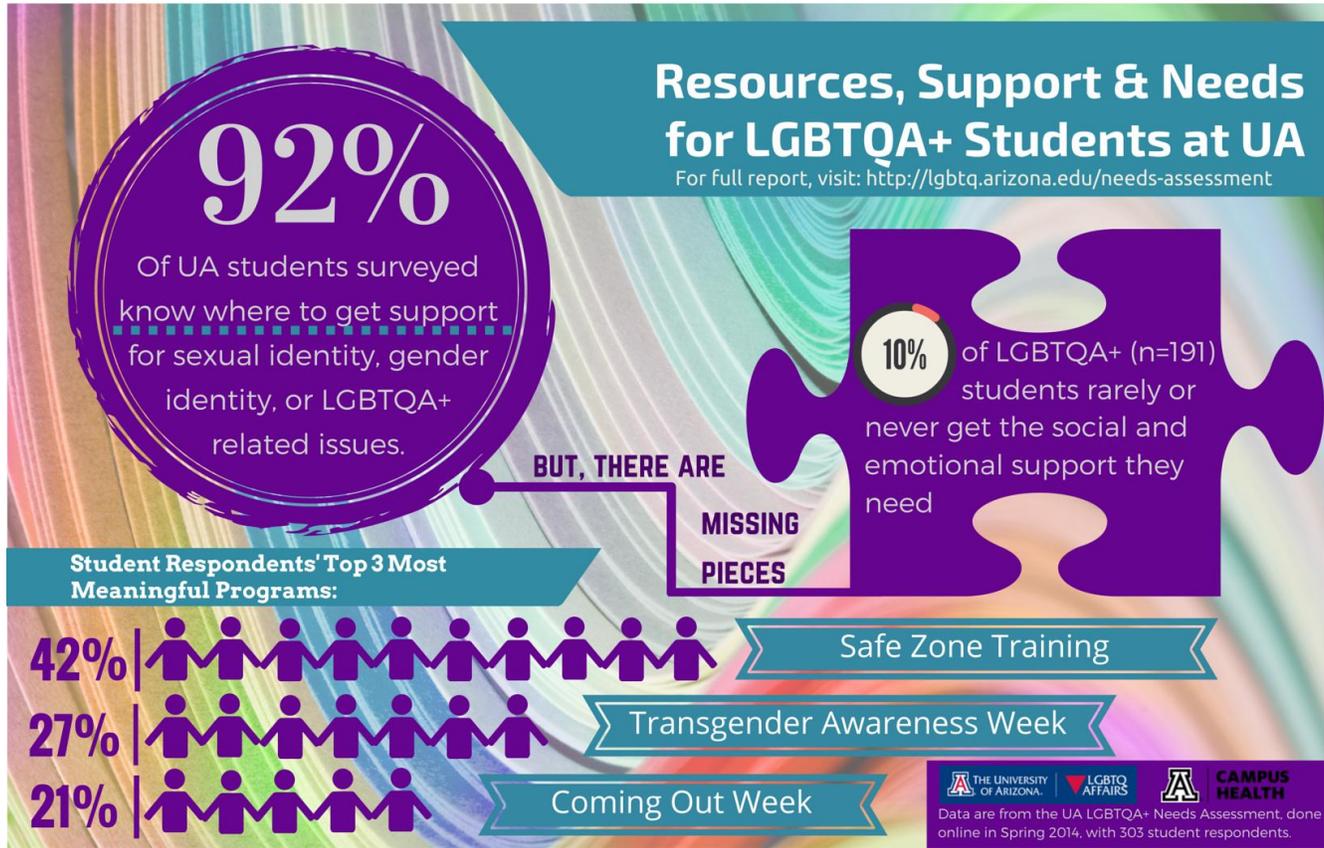


Annual Report for Student Affairs 2014-2015

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The Office of LGBTQ Affairs creates a safe space for thousands of students every year on the University of Arizona campus through programs, trainings, events and through the LGBTQ Resource Center in the Student Union. We experienced unprecedented growth in the past year including a 22% increase in students utilizing the LGBTQ Resource Center, a 24% increase in requests for trainings, a 35% increase in event attendance, and a 22% increase in support group attendance.

