What other benefits does your campus offer equally to both opposite-sex spouses of employees as well as same-sex partners of employees? Please indicate your response accurately on what your campus offers.

Benefits	Offered to Opposite-Sex Spouses	Offered to Same-Sex Partners
A. Dental	Yes	Yes
B. Vision	Yes	Yes
C. Spouse / partner's dependant medical coverage	Yes	Yes
D. Sick or bereavement leave	Yes	Yes
E. Supplemental life insurance for	No	No

the spouse / partner		
F. Relocation / travel assistance	Yes	Yes
G. Tuition remission for spouse / partner / dependents	Yes	Yes
H. Survivor benefits for the spouse / partner in the event of employee's death	Yes	Yes
I. Retiree health care benefits	Yes	Yes
J. Employee discounts	No	No
K. Use of campus facilities / privileges for spouse / partner / family	No	No
L. Child-care services for spouse / partner / family	Yes	Yes

Your Campus Remarks

All of the above benefits are offered to married employees' spouses regardless of whether the marriage is between same-gender or mixed-gender spouses. As MA has legal marriage rights extended to same-sex couples, our university offers the same benefits to all married employees. The university does not offer domestic partnership benefits to anyone.

7. Does your campus include LGBT issues and concerns and, or representations of LGBT people in the following:

- a.** Grievance procedures **Yes**
- b.** Housing guidelines **Yes**
- c.** Admission application materials **Yes**
- d.** Health care forms **Yes**
- e.** Alumnae materials/publications **Yes**

Your Campus Remarks

Regarding housing, the Office of Residence Life and Housing seeks to provide housing that is comfortable and conducive to learning for each individual student. Efforts are directed towards establishing a community where there is an appreciation of diversity and a respect for individual rights. There is a process in

place for students to request special accommodations based on medical or psychological needs. The senior director of Health and Counseling works with each request individually to plan a housing accommodation that will best meet the student's specific needs. This may include a single room with a private bath, selected roommates, or certain areas on campus. Sophomores, juniors and seniors may also select to live in designated mixed gender (co-ed) suites or apartments with shared bathrooms. Regarding health care forms, our intake form gender options are Male, Female, and/or Other_____." Regarding Alumnae materials, the GLBT Alumni group, BSU Pride, is featured on the main alumnae web page.

8. Does your campus have inclusive methods for transgender students to self-identify their gender identity/expression on standard forms for the following:

- a.** Application for Admission **No**
- b.** Application/Designation for Housing **No**
- c.** Student Health Forms **Yes**

Your Campus Remarks

The gender options on our health care intake forms are Male, Female, and/or Other_____."

9. Does your campus have an accessible, simple process for students to change their name and gender identity on university records and documents?

Yes

Your Campus Remarks

Information Technology is currently programming this option into student records. Fall 2011 is their target date to complete a preferred name option in the student directory, for email addresses, and for ID cards. Currently, the Registrar requires legal documentation to change name and gender.

LGBT Support & Institutional Commitment

Section B

Recommendation(s):

100%
equals
5 Stars

5 STARS -- Your campus received the highest marks! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Support & Institutional Commitment." Your score indicates that your campus has already made a significant investment to ensure LGBT people and key services are inclusive of LGBT issues. Campus Pride recommends that campuses continually place importance on having a visible LGBT commitment and institutional support mechanisms for LGBT & Ally people.

Recommended Reading(s):

Rankin, S. (2007). Campus Climate for Sexual Minority Students: Challenges and Best Practices, In J. Jackson & M. Terrell (Eds.), *Toward Administrative Reawakening: Creating and Maintaining Safe College Campuses*. Herndon, Virginia: Stylus Publications.

Consortium of Higher Education LGBT Resource Professionals FAQs Page. Sept. 2007.

Consortium of Higher Education LGBT Resource Professionals.
<http://www.lgbtcampus.org/faq/index.html>.

1. Does your campus have a full-time professional staff member who is employed to support LGBT students and increase campus awareness of LGBT concerns/issues as 50% or more of the individual's job description? **Yes**

2. Does your campus have an LGBT concerns office or an LGBT student resource center (i.e. an institutionally funded space specifically for LGBT, gender and sexuality education and/or support services)? **Yes**

2a. If Yes, please list the following information and skip to question 3.

