

# PCLGBTI Town Hall Meeting

President's Commission on Lesbian,  
Gay, Bisexual, and Transgender  
Issues

February 24, 2011

# Agenda

Welcome

President's Welcome

National Campus Climate Presentation

Open Town Forum

Adjourn



# Welcome

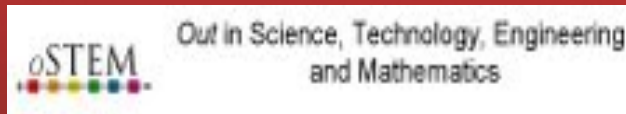
Tanner Wray, University Libraries  
Chair of President's Commission on  
LGBT Issues

# Commission's Charge

- "The PCLGBTI is responsible for advising the President of the University of Maryland, College Park, and others in the campus administration, on issues of concern to lesbian, gay, bisexual and transgender students, faculty, and staff. The Commission's responsibilities include recommending policies and programs to ensure that the campus is sensitive to the needs of the many lesbian, gay, bisexual and transgender persons who are part of the University community."



# Acknowledgements



**Queer  
Grads**



# Town Hall Organizers

- Jamie Adasi
- Casey Anis
- Brooke Auxier
- Mark Brimhall-Vargas
- Natalia Cuadra-Saez
- JoJo Damiano
- Dan Hayes
- Penny Jacobs
- Craig Leets
- Andrea Marcin
- Shaunna Payne Gold
- Laura Scott
- Tanner Wray
- Hannah Wu

# President's Office

Sally Koblinsky - Professor of Family Science,  
Assistant President and Chief of Staff

# Background

- In 2001 - Sue Rankin surveyed 30 colleges and universities (17,000 participants)
  - LGBT population had the highest report of harassment



# 2003 LGBTQ National Campus Climate Survey

- LGBTQ students subjected to physical and psychological violence
  - Historically disadvantaged groups experience the campus worse than historically advantaged groups
- Increase from 99 to 160 LGBTQ Centers Nationwide

# Moving Forward

We need to create conditions that all students, staff, and faculty - no matter their sexual identity, gender identity, or other defining human characteristic-can flourish on college campuses

-George Kuh, Director for National Institute for Learning Outcomes Assessment

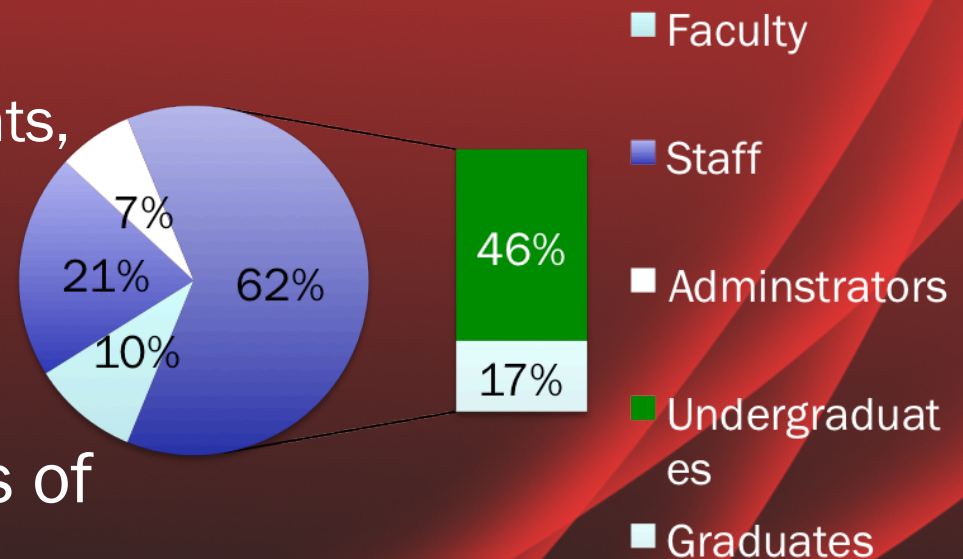
# 2010 National Campus Climate Survey - Campus Pride

- The most comprehensive national research study of its kind to date
- N = 5,149 students, faculty, staff, and administrators who identify as Lesbian, Gay, Bisexual, Transgender, Questioning, & Queer

# 2010 National Campus Climate Survey - Campus Pride

- Respondents were:
  - 10% faculty, 21% staff, 7% administrators
  - 46% undergraduate students, 17% graduate students
  - 84% identified as other than heterosexual
- Emphasis on Intersections of Identity

Respondents





# 2010 National Campus Climate Survey - Campus Pride

Safety on Campus

Multiple Intersections of identity

- Gender Identity and Expression
- LGBTQ People of Color

Recruiting and Retaining LGBTQ People

- Potential Good Practices

# 2010 National Campus Climate Survey - Safety

- LGBTQ respondents felt less comfortable and perceived greater physical violence on campus

# 2010 National Campus Climate Survey - Transgender Population

- Transgender respondents were significantly less likely to feel comfortable with the overall campus and classroom climate

# 2010 National Campus Climate Survey - Intersections

- Findings suggest that the intersection of racism, heterosexism, and transgender oppression may increase bias crimes against LGBTQ people of color



# 2010 Campus Climate Survey - People of Color

- More LGBTQ People of Color – and a larger number of Transgender People of Color– reported harassment due to their sexual orientation/gender identity as compared to their LGBTQ White counterparts

# 2010 National Campus Climate Survey - Recruit and Retain

- LGBTQ faculty members had more negative perceptions of campus climate, than their LGBTQ student and staff counterparts
- LGBTQ faculty respondents were significantly less likely than LGBTQ staff respondents to feel comfortable with their department/work climate

# Potential Good Practices

- Develop inclusive University policies
- Demonstrate institutional commitment
- Integrate LGBTQ issues and concerns in curricular and co-curricular education
- Respond appropriately to anti-LGBTQ incidents/bias

# Potential Good Practices

- Create safe spaces for student dialogues in on-campus housing
- Offer comprehensive counseling and healthcare
- Effective recruitment and retention efforts



## **Your Voice Matters: Town Hall Open Forum**

- Interpreters
- Recording of Notes
- 2 minute comments
- Open and honest
- Results will be analyzed by  
the PCLGBTI



# Topic: Campus Climate

Do LGBTQ people feel safe on campus?

Do LGBTQ people feel comfortable taking leadership positions? Is there visibility and representation?

Do LGBTQ people feel supported?

# Topic: Intersections of Identity

What work needs to be done to support the various populations in the LGBTQ Community?

Are forms, bathrooms, and policies inclusive of transgender and gender non-conforming people?

Do we have mentoring programs or support systems for LGBTQ people of color?

# Topic: Recruitment and Retention

Do we have medical policies and benefits?

Are faculty comfortable in the classroom?

Are staff comfortable in their departments/  
offices?

Do we provide training and professional  
development centered around LGBTQ identity?



# Town Hall Open Forum

- People can come up and speak on any topic at any time
- Other Topics include: visibility, support systems, leadership, infrastructure (like MICA, Office of LGBT Equity, LGBT Studies), Student organizations, activities, community issues, trainings, professional development, funding/resources, policies, programs, etc.

# Thank You

Please direct any further comments to the  
PCLGBTI Commission Chair Tanner Wray at  
[twray@umd.edu](mailto:twray@umd.edu)

Or please fill out one of the feedback forms we  
have provided.

Visit our webpage:  
[president.umd.edu/PCLGBTI](http://president.umd.edu/PCLGBTI)