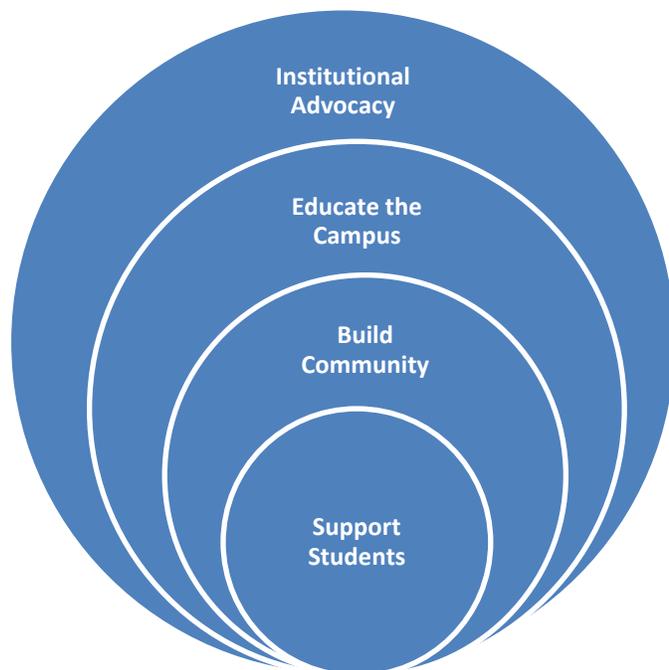
The 2014 LGBTQ+ Needs Assessment revealed that our office is most widely known for our Safe Zone Training Program (42%), Transgender Awareness Week (27%), and Coming Out Week (22%) as these were ranked as the three most useful or meaningful programs by all student respondents (n = 303). Of the programs students have personally attended, the Safe Zone Training Program, the LGBTQ Internship Program and the QTPOC Discussion Group were ranked as the top three most meaningful programs.



New Initiatives

- The Office of LGBTQ Affairs and Academic Success & Achievement partnered to offer the **first ever LGBTQ Mentor program during the 2014-2015 year**. It is our intent that students who identify as LGBTQ+, or are questioning their identity, have the opportunity to enter into mentor relationships with faculty or staff who are also part of the LGBTQ+ community. By learning how mentors have handled challenges and success, we hope these relationships will help students become more comfortable, and grow as people and scholars at the University of Arizona. **We matched 20 students with mentors, the second to largest group ASA matched this year.**
- LGBTQ+ clubs continue to grow. **Two new LGBTQ affiliated clubs were recognized this year:** oSTEM (Out in Science, Technology, Engineering and Mathematics) and a UA HRC Chapter. Both have sought lots of support from the LGBTQ Resource Center and we look forward to continuing to help them define and achieve success.

Signature Programming Areas



Institutional Advocacy

- The Office of LGBTQ Affairs led a Gender Task Force comprised of members from across campus for the past two years to develop a [Guideline for the Use of Chosen and Preferred Names](#) that was implemented spring 2015. This guideline allows students to use their preferred name throughout campus systems such as on class/grade rosters, directory listings, and on their Cat Cards, among other areas.
- LGBTQ Affairs partnered with Campus Health to administer and analyze an LGBTQA+ Needs Assessment in spring 2014 and spent the last year analyzing data, compiling a report that was shared publically in spring 2015, and sharing relevant data with specific campus partners through a series of sub reports. The full report is available on our website, [2014 LGBTQA+ Needs Assessment Report: Investigating the needs and experiences of Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Asexual and other related identities on campus](#). The survey was developed to fill gaps in knowledge about LGBTQA+ experiences, wellness, and needs at the University of Arizona. This is the first survey of its kind on campus, and with 589 respondents, represents the most rich and in-depth information that has been collected to date on this population at the UA.
- In response to the 2014 LGBTQA+ Needs Assessment sub report we provided, along with results of a collaborative student focus group in spring 2015, Campus Recreation redesigned 2 of their gender inclusive restrooms to include showers as an interim solution until a full locker room renovation is possible. Additionally, all full time Campus Recreation staff attended the full Safe Zone Training summer of 2015.
- The Office of LGBTQ Affairs has collaborated with Campus Health for the past five years on a Statewide Grant intended to promote the wellness of LGBTQ+ college students by improving campus climate. The results of this collaboration have included cultural competency training for campus health professionals, programming for LGBTQ+ students, funding for the Queering Arizona Student Leadership Conference, and a transgender benefit for the Student health Insurance Plan.

