



North Carolina State University

Confidential Report

Prepared on: 4/6/2009 @ 1:33 pm



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: South

City/State: Raleigh / NC

General Size & Description: Large Urban City (Over 500,000+)

Campus Basics:

Type of Institution: Doctoral/Research University
Master's College/University
Baccalaureate College/University
Public/State Institution
Residential Campus

Size: 36,000

In-State Tuition: \$5,300.00

Out-of-State Tuition: \$17,600.00

Overall Campus Climate Score: 76% equals 4 of 5 Stars

Recommendation(s):

4 STARS -- Your campus received 4 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 where you can improve your campus climate. Look closely at your responses and consider necessary actions for the future.

Due to your overall rating of 4 Stars, it is clear that your campus has a commitment to LGBT & Ally people on campus. Focus your attention on making this commitment visible and 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: 72% equals 4 of 5 Stars

Recommendation(s):

4 STARS -- Your campus received 4 Stars! 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 recommends your campus build on its commitment to lesbian, gay, bisexual people and visibly include issues of 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

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.

Gender Identity / Expression Score: 82% =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):

3 STARS -- Your campus received 3 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Policy Inclusion." Policies are usually the first place where campuses consider changes to be more inclusive of LGBT people. Campus Pride acknowledges your efforts 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.

56%
equals
3
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.

Consortium of Higher Education LGBT Resource Professionals FAQs Page. "Policies/Procedures" Sept. 2007. Consortium of Higher Education LGBT Resource Professionals.
<http://www.lgbtcampus.org/faq/index.html>.

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 orientation in public written statements about diversity and multiculturalism?

Yes

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?

No

5b. If No, does your campus offer cash compensation to employees to purchase their own health insurance for same-sex partners?

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	No
B. Vision	Yes	No
C. Spouse / partner's dependant medical coverage	Yes	No
D. Sick or bereavement leave	No	No
E. Supplemental life insurance for the spouse / partner	No	No
F. Relocation / travel assistance	No	No
G. Tuition remission for spouse / partner / dependents	No	No
H. Survivor benefits for the spouse / partner in the event of employee's death	Yes	Yes
I. Retiree health care benefits	No	No
J. Employee discounts	Yes	Yes
K. Use of campus facilities / privileges for spouse / partner / family	Yes	Yes
L. Child-care services for spouse / partner / family	Yes	Yes

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	No
d. Health care forms	No
e. Alumnae materials/publications	Yes

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 **No**

Your Campus Remarks

NC State is currently in process of working on this area.

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

No

Your Campus Remarks

NC State is currently in process of working on this area.

LGBT Support & Institutional Commitment

Section B

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 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.

**100%
equals
5 Stars**

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: NC State University GLBT Center

Address 1: Box 7306

Address 2: GLBT Center

City: Raleigh

State: NC

Zip: 27695-7306

Year Established: 2007

Phone: 919-513-9742

Website: www.ncsu.edu/glbtc

Email: glbtcenter@ncsu.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 identify openly as allies/advocates for LGBT people and concerns)?

Yes

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

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

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

Yes

Your Campus Remarks

Not as many as we would currently like, but this is being addressed on a University level. The University has committed that all new construction will include gender neutral restroom facilities.

LGBT Academic Life

Section C

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 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 demonstrates an active level of support for an overall LGBT-Friendly academic experience. Campus Pride acknowledges your academic efforts and for your role in preparing faculty to be responsive to LGBT student populations. Campus Pride recommends further attention in LGBT training for faculty and fostering open LGBT dialogue in the academic setting.

74%
equals
4 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

Your Campus Remarks

Only one or two courses currently.

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:

No

If so, Name of Academic 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?

Yes

Your Campus Remarks*Generally in our humanities areas.*

4. Does your campus have a significant number of LGB-inclusive books and periodicals on sexual orientation topics in the campus library/libraries? **Yes**

5. Does your campus have a significant number of transgender-inclusive books and periodicals on gender identity/expression topics in the campus library/libraries? **No**

6. Does your campus include sexual orientation issues in new faculty/staff programs and training opportunities? **Yes**

7. Does your campus include gender identity/expression issues in new faculty/staff programs and training opportunities? **Yes**

LGBT Student Life*Section D*

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 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.)

94%
equals
5 Stars

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**

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

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

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

Your Campus Remarks

AEGIS (Accepting and Embracing Gender Identity and Sexuality) student group.

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)? **No**

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)? **Yes**

Your Campus Remarks

Delta Lambda Phi

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):

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 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 and evaluate housing options and inclusive LGBT policies. Specific attention should be paid to the development of trans-sensitive housing accommodations and equitable policies to support LGBT people.

**68%
equals
3.5
Stars**

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.

1. Does your campus offer LGBT students a way to be matched with a LGBT-friendly roommate in applying for campus housing? **No**

2. Does your campus enable transgender students to be housed in keeping with their gender identity/expression? **Yes**

3. Does your campus provide a LGBT theme housing option or a LGBT/Ally living-learning community program? **No**

4. Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing equally to those married opposite-sex couples in the same situation? **Yes**

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**

7. Does your campus offer individual showers in campus housing to protect the privacy of transgender students? **Yes**

8. Does your campus provide on-going training on LGBT issues and concerns for residence life professional and student staff at all levels? **Yes**

LGBT Campus Safety

Section F

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 Campus Safety." Your score highlights the progressive LGBT efforts taken by your campus to address the safety concerns of LGBT people. Campus Pride recognizes your success and supports efforts to build and maintain a positive, visible relationship between campus safety and the LGBT campus community.

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.

96%
equals
5
Stars

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?

Yes

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

Yes

c. Outreach for prevention of future

Yes

d. Protocol for reporting hate crimes and bias incidents

Yes

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

Yes

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

Yes

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

Yes

LGBT Counseling & Health

Section G

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 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 indicates the need to improve 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.

66%
equals
3.5
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**

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

3. Does your campus provide training for health-center staff to increase their sensitivity to the special health care needs of LGBT individuals? **No**

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? **No**

LGBT Recruitment & Retention Efforts

Section H

Recommendation(s):

3 STARS -- Your campus received 3 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 recommends 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).

**56%
equals
3 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)?

No

Your Campus Remarks

We do not currently participate in formalized recruitment activities (e.g. college fairs), however, we have a number of support services in place for retention efforts.

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

No

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

Yes

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

Yes

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

Yes

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

Yes

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

No

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