



Youngstown State University

Campus Pride Index

National LGBTQ-Friendly Benchmarks & Standards for Inclusion in Higher Education

INTRODUCTION

The Campus Pride Index is a national assessment tool assisting campuses in improving safety and campus climate for people who are LGBTQ and ultimately shape the educational experience to be more inclusive, welcoming and respectful of LGBTQ and Ally people. The index is owned and operated by Campus Pride (<http://campuspride.org>) and overseen by a team of national LGBTQ researchers which includes Genny Beemyn, Ph.D., Susan R. Rankin, Ph.D. and Shane L. Windmeyer, M.S, Ed. The advisory board also includes individual(s) students and staff volunteers from Campus Pride and the Consortium of LGBTQ Resources in Higher Education.

Your participation in the Campus Pride Index demonstrates your active interest in LGBTQ issues and ongoing commitment to LGBTQ & Ally people. Final percentages listed in the confidential report correspond to your responses and emphasize specific LGBTQ components, which are determined to contribute to a more inclusive, welcoming, and respectful LGBTQ and Ally campus. All eight LGBTQ-Friendly factors 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 Campus Pride Index provides a benchmarking tool to better understand policies, programs and practices that impact the quality of life for LGBTQ & Ally people on campus. The eight LGBTQ-Friendly factors provide a framework for your campus to evaluate your current environment and review recommended changes as well as a means of measuring future progress. Campus Pride also works with campuses to conduct climate research around the LGBTQ experience of students, faculty and staff.

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.

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Blog
(<http://CampusPride.org/blog>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Map
(<http://CampusPride.org/map>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Consortium of LGBTQ Resources in Higher Ed
(<http://LGBTQcampus.org>)

LGBTQ Architect
(<http://architect.LGBTQcampus.org>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Stop the Hate (<http://stophate.org>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

- ★ 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 LGBTQ people/issues on campus as well as conduct a climate study of LGBTQ perceptions/experiences.
- ★ Ask for a FREE consultation with Campus Pride to ask questions and identify resources to support your campus. The team of national LGBTQ researchers and advisory board are available for further inquiry and analysis.

Thank you for your participation in the Campus Pride Index and for your commitment to LGBTQ & Ally people in your campus community. Please use the Index as an ongoing measurement tool to improve LGBTQ campus life and serve as a catalyst for change. Annually your campus is responsible for updating your responses as well as respond to inquiries. If you would like to update each year before May or have questions/feedback, please email us at info@campuspride.org.

Campus Pride Index

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Inclusion in Higher Education



SUMMARY

Locale Stats

Region: City/State: youngstown, OH General Size & Description:

Campus Basics

Type of Institution: Master's College/University, Public/State University, Residential Campus, Nonresidential Campus
Size: 11171
Tuition In-State: \$8,087.00
Tuition Out-of-State: \$14,087.00

Overall Campus Pride Score: 50% equals 3 Stars of 5 Stars



Sexual Orientation Score: 53% equals 3 Stars of 5 Stars



Gender Identity/Expression Score: 47% equals 2.5 Stars of 5 Stars



Your overall index score is based on all the responses to your completed assessment from the Campus Pride Index. The purpose of this overall score is to provide the campus a measure of progress and to examine key areas where you can improve your campus climate. Examine closely your responses and consider necessary actions for the future.

Due to your overall rating of 3 Stars, it is recommended that your campus prioritize areas of improvement through a realistic action plan based on the needs of your LGBTQ & Ally community. It is further recommended that you pay particular attention to making this commitment visible and encouraging support from campus administrators as well as other members of the campus community. In addition, Campus Pride encourages all campuses to continue monitoring the quality of LGBTQ life by listening and responding to the needs of your LGBTQ population as well as conducting regular assessments of attitudes and perceptions of the campus community toward LGBTQ people. Use this report as a way to continue building support and to further examine what you can do to implement positive LGBTQ change over the next year.

Your sexual orientation score is based on responses to questions in the Campus Pride Index which expressly address "sexual orientation." Campus Pride recommends your campus build on its commitment and visibly include issues of sexual orientation in your framework for diversity.

The gender identity/expression score is based on responses to questions in the Campus Pride Index which expressly use the words "transgender" and, or "gender identity/expression." Campus Pride encourages your campus to compare its gender identity/expression score with the sexual orientation score. Campus Pride recommends your campus strengthen its LGBTQ commitment by enacting more trans-inclusive programs and services.

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Inclusion in Higher Education



Rankin, S., Blumenfeld, W. J., Weber, G. N., & Frazer S. J. (2010). State of Higher Education for LGBTQ People: Campus Pride 2010 National College Climate Survey. Charlotte: Campus Pride.

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. (2008). Campus Climate Assessment & Planning. Washington, D.C.: ACPA Books and Media.

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

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

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

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

Helpful Resources:

Campus Pride Consultants & Speakers
(<http://CampusPride.org/Speakers>)

Dr. Sue Rankin

Dr. Genny Beemyn

Dr. Ronni Sanlo

Shane Windmeyer

LGBTQ POLICY INCLUSION

LGBTQ Policy Inclusion Score: 61% equals 3.5 Stars of 5 Stars 

The score is based on responses to questions in the Campus Pride Index for LGBTQ Policy Inclusion. Policies are usually the first place where campuses consider changes to be more inclusive of LGBTQ people. Campus Pride congratulates your campus on having affirming LGBTQ policies and encourages further examination of the needs of your LGBTQ community based on your responses. Campus Pride advocates that campuses have equitable treatment of sexual orientation and gender identity/expression issues within policies.

Recommended Readings:

- Rankin, S., Blumenfeld, W. J., Weber, G. N., & Frazer S. J. (2010). State of Higher Education for LGBTQ People: Campus Pride 2010 National College Climate Survey. Charlotte: Campus Pride.
- Sanlo, R. (2005). Gender identity and sexual orientation: Research, policy and personal perspective. *New Directions for Student Services*(111), 7-97.
- Renn, K. A. (2010). LGBTQ and queer research in higher education: The state and status of the field. *Educational Researcher*, 39(2), 132-141.
- 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.
- 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.
- 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.