Educate the Campus

We educate the campus through our Safe Zone Training Program and through requests for presentations and panels. **During 2014-2015 we conducted a total of 66 workshops, presentations and panels impacting 1,828 participants, 75% of whom were students and 25% staff and faculty.** Here is a breakdown of those numbers including the impact of those programs:

- **Safe Zone**, a 4.5 hour campus-wide training that prepares allies to be effective supporters of LGBTQA+ students, **served 528 participants during 2014-2015 with 25 workshops.**
 - The success of Safe Zone is exemplified by program evaluations which highlight how, as a result of attending a Safe Zone Training (n = 1,310):
 - 98% of participants reported a greater understanding of various identities within the LGBTQ community;
 - 96% of participants reported a greater understanding of resources both on and off campus available to the LGBTQ community;

- 97% of participants reported a greater understanding of the role an ally plays for the LGBTQ community;
 - 96% of participants reported a greater sense of commitment to serving as an ally to the LGBTQ community.
 - When asked what aspect of Safe Zone was the most impactful, the following were the most common responses:
 - *The coming out star activity was super hard-hitting, really made me think and reflect.*
 - *I am part of the “standard white heterosexual male” community. I do not have any close friends or family that are part of the LGBTQA+ community. Even though the topic does not play a large part in my life it was awesome to get the knowledge and perspective that I did.*
 - *The Safe Zone Training couldn’t have done a better job at providing me a greater understanding of the LGBTQ community and culture.*
- In addition to trainings open to the entire campus, we receive requests for presentations and panels for classes, departments and organizations. **During 2014-2015 we received 47 requests for presentations and panels and were able to fulfill 41 of them, impacting 1300 participants.**
 - Many of these requests are for classes, which provide a vital opportunity to reach students who may not otherwise opt into a Safe Zone Training.
 - *A student from a TTE 352 class presentation demonstrates the impact: I absolutely believe that the safe zone training helped me better understand the LGBTQ community and culture. It is amazing how much I learned in just two class periods. I thought our facilitator did a wonderful job of opening our eyes to the reality of what goes on in the LGBTQ community. I think the safe zone training is very important and inspired me to change my actions and opinions about the LGBTQ community. I think that every person, young or old, should go through some form of safe zone training. The best way to change our society is through education and awareness, and I think this past week did a wonderful job of exploring all the different areas and questions one may have about LGBTQ culture.*
- In addition to our trainings, the events we offer have an educational impact as well. For example, as a result of attending the QTPOC (Queer and Trans People of Color) Speaker Series this year (n = 231):
 - 93% of participants reported that these events increased their understanding of various identities within the queer and trans people of color (QTPOC) community.
 - 96 % of participants reported that these events increased their understanding of some of the issues facing the QTPOC community.
 - 92 % of participants reported that they feel a greater sense of commitment to serving as an ally to the QTPOC community.
 - 99% of participants reported that their attendance at these events was beneficial, with a full 81% reporting that it was very beneficial.

Build Community

We build community through the LGBTQ Resource Center and through the multitude of events we offer.

