Campus Climate Resource Guide

Over the past couple of decades, many colleges and universities have vastly improved in terms of campus climate for LGBTQ+ communities, and more than ever, students, faculty, and staff are living openly as LGBTQ+.

In spite of these improvements, transphobia and queerphobia, as well as cisnormative and heteronormative policies, are still frequent fixtures throughout the United States and, as a result, on college campuses. Many individuals are still unable to come out as LGBTQ+, fearing repercussions that include professional discrimination, harassment, and physical violence. Experiences of transphobia and homophobia can have detrimental and lasting impacts on an individual’s physical, emotional, and social well-being, and a negative campus climate has been causally linked to issues with recruitment and retention of LGBTQ+ students, especially queer and trans Students of Color. As is evident in the SafeZone “Campus Safety and Climate” video, UofA is not immune to these issues, and LGBTQ+ students continue to experience marginalization on our campus.

The implementation LGBTQ+-affirming policies coupled with on-going commitment to challenging all instances of heteronormativity and cisnormativity, racism, xenophobia, sexism, ableism, and classism on campus is vital in making any campus a safe, supportive environment for all LGBTQ+ students, faculty, and staff.

Looking for more information or resources about improving campus climate and safety for LGBTQ+ community members?

Content Warning: Some of the following resources contain discussions of

- Campus Pride Index: University of Arizona
  https://www.campusprideindex.org/campuses/details/221?campus=university-of-arizona

General

- “Effective LGBTQ Strategies for a Safer, More Welcoming Campus” – Campus Pride
  https://www.campuspride.org/resources/questions-for-safer-lgbt-campuses/

- “LGBTQ Students on Campus: Issues and Opportunities for Higher Education Leaders” – American Council on Higher Education
  https://www.higheredtoday.org/2017/04/10/lgbtq-students-higher-education/ 

- “Consortium of Higher Education Recommendations for Supporting Trans and Queer Students of Color” – LGBTCampus.org
  https://lgbtcampus.memberclicks.net/assets/tqsoc%20support%202016.pdf
   https://lgbtcampus.memberclicks.net/assets/consortium%20suggested%20trans%20policy%20recommendations-compressed.pdf

Demographic Data Collection and Forms

● “Respectful Collection of Demographic Data”

● “Good Practices: Demographic Data Collection”
   https://lgbt.umd.edu/good-practices-demographic-data-collection

Event Planning

● “How To Plan Trans-Inclusive Events” – Riley J. Dennis
   https://www.youtube.com/watch?v=lkbmbPNqOcc&list=PLTdBCgZGXdHLjQ-xYXLc-E22Ko3M5_gfW&index=4

● “Queer It Yourself: Pronoun Buttons”
   https://www.campuspride.org/resources/queer-it-yourself-pronoun-buttons/

● “Best Housing Practices for Off-Campus College Trips”
   https://www.campuspride.org/resources/best-housing-practices-for-college-trips/

Department-Specific

Academics

For more information, check out the lib guide, “Creating an LGBTQ-Inclusive Classroom:
http://libguides.library.arizona.edu/lgbtqclassroom

Admissions and Financial Aid

● “Advising LGBTQ Students Through the College Admissions Process” – Campus Pride
   https://www.campuspride.org/advising-admissions/

● “Implications of Quantifying Sexual Orientation during the Admissions Process”
• “How to Obtain a FAFSA Dependency Override for LGBTQ College Students”
  https://www.campuspride.org/resources/how-to-obtain-a-fafsa-dependency-override-for-lgbtq-college-students/

**Athletics and Campus Recreation**

• Campus Sports Pride Index
  https://www.campusprideindex.org/sports

• GO! Athletes
  http://goathletes.org/

• “Campus Pride Scorecard: How LGBTQ-inclusive are your Intercollegiate Athletics and Recreational Sports” – Campus Pride
  https://www.campuspride.org/resources/campus-pride-scorecard-how-lgbt-inclusive-are-your-intercollegiate-athletics-and-recreational-sports/

**Campus Health**

*For more information, see the LGBTQA+ Inclusivity and Healthcare Resource Guide*

**Fraternity and Sorority Life**

• “Checklist for a Climate of Acceptance within the College Sorority” – Campus Pride

• “Checklist for a Climate of Acceptance within the College Fraternity” – Campus Pride

• “Trans Inclusion Policy: Key Recommendations for Fraternities & Sororities” – Campus Pride
  https://www.campuspride.org/resources/trans-inclusion-policy-key-recommendations-for-fraternities-sororities/

• “Sample Greek Ally Commitment” – Campus Pride
  https://www.campuspride.org/resources/sample-greek-ally-commitment/

• “LGB Questions to Ask your National Fraternity/Sorority”
  https://www.campuspride.org/resources/lgb-questions-to-ask-your-national-fraternitysorority/
• “How Homophobia Hurts the College Sorority” – Campus Pride
  https://www.campuspride.org/resources/how-homophobia-hurts-the-college-sorority/

• “How Homophobia Hurts the College Fraternity” – Campus Pride
  https://www.campuspride.org/resources/how-homophobia-hurts-the-college-fraternity/

**Religious Life**

*For more information, see the Religion and LGBTQ Identity Resource Guide*

**Residential Life**

• “8 Steps to Improve Campus Housing for LGBTQ Students” – Campus Pride
  https://www.campuspride.org/resources/8stepstoimprovestudenthousing/