



Santa Rosa Junior College

Campus Pride Index

National LGBTQ-Friendly Benchmarks & Standards for Inclusion in Higher Education

INTRODUCTION

The Campus Pride Index is a national assessment tool assisting campuses in improving safety and campus climate for people who are LGBTQ and ultimately shape the educational experience to be more inclusive, welcoming and respectful of LGBTQ and ally people. The index is owned and operated by Campus Pride (<http://campuspride.org>) and overseen by a team of national LGBTQ researchers which includes Genny Beemyn, Ph.D, Susan R. Rankin, Ph.D. and Shane L. Windmeyer, M.S, Ed. The advisory board also includes individual(s) students and staff volunteers from Campus Pride and the Consortium of LGBTQ Resources in Higher Education.

Your participation in the Campus Pride Index demonstrates your active interest in LGBTQ issues and ongoing commitment to LGBTQ & ally people. Final percentages listed in the confidential report correspond to your responses and emphasize specific LGBTQ components, which are determined to contribute to a more inclusive, welcoming, and respectful LGBTQ and ally campus. All eight LGBTQ-Friendly factors receive the same weight in the overall score. The sexual orientation score and the gender identity/expression score deal only with questions specifically referencing sexual orientation and gender identity/expression.

Next Steps -- What to Do?

The Campus Pride Index provides a benchmarking tool to better understand policies, programs and practices that impact the quality of life for LGBTQ & ally people on campus. The eight LGBTQ-Friendly factors provide a framework for your campus to evaluate your current environment and review recommended changes as well as a means of measuring future progress. Campus Pride also works with campuses to conduct climate research around the LGBTQ experience of students, faculty and staff.

If you're not able to make your profile public or view your overall scores, including your sexual orientation or gender identity/expression score, it may be because the administrator in charge of filling out the Campus Pride

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Blog
(<http://CampusPride.org/blog>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Map
(<http://CampusPride.org/map>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Consortium of LGBTQ Resources in Higher Ed (<http://LGBTQcampus.org>)

LGBTQ Architect
(<http://architect.LGBTQcampus.org>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Stop the Hate (<http://stophate.org>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Index assessment has not completed their sections. To see your final scores and to create a public profile, please reach out to this administrator to complete their section, then view the scores on your Campus Pride Index dashboard.

Suggested next steps include:

- ★ Review the entire confidential report.
- ★ Decide what areas are noteworthy for your campus in recognizing positive efforts as well as areas for future improvement(s).
- ★ Consider how to best utilize the report on your campus.
- ★ Share your report with key stakeholders (administrators, faculty, staff, student leaders, etc.) who can support and, or serve as change agents.
- ★ Develop a plan of action in collaboration with key stakeholders based on areas for future improvement (e.g., designate a special task force, develop a formal proposal, change specific policies, ask for funding for specific initiatives).
- ★ Learn more about your campus community by conducting an internal assessment of attitudes and perceptions toward LGBTQ people/issues on campus as well as conduct a climate study of LGBTQ perceptions/experiences.
- ★ Ask for a FREE consultation with Campus Pride to ask questions and identify resources to support your campus. The team of national LGBTQ researchers and advisory board are available for further inquiry and analysis.

Thank you for your participation in the Campus Pride Index and for your commitment to LGBTQ & ally people in your campus community. Please use the Index as an ongoing measurement tool to improve LGBTQ campus life and serve as a catalyst for change. Annually your campus is responsible for updating your responses as well as respond to inquiries. If you would like to update each year before May or have questions/feedback, please email us at info@campuspride.org.

PLEASE NOTE

Every campus receives a FREE online basic profile after completing the assessment tool. This basic profile highlights the star ratings only (not percentages) and shares select responses with the public. If you do not wish to have this basic profile, then you must opt out in the Dashboard. By sharing your basic profile, your campus will be visible to prospective students and will have the opportunity to receive contact information from interested students and/or their family members. Your campus may also add photos/videos to become a premier profile and/or opt in or opt out whenever.