Helpful Resources:

- Campus Pride (<http://CampusPride.org>)
- Campus Pride Research (<http://CampusPride.org/research>)
- Campus Pride Trans Policy Clearinghouse (<http://CampusPride.org/tpc>)
- Consortium of LGBTQ Resources in Higher Ed (<http://lgbtcampus.org>)
- LGBTQ Architect (<http://architect.lgbtcampus.org>)
- Campus Pride Training & Conferences (<http://CampusPride.org/events>)
- Campus Pride Speakers Bureau (<http://www.campuspride.org/speakers/>)

Questions And Responses

- Does your campus prohibit discrimination based on sexual orientation by including the words "sexual orientation" in its nondiscrimination statement for students, faculty and staff?

Yes

 - If yes, please provide web link/download:
 - If yes, does your campus require outside entities with whom they do business (such as vendors, contracted food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to sexual orientation?**

Yes

 - Please explain/clarify as necessary. If not applicable, select "No" and explain.
- Does your campus prohibit discrimination based on gender identity or gender expression by including the words "gender identity" and/ or "gender identity or expression" in its nondiscrimination statement for students, faculty and staff?

Yes

 - If yes, please provide web link/download:
 - If yes, does your campus require outside entities with whom they do business (such as vendors, contracted**

food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to gender identity?

Yes

2c. Please explain/clarify as necessary. If not applicable, select “No” and explain.

- 3.** Does your state recognize civil unions or marriage for same-sex couples?

No

3a. If yes, does your institution recognize these relationships?

3b. Please explain/clarify as necessary. If not applicable, select “No” and explain.

- 4.** Does your campus offer health insurance coverage to employees’ same-sex partners?

Yes

4a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

4b. 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

4c. If yes, is there a cap for these wages -- is it unlimited or true for all salaries?

4d. Please explain/clarify as necessary. If not applicable, select “No” and explain.

- 5.** What other benefits does your campus offer equally to both different-sex partners of employees as well as same-sex partners of employees? Please research your responses thoroughly.

Offered to Opposite-Sex Spouses

Dental

Yes

Vision

Yes

Spouse/partner’s dependent medical coverage

Yes

Sick or bereavement leave

Yes

Supplemental life insurance for the spouse/partner

Yes

Relocation/Travel assistance

Yes

Tuition remission for spouse/partner/dependents

Yes

Survivor benefits for the spouse/partner in the event of employee’s death

Yes

Retirement health care benefits

Yes

Employee discounts

Yes

Use of campus facilities/privileges for spouse/partner/family

Yes

Child-care services for spouse/partner family

Yes

5m. Please explain/clarify as necessary. If not applicable, select “No” and explain.

- 6.** Does your campus include LGB issues, concerns, and/or representations of LGB people in the following:

6a. Grievance procedures

Yes

6b. Housing guidelines

Yes

6c. Admission application materials

No

6d. Health center forms

No

6e. Alumni materials/publications

No

6f. If yes, please share web link/downloads where possible:

Offered to Same-Sex Partners

Dental

Yes

Vision

Yes

Spouse/partner’s dependent medical coverage

Yes

Sick or bereavement leave

Yes

Supplemental life insurance for the spouse/partner

Yes

Relocation/Travel assistance

Yes

Tuition remission for spouse/partner/dependents

Yes

Survivor benefits for the spouse/partner in the event of employee’s death

Yes

Retirement health care benefits

Yes

Employee discounts

Yes

Use of campus facilities/privileges for spouse/partner/family

Yes

Child-care services for spouse/partner family

Yes

- 6g.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
7. Does your campus include Transgender issues, concerns, and/or representations of Transgender people in the following:
- 7a.** Grievance procedures
Yes
- 7b.** Housing guidelines
Yes
- 7c.** Admission application materials
No
- 7d.** Health center forms
No
- 7e.** Alumni materials/publications
No
- 7f.** If yes, please share web link/downloads where possible:
- 7g.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
8. Does your campus offer LGB students the option to self-identify their sexual orientation, if they choose, in a standardized process on forms for the following:
- 8a.** Application for admission
No
- 8b.** Post-enrollment forms
No
- 8c.** Application for housing
Yes
- 8d.** Student health intake form
Yes
- 8e.** Alumni enrollment/participation
No
- 8f.** If yes, please share web link/downloads where possible:
- 8g.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
9. Does your campus offer Transgender students the option to self-identify their gender identity/gender expression, if they choose, in a standardized process on forms for the following:
- 9a.** Application for admission
No
- 9b.** Post-enrollment forms
No
- 9c.** Application for housing
Yes
- 9d.** Student health intake form
Yes
- 9e.** Alumni enrollment/participation
No
- 9f.** If yes, please share web link/downloads where possible:
- 9g.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
10. Does your campus offer Transgender students who have not legally changed their names the ability to have the name they go by on the following records:
- 10a.** Identification cards
No
- 10b.** Class and grade rosters
No
- 10c.** Electronic and print directory listings
No
- 10d.** Email name
No
- 10e.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
11. Does your campus offer Transgender employees who have not legally changed their names the ability to have the name they go by on the following records:
- 11a.** Identification cards
No
- 11b.** Electronic and print directory listings

No

11c. Email name

No

11d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

12. Does your campus offer Transgender students the ability to change the gender designation on their campus records and documents with only a request to do so from the student, regardless of if they have had gender confirmation/reassignment surgeries?

No

12a. If no, does your campus offer this option with a request from the student accompanied by a letter from a healthcare provider?