Name: GLBTA Pride Center
Address 1: Bridgewater State University
Address 2: Rondileau Campus Center 006
City: Bridgewater
State: MA
Zip: 02325
Year Established: 2006
Phone: 508-531-1408
Website: www.bridgew.edu/GLBTA
Email: glbta@bridgew.edu

3. Does your campus have a Safe Zone, Safe Space and, or Ally program (i.e. an ongoing network of visible people on campus who **Yes**

identify openly as allies/advocates for LGBT people and concerns)?

4. Does your campus have a standing advisory committee that deals with LGBT issues similar to other standing committees on ethnic minority/multicultural issues that advises the administration on constituent group issues and concerns?

Yes

Your Campus Remarks

The Pride Coalition is a group of volunteer students, faculty, staff, and administrators who are committed to promoting GLBT equity and inclusion at BSU. The group fosters friendly, collegial, and mutually supportive relationships among members of Bridgewater's GLBT community and their allies.

As a subcommittee of the University Diversity Council, the Coalition embarks on diversity initiatives that support BSU's GLBTA community in accordance with the University's Strategic Plan for Diversity.

5. Do senior administrators (e.g. chancellor, president, vice-president, academic deans) actively demonstrate inclusive use of the words "sexual orientation" and/ or "lesbian, gay, bisexual" when discussing community, multicultural and/or diversity issues on campus?

Yes

6. Do senior administrators (e.g. chancellor, president, vice-president, academic deans) actively demonstrate inclusive use of the words "gender identity/expression" and/or "transgender" when discussing community, multicultural and/or diversity issues on campus?

Yes

7. Does your campus have a LGBT alumni group within the existing alumni organization?

Yes

Your Campus Remarks

BSU Pride

8. Does your campus provide gender-neutral/single occupancy restroom facilities in administrative and academic buildings?

Yes

Your Campus Remarks

We have converted all public single occupancy restrooms to gender neutral. Additionally, the university has committed to having at least one

single occupancy gender neutral restroom in all new and renovated buildings and in the Health Services area.

LGBT Academic Life

Section C

Recommendation(s):

5 STARS -- Your campus received the highest marks! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Academic Life." All students have the right to a safe, welcoming, respectful, and inclusive classroom. Such an academic environment supports the individual learning outcomes of every student, regardless of sexual orientation or gender identity/expression. Your score demonstrates your commitment to an LGBT inclusive academic experience. Campus Pride applauds your academic efforts and for your role in preparing faculty to be responsive to LGBT student populations.

90%
equals
5 Stars

Recommended Reading(s):

Chestnut, S. & Nichols, A. (2006). 10 Academic Strategies for a More Inclusive Classroom. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

Chestnut, S. (1998). Queering the Curriculum or What's Walt Whitman Got to Do with It? In R. Sanlo (Ed), *Working with Lesbian, Gay, Bisexual, and Transgender College Students: A Handbook for Faculty and Administrators*. Westport, Connecticut: Greenwood Press.

1. Does your campus have LGBT-specific courses offered through various academic departments and programs?

Yes

2. Does your campus have a LGBT studies program that offers a one or a combination of the following:

No

If so, Name of Degree Major:

Yes

If so, Name of Academic Minor: GLBT Studies Minor

No

If so, Name of Academic Concentration:

No

	If so, Name of Academic Certificate:
3. Does your campus integrate LGBT issues into existing courses when appropriate?	<p>Yes</p> <p>Your Campus Remarks <i>Depending on the professor, some courses have more or less integration of LGBT issues.</i></p>
4. Does your campus have a significant number of LGB-inclusive books and periodicals on sexual orientation topics in the campus library/libraries?	<p>Yes</p> <p>Your Campus Remarks <i>The GLBTA Pride Center also has a number of GLB-related books, magazines, and DVD's the campus community may borrow.</i></p>
5. Does your campus have a significant number of transgender-inclusive books and periodicals on gender identity/expression topics in the campus library/libraries?	<p>Yes</p> <p>Your Campus Remarks <i>The GLBTA Pride Center also has a number of transgender-related books, magazines, and DVD's the campus community may borrow.</i></p>
6. Does your campus include sexual orientation issues in new faculty/staff programs and training opportunities?	<p>Yes</p> <p>Your Campus Remarks <i>The university includes the GLBTA Pride Center brochure in our orientation package for new faculty/staff. This brochure highlights programs and services offered and where to obtain more information. Training opportunities for new staff/faculty are voluntary and are provided by the GLBTA Pride Center.</i></p>
7. Does your campus include gender identity/expression issues in new faculty/staff programs and training opportunities?	<p>Yes</p> <p>Your Campus Remarks <i>The university includes the GLBTA Pride Center brochure in our orientation package for new faculty/staff. This brochure highlights programs and services offered and where to obtain more information. Training opportunities for new staff/faculty are voluntary and are provided by the GLBTA Pride Center.</i></p>

