

Creating a climate in which LGBTQ people matter

Kathryn M. Plank
Otterbein University

Waves of Change: Oceans of Opportunity
Ohio Association of Student Financial Aid Administrators
Spring Conference 2017

Creating a climate³ in which
LGBTQ people² matter¹

Creating a climate in which LGBTQ people **matter**

What does it mean to matter?

Tolerance

“We’ll accept you.”

“We’ll accommodate you.”

And the subtext is...



Inclusion

“We expected you.”



RESTROOM

RESTROOM

Inclusion

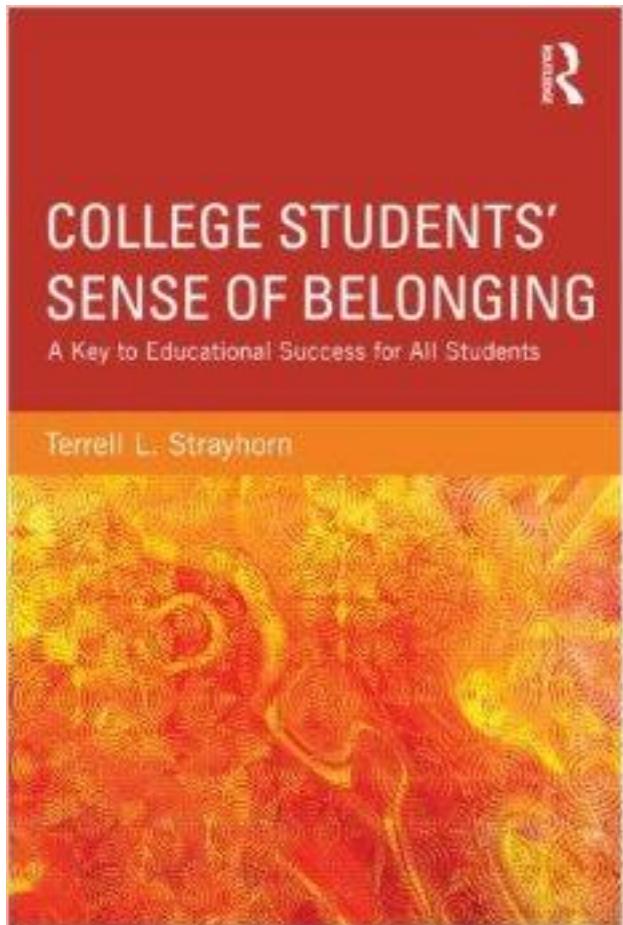
“We expected you.”

BUT

Who is “we”?

Who is “you”?

Mattering



“Mattering matters.”

Terrell Strayhorn

*College Students' Sense of
Belonging*

Mattering

- * Noticed in positive ways
- * Cared about
- * Feeling needed
- * Feeling respected
- * Believing others share in our success

Mattering

Not just “we’ll accept you,” or
“we expected you,” but “we
are better because you are
part of us.”

“So we did not want to exclude him because of that. He was a member of our chapter.”

LOCAL

[CrimeTracker 10](#) [10 Investigates](#) [Consumer 10](#) [Doppler 10 Weather](#) [Send Us News](#) [7-Day News Archive](#)