Yes

12b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

13. Does your campus offer students the ability to have the pronouns they use indicated on the following records:

13a. a. Class rosters

No

13b. b. Advisee lists

No

13c. c. Health center records

Yes

13d. d. Counseling center records

Yes

13e. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ SUPPORT & INSTITUTIONAL COMMITMENT

LGBTQ Support & Institutional Commitment Score: 51% equals 
3 Stars of 5 Stars

The score is based on responses to questions in the Campus Pride Index for LGBTQ Support & Institutional Commitment. Your score indicates that there are areas for improvement in order to maximize the campus commitment and institutional support for LGBTQ & Ally people. A common mistake is that some campuses rely too heavily on LGBTQ & Ally student leaders and, or staff/faculty who volunteer time to provide education regarding sexual orientation and gender/identity expression. If such leadership waivers from year to year, the campus commitment can suffer, be absent or negligible at best. Campus Pride recommends that campuses place importance on having a visible, ongoing LGBTQ commitment and institutional support mechanisms for LGBTQ & Ally people. Such improvements will not only benefit LGBTQ & Ally people but also work to fulfill the academic mission of preparing students for a diverse workforce and society.

Recommended Readings:

Tetreault, P. A., Fette, R., Meidlinger, P. C., & Hope, D. (2013). Perceptions of campus climate by sexual minorities. *Journal of Homosexuality*, 60(7), 947-964.

Schueler, L. A., Hoffman, J. A., & Peterson, E. (2013). Fostering safe, engaging campuses for lesbian, gay, bisexual, transgender, and questioning students. In S. R. Harper & S. J. Quaye (Eds.), *Student engagement in higher education* (pp. 61-80). New York, NY: Routledge.

Ryan, R. (2005). The evolution of an LGBTQ center at a public institution. *New Directions for Student Services*(111), 71-74.

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.

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Consortium of LGBTQ Resources in Higher Ed (<http://lgbtcampus.org>)

LGBTQ Architect
(<http://architect.lgbtcampus.org>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers/>)

Questions And Responses

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?

No

1a. Individual's Name:

1b. Job Title:

1c. Office/Dept. Name:

1d. Address 1:

1e. Address 2:

1f. City:

1g. State:

1h. Zip code:

1i. Phone:

1j. Email:

1k. Please explain/clarify as necessary. If not applicable, select "No" and explain.

1l. If no, does your campus have at least one graduate staff person 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?

No

1m. Individual's Name:

1n. Job Title:

1o. Office/Dept. Name:

1p. Address 1:

1q. Address 2:

1r. City:

1s. State:

1t. Zip code:

1u. Phone:

1v. Email:

1w. Please explain/clarify as necessary. If not applicable, select "No" and explain.

1x. If no, is your enrollment under 2500 students and 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 less of the individual's job description?

No

1y. Individual's Name:

1z. Job Title:

1aa. Office/Dept. Name:

1ab. Address 1:

1ac. Address 2:

1ad. City:

1ae. State:

1af. Zip code:

1ag. Phone:

1ah. Email:

1ai. Please explain/clarify as necessary. If not applicable, select "No" and explain.

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)?

No

2a. If yes, Office/Center Name:

2b. Address 1:

2c. Address 2:

2d. City:

2e. State:

2f. Zip:

2g. Year Established:

2h. Phone:

2i. Website:

2j. Email:

2k. Twitter:

2l. Facebook:

2m. Tumblr:

2n. Upload photo:

2o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2p. If no, does your campus have another office or resource center that actively addresses LGBT issues and concerns, including a visible representation of LGBT resources in the office space (e.g., Women's Center, Multicultural Center, etc.)?

Yes

2q. If yes, Office/Center Name

2r. Address 1:

2s. Address 2:

2t. City:

2u. State:

2v. Zip:

2w. Year Established:

2x. Phone:

2y. Website:

2z. Email:

2aa. Twitter:

2ab. Facebook:

2ac. Tumblr:

2ad. Upload photo:

2ae. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus have an ongoing Safe Zone, Safe Space and/or Ally training program that are offered at a minimum annually to educate students, faculty and/or staff on LGBT issues and concerns?

Yes

3a. If yes, Program Name:

3b. Please provide web link/download:

3c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

4. Does your campus have an ongoing, visible network of people on campus who identify openly as allies/advocates for LGBT people and concerns?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus actively seek to employ a diversity of staff/faculty/administrators, including visible, out LGBT individuals?

Yes

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus request LGBT- specific questions (including LGBT demographic questions) on institutional research (e.g., climate assessments) in which it participates in order to be inclusive of LGBT issues and experiences?

No

6a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus have an advisory board or standing advisory committee to examine LGBT issues that reports in an ongoing, active manner with senior leadership of the institution?

Yes

7a. Name of Administrator / Board / Committee:

7b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

8. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) attend campus LGBT events/activities in a visible, ongoing manner?

Yes

8d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) explicitly include the terms "sexual orientation," "gender identity/expression" and "lesbian, gay, bisexual and transgender" when publicly discussing multicultural and/or diversity issues on campus?

Yes

9a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Does your campus have an active, visible LGBT alumni group that is supported by the institution's alumni office?

No

10a. Alumni Group Name:

10b. Address 1:

10c. Address 2:

10d. City:

10e. State:

10f. Zip:

10g. Year Established:

10h. Phone:

10i. Website:

10j. Email:

10k. Twitter:

10l. Facebook:

10m. Tumblr:

10n. Upload photo:

10o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your campus have a policy requiring at least one gender-inclusive restroom (defined as restrooms not segregated into men's and women's spaces and welcoming to students who identify outside of the gender binary) in all newly constructed or significantly renovated buildings (similar to the legal standard under ADA accessibility)?

No

11a. If yes, please provide web link/download to the policy:

11b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

12. Does your campus provide gender-inclusive restrooms in at least half of administrative and academic buildings?

No

12d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

13. Does your campus have a listing/map in print to locate gender-inclusive restrooms and/or provide an easily accessible and/or searchable download online resource?

No

13a. If yes, please provide web link/download to listing/map:

13b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

14. Does your campus offer private locker and shower rooms that are readily available to Transgender students in:

14a. Intercollegiate Athletics

No

14b. Intramural/Recreational Sports Facilities

No

14c. Fitness/Sports Center

No

14d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ ACADEMIC LIFE

LGBTQ Academic Life Score: 33% equals 2 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index Index for LGBTQ Academic Life. All students have the right to a safe, welcoming and respectful classroom setting. Such an academic environment should support the individual learning outcomes of every student, regardless of sexual orientation or gender identity/expression. Your score warrants more attention to consider ways to make the classroom experience inclusive and LGBTQ-Friendly. Campus Pride also recommends further attention in LGBTQ training for faculty and fostering open LGBTQ dialogue in the academic setting.