LGBT Student Life <i>Section D</i>	94% equals
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Recommendation(s):

5 Stars

5 STARS -- Your campus received the highest marks! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Student Life." One important aspect to having a welcoming, LGBT-Friendly campus is having diverse educational and social opportunities outside the classroom to offer LGBT & Ally students. Campus Pride commends your campus on its LGBT student involvement opportunities and specific outreach to different communities. We encourage your campus to continue LGBT efforts which value and support a diverse LGBT & Ally community (students of color, people of religious faith/spirituality, persons with disabilities, etc.)

Recommended Reading(s):

Domingue, A. & Dean, G. A. (2006). Suggestions for LGBT Students of Color. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

Young Hyatt, R (2006). *10 Steps to Planning LGBT Events*. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

Rankin, et. al (2007). *Experiences of LGBT People in the Fraternities & Sororities: From 1960 to 2007. Lambda 10 Project*.

1. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of lesbians, gay men, and bisexuals?

Yes

Your Campus Remarks

BSU has many LGB-specific programs that are sponsored by the GLBTA Pride Center, the Office of Institutional Diversity, student groups, and academic offices. Many of these efforts are collaborative across departments within Student Affairs and also across divisions.

2. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of transgender people?

Yes

Your Campus Remarks

BSU has many transgender-specific programs that are sponsored by the GLBTA Pride Center, the Office of Institutional Diversity, student groups, and academic offices. Many of these efforts are collaborative across departments within Student Affairs and also across divisions.

3. Does your campus regularly hold social events specifically for LGBT students?

Yes

Your Campus Remarks

Most of the social events sponsored by the GLBTA Pride Center are also educational in nature. Many of the events sponsored by the GLBTA student group, AWARE, are social.

4. Does your campus have a college/university-recognized organization for LGBT students and allies?

Yes

Your Campus Remarks

AWARE (student group), the Pride Coalition (faculty, staff, students, and administrators), and Transgender Advocacy Group (the students of TAG have opted to keep this group under the GLBTA Pride Center rather than apply for recognition by the Student Government Association.)

5. Does your campus have any student organizations that primarily serve the needs of underrepresented and/or multicultural LGBT populations (e.g. LGBT Latinos/Latinas, international LGBT students, LGBT students with disabilities)?

Yes

Your Campus Remarks

Beginning in the Fall 2011, we are planning a Queer Students of Color group that will be student-run and will be offered through the GLBTA Pride Center.

6. Does your campus have any student organizations that primarily serve the social and/or recreational needs of LGBT students (e.g. gay social fraternity, lesbian volleyball club, gay coed lacrosse club)?

No

7. Does your campus have any academically-focused LGBT student organizations (e.g. LGBT Medical Association, LGBT Public Relations Organization, Out Lawyers Association)?

No

8. Does your campus have any student organizations that primarily serve the religious/spiritual needs of LGBT students (e.g. Unity Fellowship for Students, Gays for Christ, LGBT Muslims)?

No

LGBT Housing & Residence Life

Section E

Recommendation(s):

72%
equals
4 Stars

4 STARS -- Your campus received 4 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for “LGBT Housing & Residence Life.” When students feel comfortable in their home and welcome on campus, they are more likely to succeed academically and in other aspects of their college life. The concern for safety and security is particularly an issue for LGBT students in campus housing and residence life. Your score illustrates steady progress from the campus in meeting the needs of LGBT and Ally students in housing and residence life. Campus Pride recommends your campus continue to improve housing options and inclusive policies for LGBT people (specifically for transgender student populations).

Recommended Reading(s):

Robinson, M.W. (1998). *The Residence Hall: A Home Away From Home*. In R. Sanlo (Ed), *Working with Lesbian, Gay, Bisexual, and Transgender College Students: A Handbook for Faculty and Administrators*. Westport, Connecticut: Greenwood Press.

