**LGBTQ+ identity at IWU: Measuring and enhancing a climate of inclusion**

**Speaker 1: Tim Reardanz ‘15**

**Speaker 2: Matthew Damschroder, Ph.D., Assistant Dean of Students for Campus Life**

**Student respondents:**

**Avery Amerson ’17, Psychology Major, Philosophy Minor, LGBT Student Resources Coordinator 2013-14, Vice President of IWU Pride Alliance**

**Paige Buschman ‘17, Sociology Major, English Minor, President of IWU Pride Alliance**

**Abstract**

IWU aspires to be a campus that fully embraces diversity to further its educational mission and purpose. Strides have been made in recent years to more fully embrace lesbian, gay, bisexual, queer (LGBQ+) and others marginalized around sexual orientation, and transgender and gender non-conforming people (TGNC) and those marginalized around gender identity. This process gained traction with a climate survey of LGBT identity and experience that was administered in Spring 2013 and developed through a student-staff collaboration. This session will explore that collaboration and the ways it opened the doors to a period of significant change on campus.

**Program plan**

Tim Reardanz ‘15 will address the development and implementation of the LGBT Climate Survey that was developed and implemented in Spring 2013 as a collaborative research effort with Matthew Damschroder, the IWU Pride Alliance Advisor. The following will be highlighted:

* Rigor of processes of data collection, analysis
* Collaborative engagement in production of associated research reports, recommendations and summaries
* Lessons learned and capacity gained through practical application of research methods in co-curricular, mission-aligned and identity-related project.

Matthew Damschroder will address the campus progress and outcomes that have flowed from the publication of the report over the intervening three years.

* Development of the LGBT Student Resources Coordinator position and the role of student advocacy in making change
* The essential role that students have taken (through leadership, employment, service and presence) in opening space and creating counterspace supportive of differences grounded in sexual orientation and gender identity
* Institutional engagement in inclusion efforts by collaborative co-partners across the institution
* Highlighting contributions to the curriculum through the TRANSVOICES and Queer Lives speaker and performer series, development of training for faculty and staff to increase awareness and reduce instances of microaggression, and invitations to share identity-related expertise in classroom settings.

Avery Amerson will respond with reflections on his empowerment as a first-year student employed in the role of LGBT Student Resources Coordinator – the first person to embody this new position. Amerson was able to make significant progress on the 2013 recommendations that furthered LGBTQ+ inclusion in tremendous ways and established a precedent for student leadership in creating cultural change.

Paige Buschman will respond with reflections on the ways that the climate of inclusion on campus has changed in critical ways, as well as the ways that our evolving understanding of LGBTQ+ inclusion as intersectional, intentional and unbounded continues to fall short of our aspirations, and the ways in which the institution must continue to reduce barriers and obstacles to full access for those marginalized around sexual orientation and gender identity.

**Submission**

* Session theme:
* Titles of the two presentations with speakers names and affiliations
* Names of the two student respondents, with their year and affiliated major(s)
* 300 words addressing the bullets above, specifically a clear plan for adhering to the presentation format
* 50-word abstract suitable for publication (not part of 300-word limit)
* Due by 11:59 pm, Feb 29th by email to: [collaborative.engagement2016@gmail.com](mailto:collaborative.engagement2016@gmail.com)