Recommended Readings:

Chestnut, S. & Nichols, A. (2006). 10 Academic Strategies for a More Inclusive Classroom. In S. Windmeyer, *The Advocate College Guide for LGBTQ 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.

Rankin, S., & Reason, R. D. (2008). Transformational tapestry model: A comprehensive approach to transforming campus climate. *Journal of Diversity in Higher Education*, 1, 262-274.

Dolan, J. (1998). Gay and lesbian professors out on campus. *Academe*, 84, 40-45.

Furrow, H. (2012). LGBT students in the college composition classroom. *Journal of Ethnographic & Qualitative Research*, 6(3), 145-159.

Salter, D. W. (2003). Exploring the "chilly classroom" phenomenon as interactions between psychological and environmental types. *Journal of College Student Development*, 44, 110-121.

Silverschanz, P., Cortina, L., Konik, J., & Magley, V. (2007). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles*, 58, 179-191.

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Campus Pride Online Training
(<http://www.campuspride.org/lgbtq-on-campus-online-trainings>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers/>)

Questions And Responses

1. Does your campus have an LGBT academic offering (e.g., Gender and Sexuality Studies, Queer Studies, etc.) that offers one or a combination of the following:

1a. Courses

Yes

1b. If yes, please provide web link/download to academic courses:

1c. Certificate/Concentration

No

1d. If yes, name academic certificate:

1e. Please provide web link/download:

1f. Minor

No

1g. If yes, name academic minor:

1h. Please provide web link/download:

1i. Major

No

1j. If yes, name of academic major:

1k. Please provide web link/download:

1l. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus make a concerted effort to incorporate LGBT issues into existing courses and/or do administrators/faculty address heteronormativity and gender normativity in the curriculum/classroom?

No

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus have a significant number of books/periodicals in the campus library/libraries that speak to the experiences of:

3a. Lesbians, women loving women, and women who are same-gender loving

Yes

3b. Gay men, men loving men, and men who are same-gender loving

Yes

3c. Bisexual, pansexual and sexually fluid people

Yes

3d. Transgender people

Yes

3e. Genderqueer people and people with non-binary gender identities

Yes

3f. Asexual people

Yes

3g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

4. Does your campus subscribe annually to academic journals and databases that primarily focus on LGBT issues/concerns and make these resources readily available for academic/research purposes?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around sexual orientation?

No

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around gender identity/expression?

Yes

6a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus support faculty who are engaged in LGBT-focused research and academic study in the promotion and tenure process?

No

7a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

8. Does your campus actively recruit faculty for their LGBT-related academic scholarship?

No

8a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus have any specific academically focused LGBT student organizations (e.g., LGBT Medical Association, oSTEM, Out Lawyers Association)?

No

9a. If yes, please share up to four of the student organizations:

No

9b. Group Name:

9c. Year Established:

9d. Phone:

9e. Website:

9f. Email:

9g. Group Name:

9h. Year Established:

9i. Phone:

- 9j. Website:
 - 9k. Email:
 - 9l. Group Name:
 - 9m. Year Established:
 - 9n. Phone:
 - 9o. Website:
 - 9p. Email:
 - 9q. Group Name:
 - 9r. Year Established:
 - 9s. Phone:
 - 9t. Website:
 - 9u. Email:
 - 9v. Please explain/clarify as necessary. If not applicable, select "No" and explain.
10. Does your campus have a LGBT faculty/staff organization which meets at least twice an academic year?
- No**
- 10a. If yes, Organization Name:
 - 10b. Address 1:
 - 10c. Address 2:
 - 10d. City:
 - 10e. State:
 - 10f. Zip:
 - 10g. Year Established:
 - 10h. Phone:
 - 10j. Website:
 - 10k. Email:
 - 10l. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ STUDENT LIFE

LGBTQ Student Life Score: 69% equals 3.5 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Student Life. One important aspect to having a welcoming, LGBTQ-Friendly campus is having diverse educational and social opportunities outside the classroom to offer LGBTQ & Ally students. Campus Pride recognizes your LGBTQ student involvement opportunities and outreach efforts. Since many of these questions are highly subjective in nature, we encourage follow-up with your LGBTQ & Ally students when it comes to asking their perspectives and needs for student involvement, social activities, educational events, etc. Campus Pride also recommends all campuses have greater LGBTQ outreach for students of color, people of religious faith/spirituality, persons with disabilities and other often underrepresented populations.

Recommended Readings:

Vaccaro, A. (2012). Campus microclimates for LGBTQ faculty, staff, and students: An exploration of the intersections of social identity and campus roles. *Journal of Student Affairs Research and Practice*, 49(4), 429-446.

Watt, S. K. (2007). Difficult dialogues, privilege, and social justice: Uses of the privileged identity exploration (PIE) in student affairs practice. *College Student Affairs Journal*, 26(2), 114-126.

Poynter, K. J., & Washington, J. (2005). Multiple identities: Creating community on campus for LGBTQ students. *New Directions for Student Services*(111), 41-47.

Longerbeam, S. D., Inkelas, K. K., Johnson, D. R., & Lee, Z. S. (2007). Lesbian, gay, and bisexual college student experiences: An exploratory study. *Journal of College Student Development*, 48(2), 215-230.

Bilodeau, B. L., & Renn, K. A. (2005). Analysis of LGBTQ identity development models and implications for practice. In R. L. Sanlo (Ed.), *Gender identity and sexual orientation: Research, policy, and personal perspectives* (New Directions for Student Services, No. 111; pp. 25-40). San Francisco: Jossey-Bass.

Pusch, R. S. (2005). Objects of curiosity: Transgender college students perception of the reactions of others. *Journal of Gay and Lesbian Issues in Education*, 3(1), 45-61.

