

Best Practices – Learning from Other Graduate Schools and Universities



The LSAC Equality Conference

Building, Maintaining, and Promoting LGBTQ-Inclusive Law Schools

Best Practices – Learning from Other Graduate Schools and Universities



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The Johns Hopkins
OUTList Celebration

JOHNS HOPKINS
UNIVERSITY

OUTLIST

wishes to thank for their support:

Biomedical Scholars Association
CRM Dermatology
Fresh Bakery
Medical Student Senate
Meet 27
SOM Student Affairs
SOM Student Diversity Office
SPH Student Assembly
SPH Student Life
Student National Medical Association
Sweet Sin Bakery & Cafe



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Luke Jensen, Ph.D.
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Luke Jensen, Ph.D.



Resources

- **Consortium of LGBT Resource Professionals in Higher Education (Consortium) - <https://lgbtcampus.org>**
 - Research & Resources
 - Publications
 - Annual meeting - Creating Change
- **Council for the Advancement of Standards in Higher Education (CAS) - <https://www.cas.edu>**
 - General Standards and Guidelines
 - Lesbian, Gay, Bisexual, and Transgender Programs and Services
- **Campus Pride - <https://www.campuspride.org>**
 - Campus Pride Index

CAS Standards for LGBT Programs & Services

- **Mission**
- **Program**
 - **Student Learning and Development Outcomes**
 - **Advocacy**
 - **Campus Climate**
- **Organization and Leadership**
- **Human Resources**
- **Ethics**
- **Law, Policy, and Governance**
- **Diversity, Equity, and Access**
- **Internal and External Relations**
- **Financial Resources**
- **Technology**
- **Facilities and Equipment**
- **Assessment**

CAS Outcomes for LGBT Programs & Services

- Realistic self-appraisal, self-understanding, and self-respect
- Identity development
- Effective leadership

UMD LGBT Equity Center

Vision

We envision the University of Maryland as a fully equitable community that empowers innovators and agents of social justice for lesbian, gay, bisexual, transgender, and queer people.

Mission

The purpose of the LGBT Equity Center is to engage and encourage the campus in building a fully equitable community, and to provide programming that develops and empowers agents of social justice for lesbian, gay, bisexual, transgender, and queer people.

UMD LGBT Equity Center

Indicators of Our Vision

- **A Fully Equitable Community**
 - **Campus awareness and competencies around LGBTQ+ inclusion**
 - **Policies, practices, and resources in support of LGBTQ+ people**
- **LGBTQ+ and Allied Populations**
 - **Identity development and sense of belonging**
 - **Wellness and resiliency in support of academic and personal success**
 - **Social justice leadership development**

UMD LGBT Equity Center

Values

- **Personalized and holistic care**
- **Collaboration**
- **Attention to detail**
- **Responsiveness**
- **Intersectional social justice**

Campus Pride Index

- **LGBTQ Policy Inclusion**
- **LGBTQ Support & Institutional Commitment**
- **LGBTQ Academic Life**
- **LGBTQ Student Life**
- **LGBTQ Housing & Residence Life**
- **LGBTQ Campus Safety**
- **LGBTQ Counseling & Health**
- **LGBTQ Recruitment & Retention Efforts**

Pride Index - LGBTQ Policy Inclusion

- **Non-discrimination statement inclusive of sexual orientation**
- **Non-discrimination statement inclusive of gender identity/expression**
- **Health insurance coverage to employee's same sex partner**
- **Accessible, simple process for students to change their name on university records and documents**
- **Accessible, simple process for student to change their gender identity on university records and documents**
- **Students have option to self-identify sexual orientation on admission application or post enrollment forms**
- **Students have option to self-identify gender identity/expression on admission application or post enrollment forms**

Pride Index - Support & Institutional Commitment

- **Resource center/office with responsibilities for LGBTQ students**
- **Paid staff with responsibilities for LGBTQ support services**
- **Ally program or Safe Space/Safe Zone**
- **Actively seek to employ diversity of faculty & staff including visible, out LGBTQ people**
- **Standing advisory committee that deals with LGBTQ issues**
- **LGBTQ alumni group**

Pride Index - Academic Life

- **LGBTQ studies program**
- **LGBTQ specific course offerings**
- **Actively recruit faculty for LGBTQ-related academic scholarship**
- **New faculty/staff training opportunities on sexual orientation issues**
- **New faculty/staff training opportunities on gender identity issues**
- **LGBTQ faculty/staff organization**

Pride Index - Student Life

- **LGBTQ & Ally student organization**
- **LGBTQ & Ally graduate student organization**
- **LGBTQ social fraternity/sorority**
- **Regularly plans LGBTQ social activities**
- **Regularly plans educational events on transgender issues**
- **Regularly offers educational events surrounding intersectionality of identities for LGBTQ people**
- **LGBTQ-inclusive career services**

Pride Index - LGBTQ Housing & Residence Life

- **LGBTQ living space, theme floors and/or living-learning community**
- **Roommate matching for LGBTQ students to find LGBTQ-friendly roommate**
- **Gender-inclusive housing for new students**
- **Gender-inclusive housing for returning students**
- **Gender-inclusive/single occupancy restroom facilities in campus housing**
- **Gender-inclusive/single occupancy shower facilities in campus housing**
- **Trains residence life and housing staff at all levels on LGBTQ issues and concerns**

Pride Index - LGBTQ Campus Safety

- **Procedure for reporting LGBTQ related bias incidents and hate crimes**
- **Active ongoing training for hate crime prevention**
- **Active outreach to LGBTQ students and student organization**
- **Trains campus police on sexual orientation issues**
- **Trains campus police on gender identity/expression issues**
- **Supports victims of LGBTQ sexual violence and partner violence**

Pride Index - LGBTQ Counseling and Health

- **LGBTQ counseling/support groups**
- **Trans-inclusive trained counseling staff**
- **Free, anonymous and accessible HIV/STI testing**
- **LGBTQ-inclusive health information and safer sex materials available**
- **Trans-inclusive student health insurance policy which covers ongoing counseling services**
- **Trans-inclusive student health insurance policy which covers hormone replacement therapy**

Pride Index - LGBT Recruitment & Retention

- **Annually participates in LGBTQ admission fairs**
- **LGBTQ student scholarships**
- **LGBTQ mentoring program to welcome and assist LGBTQ students in transitioning to academic and college life**
- **Special Lavender or Rainbow Graduation ceremony for LGBTQ students and allies**
- **Admission counselors receive LGBTQ-inclusive training and resources**

Thank You!



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