

“SAFE ZONES”: CREATING A WELCOMING CAMPUS CLIMATE FOR LGBT STUDENTS, STAFF, FACULTY, AND THEIR ALLIES

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Learning Objectives



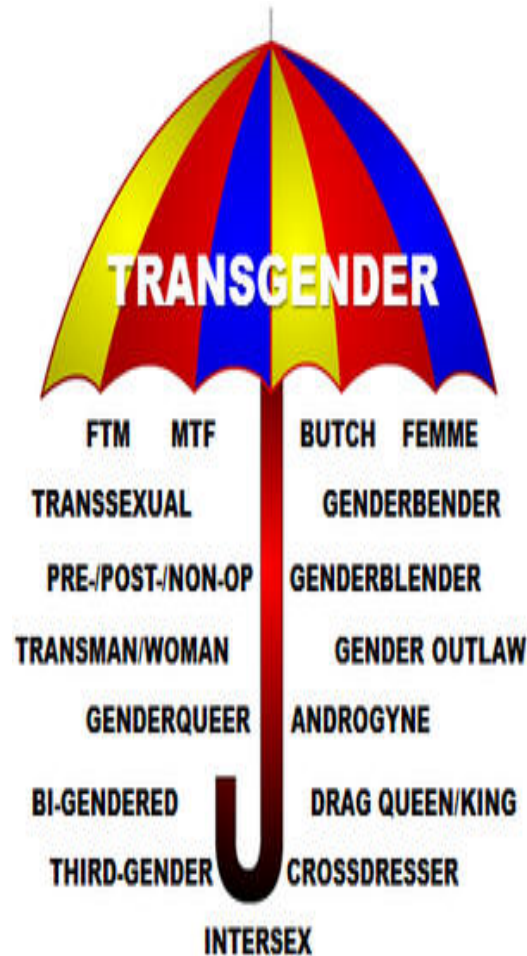
- Identify how sexual orientation and gender identity fall into the greater realm of diversity
- Explain key elements of the “Safe Zone” program at RPI
- Discuss pathways and possible roadblocks to creating a network of visible allies, information, and assistance to LGBTQ individuals and others on your college campus

Diversity

- Culturally diverse populations
- Sexual orientation
- Gender identity



Transgender Umbrella



“Safe Zone” at RPI



- Planning/Funding/Expedition
- Interactive activities
- Student, staff, and faculty involvement
- Evaluation and Follow-Up

Safe Zone Structure



Safe Zone Coordinators:

- ❑ Tara Schuster, Health Educator, Student Health Center
- ❑ Dave Jordan, Public Safety Officer/Community Policing Program, Department of Public Safety

Five Concentration Areas:

- ❑ **Education** – Tara (2-hour presentation, Anonymous Safe Zone Follow-Up Surveys, Database Maintenance of Allies & Evals, End of Year Reports, Present at Local, Regional, and National Conference)
- ❑ **PR/Scheduling** – Dave (PR, Outreach to RPI Community, Schedule Presentations, FB, HomoRadio, Tabling)
- ❑ **Materials** – Tara & Dave (Share Expenses, Revamp Training Materials, Update Resources & References)
- ❑ **Social** – Tara & Dave (Pride Parade, End of Year Receptions, Semi-Annual Networking Socials for Allies & Panelists), Seek Awards, Grants & Scholarship Opportunities

Program Overview

Hour One:

- Introduction of Program, History & Goals
- Self-Reflection Activity
- Discussion of Cultural Diversity
- Dating Activity
- Characteristics of an Ally
- Transgender Umbrella
- “The Office” DVD/Debriefing Exercise
- When Someone Comes Out to You
- Heterosexual Questionnaire



Hour Two:

- Panel Presentation & Q/A
- Resources, Ally Agreement, Evaluations



Funding & Planning

MATERIALS:

- ❑ “The Office” DVD (\$12)
- ❑ RPI Folders (20 cents each)
- ❑ Safe Zone Stickers (\$595 for 1000 count - websticker.com)
- ❑ Brochures (\$18 for 50 count – ETR Associates)
- ❑ Paper Copies/Binder Clips (\$4.69 per ream of paper/\$6.99 for 60 count binder clips)
- ❑ End of Year “Panel Recognition Dinner” (\$156.97 for 20 attendees)