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

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

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

Rankin, et al (2012). Campus Pride 2012 LGBTQ National College Athlete Report. Charlotte: Campus Pride.

Helpful Resources:

Campus Pride Organizing
(<http://www.campuspride.org/resources/leadership-and-organizing/>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Map
(<http://CampusPride.org/map>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Lambda 10 Project
(<http://CampusPride.org/lambda10>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of:
 - 1a. Lesbians, women loving women, and women who are same-gender loving
Yes
 - 1b. Gay men, men loving men, and men who are same-gender loving
Yes
 - 1c. Bisexual, pansexual and sexually fluid people
Yes
 - 1d. Transgender people
Yes
 - 1e. Genderqueer people and people with non-binary gender identities
Yes
 - 1f. Asexual people
Yes
 - 1g. Please explain/clarify as necessary. If not applicable, select "No" and explain.
2. Does your campus regularly hold social events specifically for LGBT students? (e.g., queer prom, movie nights, open mic nights, etc.)
Yes
 - 2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.
3. Does your campus have visible, active LGBT representation and/or leadership roles in the following areas/organizations:
 - 3a. Student of Color Student Groups/Organizations
Yes
 - 3b. Faith & Spiritual Student Groups/Organizations
No
 - 3c. Men's Fraternities
Yes
 - 3d. Women's Sororities
No
 - 3e. International Student Groups/Organizations
No
 - 3f. Intramurals/Recreation Sports
No
 - 3g. Intercollegiate Athletics
No
 - 3h. Campus Activities Board
Yes
 - 3i. Student Government
Yes
 - 3j. Housing & Residence Life Governing Board/Organization
Yes
 - 3k. Please explain/clarify as necessary. If not applicable, select "No" and explain.
4. Does your campus have visible, active LGBT representation and/or leadership roles in following office/departments through volunteer and/or paid student positions:
 - 4a. Multicultural Life
Yes
 - 4b. Religious and Spiritual Life
No
 - 4c. Fraternity and Sorority Life
Yes
 - 4d. International Student Programs
No
 - 4e. Intramurals/Recreational Sports
No
 - 4f. Intercollegiate Athletics
No

4g. Career Services

No

4h. Disability Services

No

4i. Leadership Programs

Yes

4j. Health & Wellness Programs

Yes

4k. Office of Admissions

No

4l. Orientation Programs

Yes

4m. Housing & Residence Life

Yes

4n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer annual funding that is ongoing and committed specifically to student leaders for attending statewide, regional and/or national events for LGBT awareness, personal development, enrichment and leadership (such as conferences, trainings, camps, etc)?

No

5a. If yes, how much estimated funding is available annually?

5b. Please list events as applicable:

5c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus have at least one college/university-recognized student organization for LGBT students and allies?

Yes

6a. If yes, Organization Name:

6b. Address 1:

6c. Address 2:

6d. City:

6e. State:

6f. Zip:

6g. Year Established:

6h. Phone:

6i. Website:

6j. Email:

6k. Twitter:

6l. Facebook:

6m. Tumblr:

6n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus have any college/university-recognized student organizations for Transgender students and/or which primarily serve the needs of Transgender students?

No

7a. If yes, Organization Name:

7b. Address 1:

7c. Address 2:

7d. City:

7e. State:

7f. Zip:

7g. Year Established:

7h. Phone:

7i. Website:

7j. Email:

7k. Twitter:

7l. Facebook:

7m. Tumblr:

7n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

8. Does your campus have any college/university-recognized student organizations for LGBT graduate students?

No

8a. If yes, Organization Name:

8b. Address 1:

8c. Address 2:

8d. City:

8e. State:

8f. Zip:

8g. Year Established:

8h. Phone:

8i. Website:

8j. Email:

8k. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus have college/university-recognized student organizations that primarily serve the needs of LGBT people in the following social and/or recreational areas:

9a. Social Fraternity/Sorority

No

9b. If yes, please share:

No

9c. Organization Name:

9d. Year Established:

9e. Phone:

9f. Website:

9g. Email:

9i. Organization Name:

9j. Year Established:

9k. Phone:

9l. Website:

9m. Email:

9n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9o. Intramural/Recreational Sports

No

9p. If yes, please share sports:

9q. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Does your campus have college/university-recognized student organization(s) or ongoing groups that primarily serve the needs of LGBT people across the following intersections of identity:

10a. LGBT people of color

No

10b. If yes, Organization Name:

10c. Year Established:

10d. Phone:

10e. Website:

10f. Email:

10g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10h. LGBT people of faith

No

10i. If yes, Organization Name:

10j. Year Established:

10k. Phone:

10l. Website:

10m. Email:

10n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10o. LGBT people with disabilities

No

10p. If yes, Organization Name:

10q. Year Established:

10r. Phone:

10s. Website:

10t. Email:

10u. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10v. LGBT international students

No

10w. If yes, Organization Name:

10x. Year Established:

10y. Phone:

10z. Website:

10aa. Email:

10bb. Please explain/clarify as necessary. If not applicable, select “No” and explain.

11. Does your campus regularly offer activities and events about the intersectionality of identities of LGBT people, including the following intersections:

11a. LGBT people of color

No

11b. LGBT people of faith

No

11c. LGBT people with disabilities

No

11d. LGBT international students

No

11e. Please explain/clarify as necessary. If not applicable, select “No” and explain.

12. Does your campus regularly offer LGBT awareness trainings for professional and student staff (which may or may not include Safe Zone, Safe Space and/or Ally training) in the following areas/departments/offices:

12a. Multicultural Life

Yes

12b. Religious and Spiritual Life

Yes

12c. Fraternity and Sorority Life

Yes

12d. International Student Office

Yes

12e. Intramurals/Recreation Sports

Yes

12f. Intercollegiate Athletics

Yes

12g. Student Conduct

Yes

12h. Career Services

Yes

12i. Disability Services

Yes

12j. Leadership Programs

Yes

12k. Health & Wellness

Yes

12l. Volunteer/Service Learning

Yes

12m. Study Abroad/Global Learning

Yes

12n. Campus Police/Safety Enforcement

Yes

12o. Please explain/clarify as necessary. If not applicable, select “No” and explain.