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Inclusion in Higher Education



SUMMARY

Locale Stats

Region: West

City/State: Santa Rosa, CA

General Size & Description: santarosa.edu

Campus Basics

Type of Institution: Community College

Size: 12000

Tuition In-State: \$1,000.00

Tuition Out-of-State: \$5,000.00

Overall Campus Pride Score: 39% equals 2 Stars of 5 Stars



Sexual Orientation Score: 36% equals 2 Stars of 5 Stars



Gender Identity/Expression Score: 33% equals 2 Stars of 5 Stars



Your overall index score is based on all the responses to your completed assessment from the Campus Pride Index. The purpose of this overall score is to provide your campus with a measure of progress and to examine key areas where you can improve your campus climate. Look closely at your responses and consider necessary actions for the future.

Due to your overall rating of 2 Stars, it is recommended that your campus prioritize areas of improvement through a realistic action plan based on the needs of your LGBTQ & ally community. It is further recommended that you pay particular attention to making this commitment visible and encouraging support from campus administrators as well as other members of the campus community. In addition, Campus Pride encourages all campuses to continue monitoring the quality of LGBTQ life by listening and responding to the needs of your LGBTQ population as well as conducting regular assessments of attitudes and perceptions of the campus community toward LGBTQ people. Use this report as a way to build support and to further examine what you can do to implement positive LGBTQ change over the next year.

Your sexual orientation score is based on responses to questions in the Campus Pride Index which expressly address “sexual orientation.” Campus Pride strongly recommends your campus examine its commitment and find ways to visibly include issues of sexual orientation in your framework for diversity.

The gender identity/expression score is based on responses to questions in the Campus Pride Index which expressly use the words “transgender” and, or “gender identity/expression.” Based on your score, gender identity/expression issues may be new ground for your campus and, or pose significant challenges to influence decision-makers. Campus Pride recommends your campus strengthen its LGBTQ commitment by enacting trans-inclusive programs and services.

Rankin, S., Blumenfeld, W. J., Weber, G. N., & Frazer S. J. (2010). State of Higher Education for LGBTQ People: Campus Pride 2010 National College Climate Survey. Charlotte: Campus Pride.

Helpful Resources:

Campus Pride Consultants & Speakers

Campus Pride Index

National LGBTQ-Friendly Benchmarks & Standards for
Inclusion in Higher Education



Council for the Advancement of Standards in Higher Education. (2006). CAS

Professional Standards for Higher Education. <http://www.cas.edu>.

Rankin, S. and Reason, R. (2008). Campus Climate Assessment & Planning. Washington, D.C.: ACPA Books and Media.

R. Sanlo (Ed.) (1998) Working with Lesbian, Gay, and Bisexual College Students: A Guide for Administrators and Faculty. Westport, CT: Greenwood Publishing Company.

Subasic, A. and Matheis, C. (2008). Blueprint for LGBTQ Centers. Pennsylvania State University, University Park.

Windmeyer, S. (2006). The Advocate College Guide for LGBTQ Students. New York, NY: Alyson Books.

Rankin, S. (2004). Campus Climate for Lesbian, Gay, Bisexual & Transgender People. The Diversity Factor, 12(1): 1-3.

(<http://CampusPride.org/Speakers>)

Dr. Sue Rankin

Dr. Genny Beemyn

Dr. Ronni Sanlo

Shane Windmeyer

LGBTQ POLICY INCLUSION

LGBTQ Policy Inclusion Score: 73% equals 4 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Policy Inclusion. Policies are usually the first place where campuses consider changes to be more inclusive of LGBTQ people. Campus Pride congratulates your campus on having affirming LGBTQ policies and encourages further examination of the needs of your LGBTQ community based on your responses. Campus Pride advocates that campuses have equitable treatment of sexual orientation and gender identity/expression issues within policies.