TOTAL = \$2,507.37 for 1000 Safe Zone Folders & 2 Years Recognition

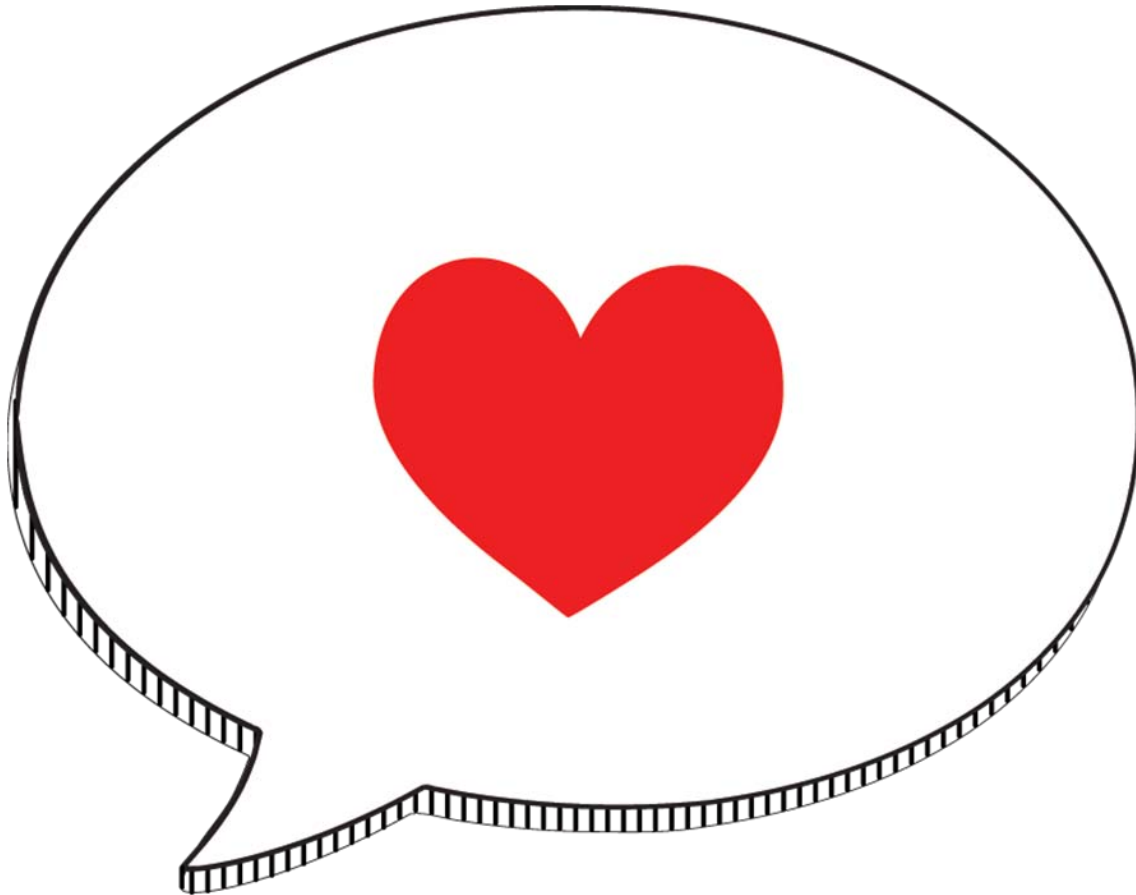
TIME:

- ❑ Student Worker Time (preparing packets, summarizing evals into excel spreadsheets, keeping ally database, inviting participants to Safe Zone FB page) – Student Workers are paid \$8.50/hour
- ❑ Staff Time (ordering materials, PR, scheduling, general preparation, presenting, updating Safe Zone FB page, sending out anonymous surveys, collecting data, end-of-year reports) – .25 FTE
- ❑ Student Panelists – 1-1.5 hours of volunteer time per training

TOTAL = Dependent on pay (for student/staff), time spent, etc.

Safe Zone Exercise

“Dating Activity”



Campus Resources

- The Safe Zone Program
- LGBT Mentoring Network
- Rensselaer Pride Alliance (RPA)
- The Monthly News Journal of The **COMMUNITY**
- HomoRadio (WRPI)
- The CLASS Initiative



Safe Zones Facebook Page

The screenshot shows the Facebook page for 'RPI Safe Zone' in a Windows Internet Explorer browser window. The browser's address bar shows the URL: <http://www.facebook.com/home.php#!/group.php?gid=137825750918>. The page features a blue header with the Facebook logo and navigation links for Home, Profile, and Account. The main content area is divided into several sections:

- Profile Section:** Includes the RPI Safe Zone logo, a 'Write something...' text box, and a 'Share' button. Below this are links for 'Message All Members', 'Edit Group Settings', 'Edit Members', 'Invite People to Join', and 'Create Group Event'.
- Information Section:** Lists the category as 'Organizations - Academic Organizations' and provides a description: 'A group for Safe Zone certified individuals, as well as training staff and panel members.' It also notes the privacy type as 'Closed: Limited public content. Members can see all content.'
- Admins Section:** Lists 'Tara R. Schuster' as the administrator.
- Members Section:** Shows '6 of 162 members' and includes profile pictures of Matt Jackson, Velbor Peric, and Ulysses de Armas.
- Wall Section:** Contains several posts from Tara R. Schuster, including:
 - A post about resources to help stop bullying, featuring a link to ellen.warnertribos.com and a thumbnail for 'The Team Project'.
 - A post expressing sadness for the Clemente Family.
 - A post about a Rutgers student believed to have committed suicide after classmates allegedly recorded him in a gay sex video, with a link to www.huffingtonpost.com.
 - A post about a Houston teen taking his own life after harassment, with a link to www.backstory.org.
 - A post about a young man's suicide, with a link to www.backstory.org.
 - A post about a new online video channel for bullied teens, with a link to well.blogs.nytimes.com.
- Right Side Advertisements:** Includes ads for '5 Acres only \$24,900' from upsstatenewyorkland.com, 'VetDepot' pet supplies, 'Grades Count' tutoring, and 'Arnold / Oroweat Sandwich Thins'.