13. Does your campus regularly plan and/or cosponsor activities and events related to LGBT people, experiences and issues/concerns (which does not include Safe Zone, Safe Space and/or Ally training) within the following areas/departments/offices:

13a. Multicultural Life

Yes

13b. Religious and Spiritual Life

Yes

13c. Fraternity and Sorority Life

Yes

13d. International Student Programs

No

13e. Intramurals/Recreational Sports

Yes

13f. Intercollegiate Athletics

Yes

13g. Student Conduct

Yes

13h. Career Services

No

13i. Disability Services

No

13j. Leadership Programs

Yes

13k. Health & Wellness Issues

Yes

13l. Volunteer/Service Learning

No

13m. Study Abroad/Global Learning

No

13n. Campus Police/Safety Enforcement

Yes

13o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

14. Does your campus provide resources for identifying LGBT-friendly employment and workplace information for internships, career services and job opportunities?

No

14a. If yes, Career Services/Career Center Name:

14b. Contact Person:

14c. Address 1:

14d. Address 2:

14e. City:

14f. State:

14g. Zip:

14h. Phone:

14i. Website:

14j. Email:

14k. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ HOUSING & RESIDENCE LIFE

LGBTQ Housing & Residence Life Score: 39% equals 2 Stars of  5 Stars

The score is based on responses to questions in the Campus Pride Index for LGBTQ 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 LGBTQ students in campus housing and residence life. Your score illustrates that the campus lacks basic needs for LGBTQ and Ally students in housing and residence life. Campus Pride recommends your campus improve and evaluate housing options and inclusive LGBTQ policies. Specific attention should be paid to the development of trans-sensitive housing accommodations and equitable policies to support LGBTQ people.

Recommended Readings:

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

Robinson, M. (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.

Evans, N. J., & Broido, E. (1999). Coming out in college residence halls: Negotiation, meaning making, challenges, supports. *Journal of College Student Development*, 40, 658-668.

Helpful Resources:

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Lambda 10 Project
(<http://CampusPride.org/lambda10>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus offer LGBT students a way to be matched with an LGBT-friendly roommate on the application for campus housing?

Yes

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus provide an LGBT-focused living space, LGBT theme floor and/or LGBT/Ally living-learning community program?

No

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces--including double and multiple occupancy bedrooms--and welcoming to students who identify outside of the gender binary) as a

standard option available through the on-campus room selection process for incoming students?

No

3a. If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?

3b. If yes, please share web link/downloads where possible

3c. Please explain/clarify as necessary. If not applicable, select "No" and explain below

4. Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces and welcoming to students who identify outside of the gender binary) as a standard option available through the on-campus room selection process for returning students?

No

4a. If yes, please share web link/downloads:

4b. If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?

4c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus provide the following options in at least half of housing and residence life living areas:

5a. Restrooms that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy

Yes

5b. Shower facilities that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy

Yes

5c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing comparable to married, different-sex couples?

No

6a. If yes, is this option offered at the same price as it is for married, different-sex couples who live in family housing?

6b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus allow housing and residence life staff with non-student same-sex partners to live together in residence hall apartments comparable to married, different-sex couples?

No

7a. If yes, is this option offered in a comparable way as it is for married, different-sex couples who live in apartments?

7b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

8. Does your campus provide annual trainings for housing and residence life professional and student staff that speak to the experiences and concerns of:

8a. Lesbians, women loving women, and women who are same-gender loving

Yes

8b. Gay men, men loving men, and men who are same-gender loving

Yes

8c. Bisexual, pansexual and sexually fluid people

Yes

8d. Transgender people

Yes

8e. Genderqueer people and people with non-binary gender identities

Yes

8f. Asexual people

Yes

8g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus provide a visible reporting mechanism for LGBT students to share roommate conflicts or housing issues/concerns in order to provide a roommate change, an immediate intervention and/or a quick administrative response as a result of student safety concerns?

Yes

9a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on sexual orientation issues and LGB experiences and concerns?

No

10a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on gender identity/expression issues and Transgender experiences and concerns?

No

11a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

LGBTQ CAMPUS SAFETY

LGBTQ Campus Safety Score: 53% equals 3 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Campus Safety. Your score highlights the need to further examine your efforts to address the safety concerns of LGBTQ people. Campus Pride supports your efforts to build and maintain a positive, visible relationship between campus safety and the LGBTQ 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 LGBTQ people toward law enforcement. Campus Pride recommends campus safety develop an outreach plan consisting of a LGBTQ liaison and specific training to support LGBTQ people and other marginalized communities.

Recommended Readings:

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 LGBTQ Students*. In S. Windmeyer, *The Advocate College Guide for LGBTQ students*. New York, NY: Alyson Books.

Silverschanz, P., Cortina, L. M., Konik, J., & Magley, V. J. (2008). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles, 58*(3/4), 179-191.

Robinson, K. (2010). A study of young lesbian and gay people's school experiences. *Educational Psychology in Practice, 26*(4), 331-351.

Hermann, M. (2010). More Safety, Inclusion Measures Needed for LGBTQs. *University Business, 13*(10), 15.

Helpful Resources:

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Stop The Hate (<http://www.Stophate.org>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus have an easily accessible, visible and known procedure for reporting LGBT-related bias incidents and hate crimes that is distinct from generic reporting procedures?

No

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus have a bias incident and/or hate crime reporting system for LGBT concerns that includes the following: (select all that apply)

2a. Bias Incident Response Team

No

2b. Methods for supporting the victim

Yes

2c. Outreach for prevention of future incidents

Yes

2d. Protocol for reporting hate crimes and bias incidents (including an anonymous reporting option)

Yes

2e. If yes, please share web link/downloads:

2f. Please explain/clarify as necessary. If not applicable, select “No” and explain.

3. Does your campus provide regular, ongoing trainings for public safety officers, as well as for students, faculty and staff, on identifying hate crimes, hate crime prevention and how to report and respond to bias incidents and hate crimes?