Otterbein University Sorority Recognized For Welcoming Transgender Students



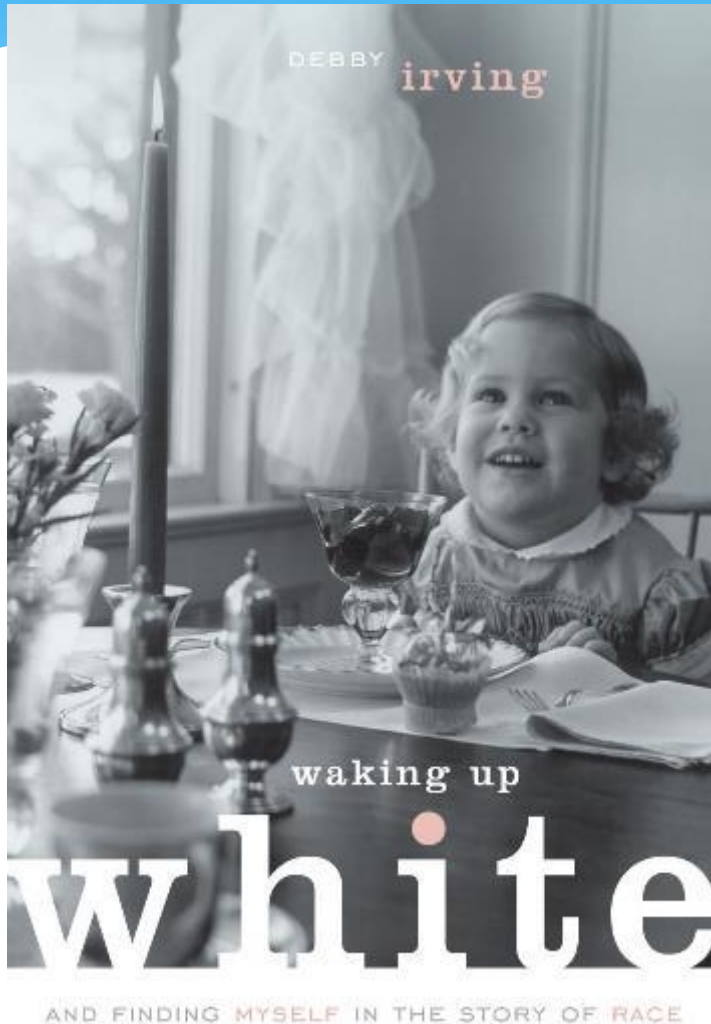
Mattering

When have you felt like you mattered at your institution?

Creating a climate in which **LGBTQ** people matter

Understanding LGBTQIA

Gaining fluency



We need to learn the language and gain fluency; it's okay to make mistakes.

Waking Up White
Debby Irving, 2014

Learning the language

- * LGBTQIA
- * Lots of language needed to reflect complexity, to make visible; some language is hurtful and harmful
- * Safezone trainings
- * Core vocabulary

Two key concepts

- * Sexual Orientation

- * the type of sexual, romantic, emotional/spiritual attraction one feels for others

- * i.e., who you *love*

- * Gender Identity

- * the internal perception of an one's gender

- * i.e., who you *are*

A few relevant aspects of gender identity and sexual orientation

- * Can be invisible
- * Can be undisclosed.
- * Can be developing or fluid.
- * Can be at odds with legal documents or frameworks.
- * Can be at odds with family expectations or knowledge.
- * Can be at odds with an institution's cultural and procedural norms.

Example: Pronouns

addresses

names

phone numbers

u m emergency alerts

emergency contacts

racial/ethnic survey

disability status

veteran data

gender identity

Gender Identity Pronoun

Use this page to enter/update and/or delete your pronoun information with the University. If you do not designate a pronoun, none will be listed for you. Please be aware that if you wish to update your educational records consistent with your gender identity, you should contact the Registrar's Office. Pronouns will be used and shared only with those who have a legitimate educational interest in the information. If you have specific questions about this information please contact:

Students: Contact the Registrar's Office at ro.registration.questions@umich.edu

Employees: Contact the Shared Services Center at 5-2000 from the Ann Arbor Campus, 734-615-2000 from the local Ann Arbor area, or 1-866-647-2000 for toll free long distance.

Gender Pronoun

They

SAVE

Source: [University of Michigan](#)

Example: Forms

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

- * Application for Admission
- * Application/Designation for Housing
- * Student Health Forms

Source: Campus Pride Index

Other examples

Interpersonal:

- * Classroom interactions
- * Heteronormative assumptions

Structural:

- * Email naming policies
- * Housing
- * Employee benefits

Campus Pride Index

Primary Goals

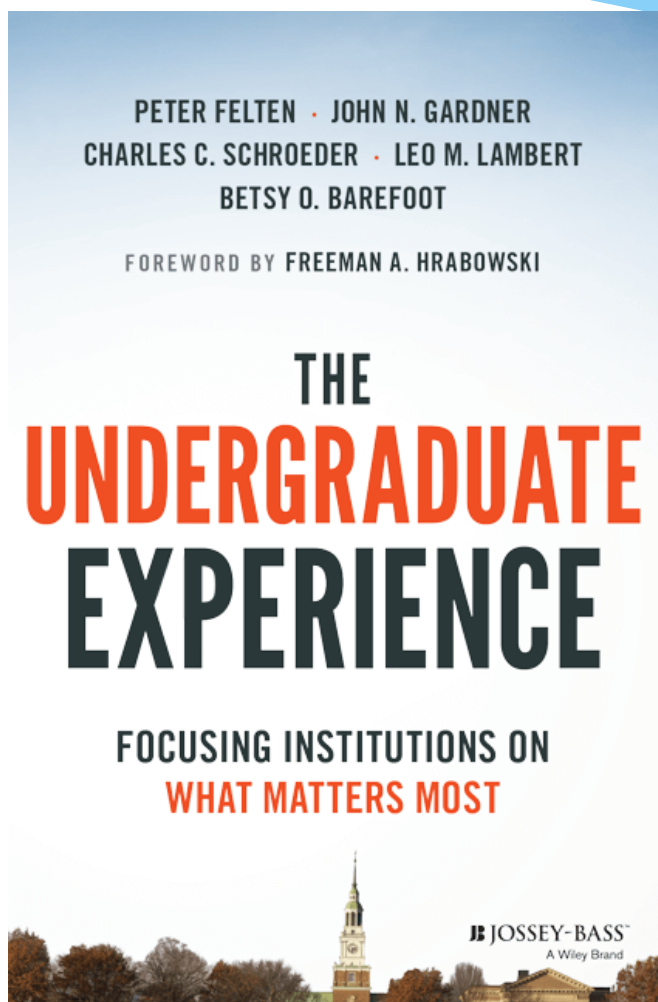
- * Set forth a national standard of LGBTQ-inclusive benchmarks when it comes to policies, programs, and practices.
- * Offer an ongoing, effective measurement tool to improve the quality of life for LGBTQ and ally people on campus.
- * Provide an accessible online tool for prospective students and families to search LGBTQ-friendly campuses.
- * Support campuses in recruitment and retention efforts for LGBTQ prospective students, faculty and staff.
- * Advocate nationally for further LGBTQ and ally progress by highlighting positive efforts.