- We run the **LGBTQ Resource Center** in the Student Union, which serves as a hub for our work on campus. The Center is student focused and provides a connecting point for LGBTQ+ people and programming. Students use the Center to study, meet friends and get support from staff and peers. **During 2014-2015 year, 319 unique students visited the center over 2,000 times; this represents a 22% increase of Resource Center participants from last year. Since the Center opened in spring 2013 we have served 454 students.**
- The Office of LGBTQ Affairs supervises a team of **10 student interns who put on campus wide events** to build a supportive community and educate our campus about LGBTQ+ issues. **During the 2014-2015 year the team put on a total of 71 events, impacting a total of 6,157 participants; this represents a 35% increase in event participants from last year.** We attribute this substantial growth to the increased visibility brought about by having a Resource Center. Some examples of specific event growth include:
 - The LGBTQA+ Welcome had 225 attendees, up 20% from the 182 attendees last year.
 - The LGBTQA+ Graduate Student, Faculty & Staff Mixer had over 100 attendees, up 25% from the 75 attendees last year.
 - The Rainbow Family Reception, during Family weekend, had 55 attendees, up 67% from the 18 attendees last year.
 - Overall participation in LGBTQ+ Awareness Weeks was 40% higher than last year. We brought 19 programs to the University of Arizona through Coming Out Week and Transgender Awareness Week. The goals of these events are to raise awareness about LGBTQ+ identities, to raise awareness about the issues facing LGBTQ+ people, and to foster a sense of commitment to serve as an ally to the LGBTQ+ community. A total of 2,267 people participated this year, up 40% from the 1,360 participants last year. We attribute this large increase to the huge increase in participation in the ‘Out & Proud’ Ad Project, an annual project that collects and publishes the names of “out and proud” LGBTQ+ and Allied members of the UA community including students, faculty/staff, and alumni in the centerfold of the *Daily Wildcat* for National Coming Out Day. This year we collected 1,094 names, a 44% increase from last year.
 - The 2nd Annual Queer & Trans People of Color (QTPOC) Speaker Series grew by over 80% from last year with 1,461 participants. This series is organized in collaboration with our Faculty Fellow, Dr. Francisco Galarte, with the goals of raising awareness about QTPOC identities, raising awareness about the issues facing QTPOC people, and fostering a sense of commitment to serve as an ally to QTPOC communities. We attribute the large increase to the collaboration with the Wildcats Events Board which allowed us to bring Laverne Cox to campus during spring 2015, an event that attracted over 1,000 participants.

- The Queering Arizona conference grew 13% from last year with 172 participants statewide (including 50 UA participants). This conference is organized in collaboration with the 3 state universities and provides students across the state the opportunity to network, to improve advocacy skills, to strengthen activism, and to develop skills they can take back to their respective campuses.
- We recognized 49 graduates at Rainbow Graduation, a 16% increase from last year.

Support Students

We support students individually, through a multitude of support groups, and we mentor student leaders through our internship program.

- **The LGBTQ Support Group**, a collaborative program with Counseling and Psychological Services and LGBTQ Affairs, is a safe place for UA students, faculty and staff to talk in an open and supportive environment about issues impacting their lives and the LGBTQ and Allied community with trained therapists. **During 2014-2015, 69 unique students participated in this group, with an average of 10.7 students attending group each week.** This represents a 22% increase in participants and a 35% increase in weekly attendance from last year. We attribute this increase to a strategic marketing plan we developed for all our support groups last summer.
- **The QTPOC (Queer and Trans People of Color) & Two Spirit Discussion Group** is a collaboration with the four cultural centers. This is a peer to peer support group that provides a safe and comfortable environment for LGBTQ and Two Spirit students of color to connect, share experiences, and support each other. **During 2014-2015, 25 students participated in this group.**
- In an effort to better understand the **impact the internship experience** is having on the students involved, we teamed up with the Office of Assessment and Research last year to articulate and assess learning outcomes for our internship program. During 2014-2015, we found that as a result of their experience as interns with our office (n = 12):
 - 100% reported considerable or great increase in their comfort with their sexual orientation and gender identity/expression.
 - 100% reported considerable or great increase in their understanding of and comfort with their ally/activist identity.
 - 100% reported considerable or great increase in their ability to confidently explain LGBTQ+ issues and describe lesbian, gay, bisexual, and transgender identities.
 - The following skills were enhanced a considerable or great amount: ability to work in a group setting (75%), ability to design, coordinate and execute events and programs (100%), communication skills (83%), generating and communicating new ideas (91%), time management (91%), attention to detail (100%), organization (100%), providing/receiving constructive feedback (100%), and conflict resolution (91%)
 - When asked about the greatest learning moment that occurred during the internship, one student said:
 - *I feel like my leadership style has become very adaptive because of this internship. I have learned a lot about professionalism, how to handle conflicts, and how to give and receive feedback, which have all been incredibly helpful skills in other work settings.*