Williamsen-Garvey, K. & Wisener, S. (2006). *8 Steps to Improve Campus Housing for LGBT Students*. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

<p>1. Does your campus offer LGBT students a way to be matched with a LGBT-friendly roommate in applying for campus housing?</p>	<p>Yes</p> <p>Your Campus Remarks <i>Care is taken to provide students their roommate and accommodation preferences but it is not guaranteed.</i></p>
<p>2. Does your campus enable transgender students to be housed in keeping with their gender identity/expression?</p>	<p>Yes</p> <p>Your Campus Remarks <i>Transgender students may request gender neutral housing by contacting the Senior Director of Health and Counseling Services who will recommend accommodations as appropriate.</i></p>
<p>3. Does your campus provide a LGBT theme housing option or a LGBT/Ally living-learning community program?</p>	<p>No</p>
<p>4. Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing equally to</p>	<p>No</p> <p>Your Campus Remarks</p>

those married opposite-sex couples in the same situation? *There are no family housing options available to any student.*

5. Does your campus allow residence life staff with same-sex partners who are not affiliated with the college/university to live together in a residence hall on an equal basis with married opposite-sex couples? **Yes**

6. Does your campus offer gender-neutral/single occupancy restrooms in campus housing? **Yes**
Your Campus Remarks
Gender neutral single occupancy restrooms are available in some buildings but not all. All new buildings will have at least one single occupancy gender neutral restroom.

7. Does your campus offer individual showers in campus housing to protect the privacy of transgender students? **Yes**
Your Campus Remarks
Individual showers are available in some buildings but not all.

8. Does your campus provide on-going training on LGBT issues and concerns for residence life professional and student staff at all levels? **Yes**
Your Campus Remarks
Safe Zone training is available and Residence Life and Housing may request additional departmental training from the GLBTA Pride Center.

LGBT Campus Safety

Section F

Recommendation(s):

3.5 STARS -- Your campus received 3.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Campus Safety." Your score highlights the need to further examine your efforts to address the safety concerns of LGBT people. Campus Pride supports your efforts to build and maintain a positive, visible relationship between campus safety and the LGBT campus community. All students require a campus climate unobstructed by harassment, violence and other negative behaviors. There is a long history of distrust and fear from LGBT people toward law enforcement. Campus Pride recommends campus safety develop an outreach plan consisting of a LGBT liaison and specific training to support LGBT people and other marginalized communities.

64%
equals
3.5 Stars

Recommended Reading(s):

Rankin, S. (2007). Campus climate for sexual minorities. In L. Badgett and J. Frank (Eds.), *Sexual Orientation Discrimination: An International Perspective*. New York, New York: Routledge Press

Rankin, S. (2007). *Campus Climate for Sexual Minority Students: Challenges and Best Practices*, In J. Jackson & M. Terrell (Eds.), *Toward Administrative Reawakening: Creating and Maintaining Safe College Campuses*. Herndon, Virginia: Stylus Publications.

Trekell, E. (2006). *7 Ways for Campus Safety to Support LGBT Students*. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

1. Does your campus have a clear and visible procedure for reporting LGBT-related bias incidents and hate crimes? **No**

2. Does your campus have a bias incident and hate crime reporting system for LGBT concerns that includes the following:

a. Bias Incident Team **No**

b. Methods for supporting the victim **No**

c. Outreach for prevention of future **No**

d. Protocol for reporting hate crimes and bias incidents **No**

Your Campus Remarks

External court resources are available to help support the victim.

3. Does your campus public safety office do outreach to LGBT people and meet with LGBT student leaders/organizations? **Yes**

Your Campus Remarks

Via the police chief's collaboration with the Pride Coalition and GLBTA Pride Center.

4. Does your campus provide training for public safety officers on sexual orientation issues and concerns and/or anti-gay violence? **Yes**

Your Campus Remarks

For protective services staff, yes, but not currently for law enforcement staff.

5. Does your campus provide training for public safety officers on gender identity/expression issues and concerns and/or anti-transgender violence? **Yes**

Your Campus Remarks

For protective services staff, yes, but not currently for law enforcement staff.

LGBT Counseling & Health

Section G

Recommendation(s):

4 STARS -- Your campus received 4 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Counseling & Health." LGBT students face unique challenges related to emotional and physical health care concerns. Campuses must be equipped to deal with these specific LGBT issues with appropriate counseling and health services. Your score shows that there are ways to improve your campus efforts to address LGBT emotional and physical health needs. Campus Pride encourages ongoing examination of LGBT counseling and health concerns, particularly the emotional and physical concerns of students coming out and transgender populations.

76%
equals
4 Stars

Recommended Reading(s):

Beemyn, B. (2003). Serving the Needs of Transgender College Students. *Journal of Gay and Lesbian Issues in Education*, 1(1), 33-50.