The Windows taskbar at the bottom shows the system clock at 6:13 PM on 10/12/2010, and the Internet Explorer status bar indicates 'Protected Mode: Off'.

Safe Zones Around Campus



Safe Zone Extras!

- Hosted the FAGBUG on campus with Rensselaer Pride Alliance (Spring, 2009)



- Safe Zone Coordinators & Panelists marched in the Albany PRIDE Parade (June 2010)



- Safe Zone Co-Coordinator & Panelists did an interview and “coming out stories” on HomoRadio – WRPI 91.5FM (Sept. 2010)



Program Evaluation Data

- **2009-2010 Sample Size = 489 students, staff, and faculty**

Likert Scale (1=Strong Agree and 5=Strongly Disagree)

Avg. 1.8 ~ Added to my knowledge on this topic

Avg. 1.7 ~ Added to my awareness of resources (RPI, local, and online)

- **One thing I learned:**

How to become an ally

How every LGBT experience is different

The differences between sexual orientation and gender identity

Some of the specific laws/restrictions in place

- **One thing I intend to do as a result of this program:**

Learn the resources available, so I can suggest them to someone who might need them

Put up my Safe Zone sticker; become an ally

Stop saying “that’s so gay...”

Come out

Be more aware, make less assumptions, use more inclusive language, and be more open-minded

- **Additional comments, questions, or concerns:**

Having a panel – faces with real stories – is a great idea!

It was really informative and helpful!

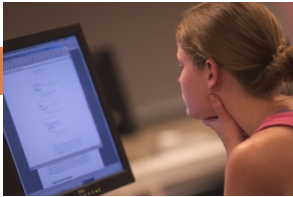
This was a great program that more students should participate in

Thank you. I am a LGBT student and I learned a lot! It was great! Thank you!

I hate being brainwashed like this, let me make my own decisions instead of spraying me with liberal propaganda



Post-Program Follow-Up Survey



HIGHLIGHTED RESULTS: (n=96)

- ❑ Hung Safe Zone sticker: 76% staff/faculty & 37% students
- ❑ Shared skills learned from Safe Zone Training with: 52% LGBT Friend, 26% LGBT Peer, 41% Friend, 30% Peer
- ❑ Shared resources listed in Safe Zone Manual: 44% LGBT Friend, 41% LGBT Peer, 44% Friend, 36% Peer
- ❑ Shared other information from Safe Zone Manual: 49% LGBT Friend, 40% LGBT Peer, 42% Friend, 33% Peer
- ❑ Agree or Strongly Agree that the Safe Zone Training helps promote a more culturally diverse, accepting campus community for:
 - ❑ LGBT Students – 84%
 - ❑ LGBT Staff – 77%
 - ❑ LGBT Faculty – 77%
 - ❑ LGBT Allies – 79%
- ❑ Would recommend the Safe Zone Training to a peer, friend, significant other, family member, superior, faculty, or staff member: 87%

Lessons Learned



- ❑ Mandatory Trainings (pros/cons)
- ❑ Consider for RA Training (part of Diversity Training)
- ❑ Find your student, staff, and faculty allies to help support the program and help with PR/booking programs
- ❑ Get the backing of your VP of Student Life & President (VP's email/letter)
- ❑ Garner new panelists or possible co-presenters through trainings you do on campus
- ❑ Network with your local, statewide, or regional LGBTQ organizations for resource information, networks, recommendations, consultants, materials, etc.

Pathways & Possible Roadblocks



- Time
- Funding
- Staffing
- Resources



Small Group Exercise



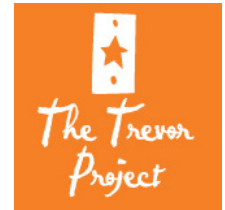
- 1) Discuss possible pathways and barriers you might encounter when trying to start a program like this on your campus
- 2) Discuss innovative ideas on topics to cover, activities to include, and what resources (campus, local, statewide, regional, online, etc.) you might include in your program
- 3) Discuss the “Key Players” you will need to network with in order to get such a program started on your campus, and how you will get those conversations started

In Memory



Resources for LGBT-Related Bullying

- **The Trevor Project** runs the Trevor Lifeline, a 24-hour, national crisis and suicide prevention lifeline for gay and questioning teens. The number is 1-866-4-U-Trevor. <http://www.thetrevorproject.org/>



- **The Matthew Shepard Foundation** runs Matthew's Place, an online community and resource center for LGBTQ youth. <http://www.matthewsplace.com/>



- **GLSEN** is a great organization that is working to eradicate bullying and bias in schools. <http://www.glsen.org/cgi-bin/iowa/all/home/index.html>



- **PFLAG** and GLSEN have partnered with the Department of Civil Rights to create the “Claim Your Rights” program, to help everyone understand that they have the right to safer school. <http://community.pflag.org/claimyourrights>

Contact Information

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