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Artistic and Scholarly Sessions: LGBTQ+ Identity at IWU: Measuring and Enhancing a Climate of Inclusion

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LGBTQ+ Identity at IWU: Measuring and Enhancing a Climate of Inclusion

Presenters:

Tim Reardanz '15, Graduate Hall Director at Bowling Green State University
Matthew Damschroder, Assistant Dean of Students for Campus Life

Student Respondents:

Avery Amerson '17, psychology major
Paige Buschman '17, sociology major



Why start with climate?

- Campus climate is “the cumulative attitudes, behaviors, and standards of employees and students concerning access for, inclusion of, and level of respect for individual and group needs, abilities and potential” (Rankin, 2005).



Developing a methodology

- Survey creation
 - Using resources from other institutions and Susan Rankin
- Primarily quantitative data
- Online survey
- Coding of qualitative responses



Outcomes and opportunities



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Outcomes and opportunities

- 46% don't know an LGBT faculty or staff member
- 11% report an unwelcoming climate
- The multiply marginalized fare worse
- Worse for trans and bi folks than gay and lesbian folks
- Zero trans-identified respondents
- Jokes and verbal harassment
- 80% who fear for safety are LGBT
- Resource awareness disparities



Empowering an LGBT Student Resources Coordinator

- Institutional capacity
- By the students, for the students
- Progress in leaps and bounds



Culture change driven by students

- Expanding identity concepts and priorities
- Adapting Safe Zone
- Creating counterspace
- Active engagement



Collaborative co-partnerships

- Broadening the mission of ODI
- Lavender Graduation
- TGNC supports
- Rainbow Floor
- Shirk renovation
- TRANSVOICES and Queer Lives



A bridge to the classroom

- TRANSVOICES and Queer Lives
- On Middle Sexualities
- Classroom contributions



Reflection
Avery Amerson



Reflection
Paige Buschman