Rankin, S., Blumenfeld, W. J., Weber, G. N., & Frazer S. J. (2010). State of Higher Education for LGBTQ People: Campus Pride 2010 National College Climate Survey. Charlotte: Campus Pride.

Sanlo, R. (2005). Gender identity and sexual orientation: Research, policy and personal perspective. *New Directions for Student Services*(111), 7-97.

Renn, K. A. (2010). LGBTQ and queer research in higher education: The state and status of the field. *Educational Researcher*, 39(2), 132-141.

Rankin, S. (2003). Campus Climate for Lesbian, Gay, Bisexual & Transgender People: A Legal Perspective. Focus on Law Studies. Fall 2003, Volume XIX, Number 1.

Rankin, S. (2006). LGBTQA Students on Campus: Is Higher Education Making the Grade? *Journal of Gay and Lesbian Issues in Education*, 3(2/3): 111-117.

Sanlo, R., Rankin, S., and Shoenberg, R. (2002). Our Place on Campus: Lesbian, Gay, Bisexual, Transgender Services and Programs in Higher Education. Westport, CT: Greenwood Publishing Company.

Rankin, S. (2006). LGBTQA Students on Campus: Is Higher Education Making the Grade? *Journal of Gay and Lesbian Issues in Education*, 3(2/3): 111-117.

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Consortium of LGBTQ Resources in Higher Ed (<http://lgbtcampus.org>)

LGBTQ Architect
(<http://architect.lgbtcampus.org>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers/>)

Questions And Responses

1. Does your campus prohibit discrimination based on sexual orientation by including the words "sexual orientation" in its nondiscrimination statement for students, faculty and staff?

Yes

1a. If yes, please provide web link/download:

1b. If yes, does your campus require outside entities with whom they do business (such as vendors, contracted food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to sexual orientation?

Yes

1c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Yes, as explained in the Board Policy "...This nondiscrimination policy covers admission, access and treatment in District programs and activities"

2. Does your campus prohibit discrimination based on gender identity or gender expression by including the words "gender identity" and/ or "gender identity or expression" in its nondiscrimination statement for students, faculty and staff?

Yes

2a. If yes, please provide web link/download:

2b. If yes, does your campus require outside entities with whom they do business (such as vendors, contracted

food services, entertainment contracts and licensees) to comply with the university nondiscrimination policy with respect to gender identity?

No

2c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Yes, as explained in the Board Policy "...This nondiscrimination policy covers admission, access and treatment in District programs and activities"

3. Does your state recognize civil unions or marriage for same-sex couples?

Yes

3a. If yes, does your institution recognize these relationships?

Yes

3b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Yes, if they are registered Domestic Partners, or married.

4. Does your campus offer health insurance coverage to employees' same-sex partners?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Yes, we offer Health Coverage to same-sex partners, if they qualify as as registered Domestic Partner or by marriage.

4b. If yes, does your campus "gross up" wages for employees who enroll for same-sex partner health benefits to cover the added tax burden from the imputed value of the benefit that appears as income for the employee?

No

4c. If yes, is there a cap for these wages -- is it unlimited or true for all salaries?

4d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

No, we do not "gross up" wages for any employees.

5. What other benefits does your campus offer equally to both different-sex partners of employees as well as same-sex partners of employees? Please research your responses thoroughly.

No, we do not "gross up" wages for any employees.

Offered to Opposite-Sex Spouses

Dental

Yes

Vision

Yes

Spouse/partner's dependent medical coverage

Yes

Sick or bereavement leave

Yes

Supplemental life insurance for the spouse/partner

No

Relocation/travel assistance

No

Tuition remission for spouse/partner/dependents

No

Survivor benefits for the spouse/partner in the event of employee's death

Yes

Retirement health care benefits

Yes

Employee discounts

No

Use of campus facilities/privileges for spouse/partner/family

No

Child-care services for spouse/partner family

No

5m. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus include lesbian, gay and bisexual (LGB) issues, concerns, and/or representations of LGB people in the following:

