

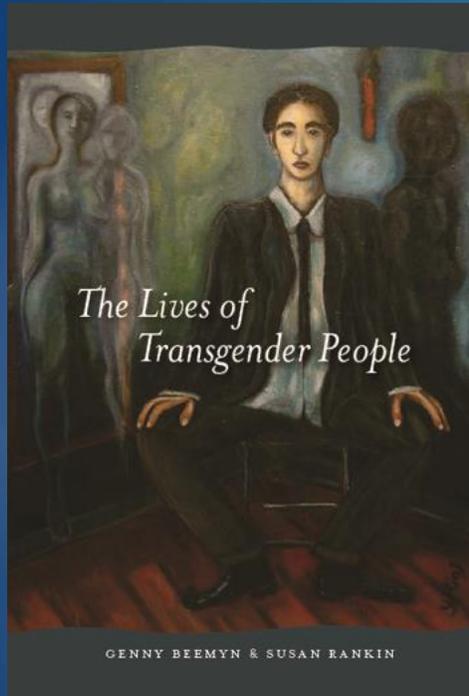


Understanding Our LGBTQ+ Students

JASON SMITH

DIRECTOR, EXPANDING HORIZONS PROGRAM

The Lives of Transgender People



Sense of gender difference and desire to express it

Repression or hiding feelings in face of hostility and/or isolation

Recognizing that there are transgender people

Getting to know about and know other transgender people

Deciding on a specific identity

Overcoming denial and internalized genderism to accept oneself as transgender

Having one's presentation match one's identity

Deciding if/when to disclose and developing new relationships after disclosure

Developing a sense of wholeness within a gender normative society

Trans College Students Today

- ▶ Gender-nonconforming, male-assigned children may have had some support for being gender different **why do I bring up this specific point?*
- ▶ Likely to have had some understanding of their gender difference as children or youth
- ▶ Having recognized themselves as trans from a young age, they are coming to college expecting support and resources
- ▶ Many identify outside of a gender binary and live between the two gender extremes of M/F
- ▶ May want gender-inclusive pronouns used for themselves (they/them, ze/hir, etc.)

Cass's Theory of Sexual Identity Development

Vivienne Cass's model (1979)

- **Stage 1: Identity Awareness/confusion**
-The individual is aware of being "different."
- **Stage 2: Identity Comparison**
-The individual compares their feelings and emotions to those they identify as heterosexual.
- **Stage 3: Identity Tolerance**
-The individual tolerates their identity as being non-heterosexual.
- **Stage 4: Identity Acceptance**
-The individual accepts their new identity and begins to become active in the "gay community."
- **Stage 5: Identity Pride**
-The individual becomes proud of their identity and becomes fully immersed in "gay culture."
- **Stage 6: Identity Synthesis**
-The individual fully accepts their identity and synthesizes their former "heterosexual life" and their new identity.

Campus Climate Survey

- Quantitative with some open-ended answer opportunities
- Measuring climate for LGBTQ students in terms of:
 - Overall perception
 - Language use
 - Perceived advocacy efforts
 - Willingness to intervene in trans*/homophobic bias incidents
 - Comfort in discussing LGBT-related issues
- ALL undergraduates
- 239 respondents

Survey Results

- **Infrequent** LGBTQ advocacy information posted around campus
- Anti-LGBTQ graffiti **is not** an issue
- Anti-LGBTQ language and derogatory terms heard as often as **monthly**
- **Never** hear staff or faculty stereotype, make negative remarks, or tell jokes that put down LGBTQ people
- **Not sure** if they would confront another student in a bias incident
- **Likely** to **Very Likely** to confront staff or faculty in a bias incident
- **Residence Halls, Holmes Dining, and Recreation Center** are where they are most likely to encounter anti-LGBTQ language and behaviors
- **Very Comfortable** discussing LGBTQ-related issues in the classroom and in a research paper
- Overall, they find the campus to be **Welcoming** towards LGBTQ students

Write-In Responses:

Social media

Fraternity recruitment event

Walking around campus

Public bathrooms

8. If any, where are you most likely to encounter anti-LGBTQ behaviors or language used on campus?

		Response Total	Response Percent
		No responses were entered	
Classrooms		34	17%
Holmes Dining Hall		92	45%
Student Lounge		35	17%
Hammond Campus Center		36	17%
Residence Halls		116	56%
Recreation Center		51	25%
Library		8	4%
Other, please specify view		29	14%
Total Respondents (For this Question)		206	

Sample Response #1

Bias, Denial, or Trans*/Homophobia

How often do you hear anti-LGBTQ language or derogatory terms such as “faggot” used by students?

Daily

If you were to see or hear anti-LGBTQ behaviors or language by another student, how likely would you be to confront them?

Very Unlikely

If you were to see or hear anti-LGBTQ behaviors or language by a faculty or staff member, how likely would you be to confront them?

Very Unlikely

If any, where are you most likely to encounter anti-LGBTQ behaviors or language used on campus?

My Mouth

How comfortable would you feel discussing LGBTQ issues in your academic classes?

Very Uncomfortable

Overall, how welcoming would you indicate the campus is towards LGBTQ students?

Welcoming

Sample Response #2

Accountability / I Don't Care

How often do you hear anti-LGBTQ language or derogatory terms such as “faggot” used by students?

Never

How often if at all, do you hear faculty or staff stereotype, make negative remarks, or tell jokes that put down LGBTQ-identified persons?

Never

If you were to see or hear anti-LGBTQ behaviors or language by another student, how likely would you be to confront them?

Very Unlikely

If you were to see or hear anti-LGBTQ behaviors or language by a faculty or staff member, how likely would you be to confront them?

Very Unlikely

How comfortable would you feel discussing LGBTQ Issues in your academic classes?

Very Uncomfortable

How Comfortable would you feel writing a paper about LGBTQ issues?

Very Uncomfortable

Sample Response #2 Cont'd

Accountability / I Don't Care

If any, where are you most likely to encounter anti-LGBTQ behaviors or language used on campus?

Stop Wasting My *** Time.**

Overall, how welcoming would you indicate the campus is towards LGBTQ students?

Neutral

Sample Response #3

We're Doing a Good Job

How frequently do you see LGBTQ advocacy information posted around campus?

Frequently

Have you ever seen anti-LGBTQ graffiti on the Fitchburg State campus?

No

How often do you hear anti-LGBTQ language or derogatory terms such as "faggot" used by students?

Weekly

How often, if at all, do you hear faculty or staff stereotype, make negative remarks, or tell jokes that put down LGBTQ-identified persons?

Never

If you were to see or hear anti-LGBTQ behaviors or language by another student, how likely would you be to confront them?

Very Likely

If you were to see or hear anti-LGBTQ behaviors or language by a faculty or staff member, how likely would you be to confront them?

Very Likely

Overall, how welcoming would you indicate the campus is towards LGBTQ students?

Very Welcoming

Sample Response #3 Cont'd

We're Doing a Good Job

“This issue seems to be more among the student population and it’s more in daily conversation (ex: faggot, fag, gay) and if I ever hear it I always confront people respectfully about it because it is immature and rude. As far as when and where it occurs I would say mostly in places where people aren’t being observed or surrounded by faculty or staff such as the library, lounges, walking to class, residence halls etc! The efforts made by the campus to put a stop to this inappropriate behavior is **truly noticed** and is wonderful! Please keep up the incredible and remarkable efforts! 😊”

FSU Safe Zones Program

- Educational Program
- Engage in dialogue about the experiences of LGBTQ individuals
- How to be an ally
- Establish a visible network
- Contribute to a welcoming environment for everyone
- A message to our LGBTQ students.