<https://www.campusprideindex.org>

Creating a climate in which LGBTQ people matter

What role do I play in creating
the climate at my institution?

Everyone matters



“From a student’s perspective, however, *everyone* at the institution matters.”

The Undergraduate Experience: Focusing Institutions on What Matters Most

Peter Felton, John Gardner, Charles Schoreder, Leo Lambert, Betsy Barefoot, 2016

Example: FAFSA Dependency

“An unfortunate truth is that many LGBTQ youth have lost the support of their families and will not receive the funds the Department of Education anticipates when determining the student’s loan, scholarship, and grant eligibility. This can make paying for college overwhelmingly difficult or impossible for some LGBT youth. This is one such extraordinary circumstance that the Department of Education accounts for.”

<https://www.campuspride.org/resources/how-to-obtain-a-fafsa-dependency-override-for-lgbtq-college-students/>

Other examples?

- * Interpersonal

- *

- *

- *

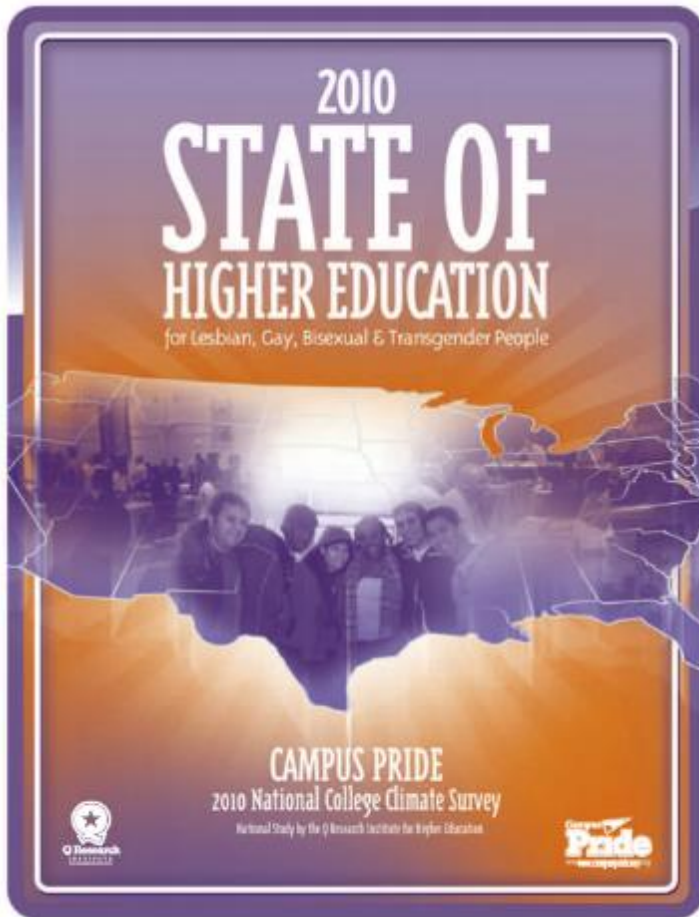
- * Structural

- *

- *

- *

Potential Best Practices



- * State of Higher Education for Lesbian, Gay, Bisexual & Transgender People
- * 2010

Potential Best Practices

- * Develop inclusive policies
- * Demonstrate institutional commitment
- * Integrate LGBTQQ issues and concerns in curricular and co-curricular education
- * Respond appropriately to anti-LGBTQQ incidents/bias
- * Create brave spaces for student dialogues in on-campus housing
- * Offer comprehensive counseling & healthcare
- * Improve recruitment & retention efforts

Questions?

Thank you!

Contact information:

Kathryn Plank

Director, Center for Teaching & Learning

Associate Professor, Education

Otterbein University

kplank@otterbein.edu

Thank you!

Special thanks to our
conference sponsor
Great Lakes Educational
Loan Services, Inc.