Yes

3a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

4. Does your campus police/public safety office do annual outreach to LGBT people and/or meet with LGBT student leaders/organizations each year?

No

4a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

5. Within the last two years, has your campus provided training for public safety officers on LGB experiences and concerns and/or anti-LGB violence?

Yes

5a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

6. Within the last two years, has your campus provided training for public safety officers on Transgender experiences and concerns, which includes specific awareness about anti-Transgender violence and the ability of Transgender students to use gender-specific facilities that are in keeping with their gender identity?

Yes

6a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

7. Does your campus actively seek to employ a diversity of police/public safety officers, including visible, out LGBT individuals?

No

7a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

8. Does your campus provide support for victims of same-gender/same-sex sexual violence and intimate partner violence?

Yes

8a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

LGBTQ COUNSELING & HEALTH

LGBTQ Counseling & Health Score: 83% equals 4.5 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Counseling & Health. LGBTQ students face unique challenges related to emotional and physical health care concerns. Campuses must be equipped to deal with these specific LGBTQ issues with appropriate counseling and health services. Your score recognizes your efforts to address LGBTQ emotional and physical health needs. Campus Pride encourages ongoing examination of LGBTQ counseling and health concerns, particularly the emotional and physical concerns of students coming out and transgender populations.

Recommended Readings:

Weber, G. N. (2008). Using to numb the pain: Substance use and abuse among lesbian, gay, and bisexual individuals. *Journal of Mental Health Counseling*, 30(1), 31-48.

Ridner, S. L., Frost, K., & LaJoie, A. S. (2006). Health information and risk behaviors among lesbian, gay, and bisexual college students. *Journal of the American Academy of Nurse Practitioners*, 18(8), 374-378.

Rew, L., Whittaker, T. A., Taylor-Seehafer, M. A., & Smith, L. R. (2005). Sexual health risks and protective resources in gay, lesbian, bisexual, and heterosexual homeless youth. *Journal for Specialists in Pediatric Nursing*, 10(1), 11-19.

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 LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books.

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 LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books."

Helpful Resources:

Campus Pride Health & Wellness
(<http://www.campuspride.org/resources/health-wellness>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus offer a support group(s) that assists individuals in the process of acknowledging and disclosing the following identities and their related concerns?

1a. Lesbians, women loving women, and women who are same-gender loving

Yes

1b. Gay men, men loving men, and men who are same-gender loving

Yes

1c. Bisexual, pansexual and sexually fluid people

Yes

1d. Transgender people

Yes

1e. Genderqueer people and people with non-binary gender identities

Yes

1f. Asexual people

Yes

1g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus offer LGBT-supportive counseling services, with a staff that is knowledgeable of the needs and experiences of the following identities and their related concerns?

2a. Lesbians, women loving women, and women who are same-gender loving

Yes

2b. Gay men, men loving men, and men who are same-gender loving

Yes

2c. Bisexual, pansexual and sexually fluid people

Yes

2d. Transgender people

Yes

2e. Genderqueer people and people with non-binary gender identities

Yes

2f. Asexual people

Yes

2g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus regularly offer a specific training for students and staff to identify at-risk students inclusive of LGBT individuals for depression, suicide and mental health issues?

Yes

3a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

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

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer free, anonymous, and easily accessible HIV/STI testing on a regular basis?

Yes

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus offer specific awareness and educational programs for LGBT students on the following:

6a. HIV/STI Prevention

Yes

6b. Safer Sex Practices

Yes

6c. Depression & Mental Health

Yes

6d. Healthy Same-Sex Relationships

Yes

6e. Substance Abuse Prevention & Education

Yes

6f. Intimate Partner Violence and Sexual Assault

Yes

6g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus provide annual trainings for health center staff to increase their awareness of and sensitivity to the health care needs of:

7a. Lesbians, women loving women, and women who are same-gender loving

Yes

7b. Gay men, men loving men, and men who are same-gender loving

Yes

7c. Bisexual, pansexual and sexually fluid people

Yes

7d. Transgender people

Yes

7e. Genderqueer people and people with non-binary gender identities

Yes

7f. Asexual people

Yes

7g. Please explain/clarify as necessary. If not applicable, select “No” and explain.

8. Does your campus offer a student health insurance policy which covers ongoing counseling services for Transgender students who need such counseling, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

Yes

8a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

9. Does your campus offer at least one employee health insurance or HMO plan which covers ongoing counseling services, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

9a. Transgender employees

Yes

9b. Transgender partners of employees

Yes

9c. Transgender children of employees

Yes

9d. Please explain/clarify as necessary. If not applicable, select “No” and explain.

10. Does your campus offer a student health insurance policy which covers the initiation and maintenance of hormone replacement therapy for Transgender students who need such therapy, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

No

10a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

11. Does your campus offer at least one employee health insurance or HMO plan which covers the initiation and maintenance of hormone blockers and/or hormone replacement therapy, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

11a. Transgender employees

No

11b. Transgender partners of employees

No

11c. Transgender children of employees

No

11d. Please explain/clarify as necessary. If not applicable, select “No” and explain.

12. Does your campus offer a student health insurance policy which covers gender confirmation (“sex reassignment”) surgeries for Transgender students who need such surgeries, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

12a. Top surgery (mastectomy, chest reconstruction and breast augmentation)

No

12b. Complete hysterectomy

No

12c. Genital reconstruction and related procedures

No

12d. Please explain/clarify as necessary. If not applicable, select “No” and explain.

13. Does your campus offer at least one employee health insurance or HMO plan which covers gender confirmation (“sex reassignment”) surgeries for Transgender employees, Transgender partners of employees and dependent Transgender children of employees (18 and over) who need such surgeries, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

13a. Top surgery (mastectomy, chest reconstruction and breast augmentation)

No

13b. Complete hysterectomy


No

13c. Genital reconstruction and related procedures

No

13d. Please explain/clarify as necessary. If not applicable, select “No” and explain.