6a. Grievance procedures

Yes

6b. Housing guidelines

Offered to Same-Sex Partners

Dental

Yes

Vision

Yes

Spouse/partner's dependent medical coverage

Yes

Sick or bereavement leave

Yes

Supplemental life insurance for the spouse/partner

No

Relocation/travel assistance

No

Tuition remission for spouse/partner/dependents

No

Survivor benefits for the spouse/partner in the event of employee's death

Yes

Retirement health care benefits

Yes

Employee discounts

No

Use of campus facilities/privileges for spouse/partner/family

No

Child-care services for spouse/partner family

No

No

6c. Admission application materials

Yes

6d. Health center forms

Yes

6e. Alumni materials/publications

Yes

6f. If yes, please share web link/downloads where possible:

6g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Housing is N/A

7. Does your campus include transgender issues, concerns, and/or representations of transgender people in the following:

Housing is N/A

7a. Grievance procedures

Yes

7b. Housing guidelines

No

7c. Admission application materials

Yes

7d. Health center forms

Yes

7e. Alumni materials/publications

Yes

7f. If yes, please share web link/downloads where possible:

7g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Housing is N/A

8. Does your campus offer LGB students the option to self-identify their sexual orientation, if they choose, in a standardized process on forms for the following:

Housing is N/A

8a. Application for admission

Yes

8b. Post-enrollment forms

No

8c. Application for housing

No

8d. Student health intake form

Yes

8e. Alumni enrollment/participation

Yes

8f. If yes, please share web link/downloads where possible:

8g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Housing is N/A. SRJC does not collect Post-Enrollment information.

9. Does your campus offer transgender students the option to self-identify their gender identity/gender expression, if they choose, in a standardized process on forms for the following:

Housing is N/A. SRJC does not collect Post-Enrollment information.

9a. Application for admission

Yes

9b. Post-enrollment forms

No

9c. Application for housing

No

9d. Student health intake form

Yes

9e. Alumni enrollment/participation

Yes

9f. If yes, please share web link/downloads where possible:

9g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Housing is N/A. SRJC does not collect Post-Enrollment information

10. Does your campus offer transgender students who have not legally changed their names the ability to have the name they go by on the following records:

Housing is N/A. SRJC does not collect Post-Enrollment information

10a. Identification cards

Yes

10b. Class and grade rosters

Yes

10c. Electronic and print directory listings

Yes

10d. Email name

Yes

10e. Please explain/clarify as necessary. If not applicable, select "No" and explain.

We offer preferred name option.

11. Does your campus offer transgender employees who have not legally changed their names the ability to have the name they go by on the following records:

We offer preferred name option.

11a. Identification cards

Yes

11b. Electronic and print directory listings

Yes

11c. Email name

Yes

11d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

We offer preferred name option via the student's password protected online student portal. For employees, a simple request to HR that does not require any backup documentation/approval.

12. Does your campus offer transgender students the ability to change the gender designation on their campus records and documents with only a request to do so from the student, regardless of if they have had gender confirmation/reassignment surgeries?

No

12a. If no, does your campus offer this option with a request from the student accompanied by a letter from a healthcare provider?

No

12b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

We require documentation consisting of a court order and a government issued ID with the correct information.

13. Does your campus offer students the ability to have the pronouns they use indicated on the following records:

We require documentation consisting of a court order and a government issued ID with the correct information.

13a. a. Class rosters

No

13b. b. Advisee lists

No

13c. c. Health center records

No

13d. d. Counseling center records

No

13e. Please explain/clarify as necessary. If not applicable, select "No" and explain.

We do not use pronouns on class rosters, in our Student Information System, or health records.