Bieschke, K. J., Perez, R. M., & DeBord, K. A. (Eds.) (2007). *Handbook of Counseling and Psychotherapy with Lesbian, Gay, Bisexual, and Transgender Clients* (2nd ed.). American Psychological Association: Washington DC.

Chollar, R. (2006). 10 Physical and Emotional Health Concerns of LGBT Students. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

1. Does your campus offer support groups for LGBT individuals in the process of coming out and for other LGBT issues/concerns?

Yes

Your Campus Remarks

There is a Coming Out Discussion group offered by the GLBTA Pride Center. The Counseling Center assembles groups based on student request. The receptionist collects names and when there are sufficient numbers of interested students, students are contacted and the group begins. As a result, support groups vary from semester to semester.

2. Does your campus offer individual counseling for students that is sensitive and affirming for LGBT issues/concerns?

Yes

Your Campus Remarks

The Counseling Center offers a short term (8-12 visits) model which is available for all students. Students with extraordinary or long

term needs are transitioned to referrals ultimately.

3. Does your campus provide training for health-center staff to increase their sensitivity to the special health care needs of LGBT individuals?

No

Your Campus Remarks

The staff consists primarily of practitioners who have been employed by the college for 5-12 years. They have been trained previously. Two staff members (in Counseling) have not been formally trained by the University, although they are oriented to GLBT issues in a week long program by the Clinical Director and Training Coordinator of Counseling. We have one LGBT counselor who is well trained and sensitive to LGBT health concerns.

4. Does your campus actively distribute condoms and LGBT-inclusive information on HIV/STD/STI services and resources?

Yes

5. Does your campus enable transitioning transsexual students to have their hormone replacement therapy covered by insurance?

Yes

LGBT Recruitment & Retention Efforts

Section H

Recommendation(s):

4 STARS -- Your campus received 4 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Recruitment and Retention Efforts." The first generation of out LGBT students are now making their way to campus. These out students are looking for campuses that are not only LGBT-Friendly but who also actively recruit and retain LGBT people as an important component to the campus community. Campus Pride recognizes your work recruiting and retaining LGBT & Ally students and encourages continued growth in this area -- specifically by developing outreach and retention programs that target LGBT & Ally communities (e.g., LGBT mentorship program, attending LGBT admission fairs).

72%
equals
4 Stars

Recommended Reading(s):

Dougharty, W. (2006). Reaching Out to LGBT Youth through College Admissions. In S. Windmeyer, *The Advocate College Guide for LGBT Students*. New York, NY: Alyson Books.

Sanlo, R (2005). Lesbian, Gay, and Bisexual College Students: Risk, Resiliency.

and Retention, *Journal of College Student Retention*, 6, (1), 97-110.

1. Does your campus actively seek to recruit and retain LGBT students, similar to other targeted populations (e.g. ethnic/multicultural students, athletes, international students)?

Yes

Your Campus Remarks

Admissions has two main brochures that highlight the GLBTA Pride Center: the Viewbook and the Diversity brochure.

2. Does your campus have any scholarships specifically for LGBT students and LGBT allies?

Yes

Your Campus Remarks

The Barney Frank Equality Scholarship is for students who identify as gay, lesbian, bisexual, or transgender and who have lost financial assistance from their parents upon disclosing their sexual orientation or gender identity.

3. Does your campus include sexual orientation issues in new student orientation programs?

Yes

Your Campus Remarks

Sexual orientation issues are discussed during the BEAR Program (Be Educated About Respect), discussed through exploration of topics during skits, and addressed in training the orientation staff on inclusive leadership.

4. Does your campus include gender identity/expression issues in new student orientation programs?

No

Your Campus Remarks

With the brief exception to some discussion in orientation leader training.

5. Does your campus have a Lavender or Rainbow Graduation (i.e. a special graduation ceremony/events for LGBT students and allies)?

Yes

Your Campus Remarks

We had our inaugural Lavender Graduation in 2011.

6. Does your campus have a LGBT mentoring program to welcome and assist LGBT students in transitioning to academic and college life?

No

Your Campus Remarks

We have an Ambassador program whose main role is GLBT advocacy and awareness. However, the ambassadors are also available to provide limited confidential support to their peers.

7. Does your campus participate in an LGBT admissions fair to do outreach to prospective LGBT college students?

Yes

Your Campus Remarks

We have attended the northeast region Campus Pride College Fair for two consecutive years and plan to continue attending.

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