LGBTQ RECRUITMENT & RETENTION

LGBTQ Recruitment & Retention Score: 13% equals 1 Star of 5 
Stars

The score is based on responses to questions in the Campus Pride Index for LGBTQ Recruitment & Retention Efforts. The first generation of out LGBTQ students are now making their way to campus. These out students are looking for campuses that are not only LGBTQ-Friendly but who also actively recruit and retain LGBTQ people as an important component to the campus community. Your score demonstrates that the campus is not meeting the recruitment and retention needs of LGBTQ people. Campus Pride recommends growth in this area -- specifically by developing outreach and retention programs that target LGBTQ & Ally communities (e.g., LGBTQ & Ally scholarships, LGBTQ mentorship program, LGBTQ & Ally graduation commemoration, attending LGBTQ admission fairs).

Recommended Readings:

Dougharty. (2006). Reaching Out to LGBTQ Youth through College Admissions. In S. Windmeyer, *The Advocate College Guide for LGBTQ 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.

Ruiz, R. R. (2011, September 13). Elmhurst College asks applicants about sexual orientation. *The New York Times*. Retrieved from http://thechoice.blogs.nytimes.com/2011/09/13/elmhurst-sexual-orientation/?_php=true&_type=blogs&_r=0

Jaschik, S. (2010, August 12). Asking more than male or female. *Inside Higher Education*. Retrieved from <http://www.insidehighered.com/news/2010/08/12/questions>

Windmeyer, S. L., Humphrey, K., & Baker, D. (2013). An institutional responsibility: Tracking retention and academic success of out LGBTQ students. *American College Personnel Association*. Retrieved from <http://www.myacpa.org/article/institutional-responsibility-tracking-retention-academic-success-out-lgbt-students>

Young, A. (2011). Gay students: The latest outreach target at many colleges. *Journal of College Admission* (210), 39-40.

Newhouse, M. R. (2013). Remembering the 'T' in LGBTQ: Recruiting and supporting transgender students. *Journal of College Admission*(220), 22-27.

Schmidt, C. K., Miles, J. R., & Welsh, A. C. (2011). Perceived discrimination and social support: The influences on career development and college adjustment of LGBTQ college students. *Journal of Career Development*, 38(4), 293-309.

Einhaus, C. F., Viento, W. L. E., & Croteau, J. M. (2004). Admissions comes out: Recruiting lesbian, bisexual, gay, and transgender youth. *College and University*, 80(2), 11-17.

Ceglar, T. (2012). Targeted recruitment of GLBT students by colleges and universities. *Journal of College Admissions*, 1(215), 18-23.

Helpful Resources:

Campus Pride National College Fair Program
<http://www.CampusPride.org/collegefair>

Campus Pride Scholarship Database
<http://www.CampusPride.org/scholarships>

Campus Pride Prospective Student Resources
<http://www.campuspride.org/Prospective-Student-Resources>

Campus Pride Training & Conferences
<http://CampusPride.org/events>

Campus Pride Resource Guide
<http://CampusPride.org/PurpleBackpack>

Campus Pride Trans Policy Clearinghouse
<http://CampusPride.org/tpc>

Questions And Responses

1. Does your campus actively seek to recruit LGBT students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?

No

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus actively seek to retain LGBT students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?

No

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus provide any annual scholarships specifically for LGBT students?

No

3a. If yes, please list name of Scholarship #1:

3b. Description of Scholarship:

3c. Number of Recipients:

3d. Scholarship Amount:

3e. Email:

3f. Website:

3g. Phone:

3h. Name of Scholarship #2:

3i. Description of Scholarship:

3j. Number of Recipients:

3k. Scholarship Amount:

3l. Email:

3m. Website:

3n. Phone:

3o. Name of Scholarship #3:

3p. Description of Scholarship:

3q. Number of Recipients:

3r. Scholarship Amount:

3s. Email:

3t. Website:

3u. Phone:

3v. Please explain/clarify as necessary. If not applicable, select "No" and explain.

4. Does your campus offer programs that incorporate topics around sexual orientation in new student orientation programs every year?

No

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer programs that incorporate topics around gender identity/expression in new student orientation programs every year?

No

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus have an annual Lavender or Rainbow Graduation (i.e., a special graduation ceremony for LGBT students and allies)?

No

6a. If yes, do senior administrators participate in the Lavender or Rainbow Graduation ceremony or event?

6b. If yes, does the campus view the ceremony or event as part of and integrated into institutional commencement activities?

6c. Upload Photo #1:

6d. Upload Photo #2:

6e. Upload Photo #3:

6f. Please explain/clarify as necessary. If not applicable, select "No" and explain.

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

No

7a. If yes, please share web link/downloads:

7b. Please explain/clarify as necessary. If not applicable, select “No” and explain.

8. Does your campus participate annually in at least one admission fair targeted toward LGBT prospective college students?

No

8a. College Fair #1 Name:

8b. College Fair #1 City/State Location:

8c. College Fair #2 Name:

8d. College Fair #2 City/State Location:

8e. College Fair #3 Name:

8f. College Fair #3 City/State Location:

8g. College Fair #4 Name:

8h. College Fair #4 City/State Location:

8i. Please explain/clarify as necessary. If not applicable, select “No” and explain.

9. Does your campus have a specific college admissions brochure/website that highlights LGBT programs and services?

No

9a. If yes, please share web link/downloads:

9b. Please explain/clarify as necessary. If not applicable, select “No” and explain.

10. Within the last two years, has your campus trained admissions counselors on the experiences and concerns of LGBT students?

No

10a. If yes, do these counselors have an active awareness and knowledge about campus LGBT events, programs and services in order to share this information with prospective students when participating in recruitment functions?

10b. Please explain/clarify as necessary. If not applicable, select “No” and explain.

11. Does your campus offer any emergency funds or resources to help LGBT students who are “outed” or come out to their parents/families and then lose financial support to be able to stay enrolled for the semester/year?

Yes

11a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

12. Does your campus offer direct, readily-accessible FAFSA assistance specifically for LGBT students who need a “dependency override” (due to abusive, neglectful or absent parents) to assist the student with the FAFSA process?

Yes

12a. Please explain/clarify as necessary. If not applicable, select “No” and explain.