LGBTQ SUPPORT & INSTITUTIONAL COMMITMENT

LGBTQ Support & Institutional Commitment Score: 37% equals 2 Stars of 5 ★★☆☆☆
Stars

The score is based on responses to questions in the Campus Pride Index for LGBTQ Support & Institutional Commitment. Your score indicates that the campus is lacking commitment and institutional support for LGBTQ & ally people. A common mistake is that some campuses rely too heavily on LGBTQ & ally student leaders and, or staff/faculty who volunteer time to provide necessary education on sexual orientation and gender/identity expression issues. If such leadership waivers from year to year, the campus commitment can suffer, be absent or negligible at best. Campus Pride recommends your campus place importance on having a visible, ongoing LGBTQ commitment and institutional support mechanisms for LGBTQ & ally people. Such improvements will not only benefit LGBTQ & ally people but also work to fulfill the academic mission of preparing students for a diverse workforce and society.

Tetreault, P. A., Fette, R., Meidlinger, P. C., & Hope, D. (2013). Perceptions of campus climate by sexual minorities. *Journal of Homosexuality*, 60(7), 947-964.

Schueler, L. A., Hoffman, J. A., & Peterson, E. (2013). Fostering safe, engaging campuses for lesbian, gay, bisexual, transgender, and questioning students. In S. R. Harper & S. J. Quaye (Eds.), *Student engagement in higher education* (pp. 61-80). New York, NY: Routledge.

Ryan, R. (2005). The evolution of an LGBTQ center at a public institution. *New Directions for Student Services*(111), 71-74.

Rankin, S. (2007). Campus Climate for Sexual Minority Students: Challenges and Best Practices, In J. Jackson & M. Terrell (Eds.), *Toward Administrative Reawakening: Creating and Maintaining Safe College Campuses*. Herndon, Virginia: Stylus Publications.

Helpful Resources:

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Questions And Responses

1. Does your campus have a full-time professional staff member who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or more of the individual's job description?

No

1a. Individual's name:

1b. Job title:

1c. Office/dept. name:

1d. Address 1:

1e. Address 2:

1f. City:

1g. State:

1h. Zip code:

1i. Phone:

1j. Email:

1k. Please explain/clarify as necessary. If not applicable, select “No” and explain.

1l. If no, does your campus have at least one graduate staff person who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or more of the individual’s job description?

No

1m. Individual’s name:

1n. Job title:

1o. Office/dept. name:

1p. Address 1:

1q. Address 2:

1r. City:

1s. State:

1t. Zip code:

1u. Phone:

1v. Email:

1w. Please explain/clarify as necessary. If not applicable, select “No” and explain.

N/A: We do not have graduate students

1x. If no, is your enrollment under 2500 students and does your campus have a full-time professional staff member who is employed to support LGBTQ students and increase campus awareness of LGBTQ concerns/issues as 50% or less of the individual’s job description?

No

1y. Individual’s name:

1z. Job title:

1aa. Office/dept. name:

1ab. Address 1:

1ac. Address 2:

1ad. City:

1ae. State:

1af. Zip code:

1ag. Phone:

1ah. Email:

1ai. Please explain/clarify as necessary. If not applicable, select “No” and explain.

2. Does your campus have an LGBTQ concerns office or an LGBTQ student resource center (i.e., an institutionally funded space specifically for LGBTQ, gender and sexuality education and/or support services)?

No

2a. If yes, office/center name:

2b. Address 1:

2c. Address 2:

2d. City:

2e. State:

2f. Zip:

2g. Year established:

2h. Phone:

2i. Website:

2j. Email:

2k. Twitter:

2l. Facebook:

2m. Tumblr:

2n. Upload photo:

2o. Please explain/clarify as necessary. If not applicable, select “No” and explain.

2p. If no, does your campus have another office or resource center that actively addresses LGBTQ issues and concerns, including a visible representation of LGBTQ resources in the office space (e.g., Women’s Center, Multicultural Center, etc.)?

No

2q. If yes, office/center name:

2r. Address 1:

2s. Address 2:

2t. City:

2u. State:

2v. Zip:

2w. Year established:

2x. Phone:

2y. Website:

2z. Email:

2aa. Twitter:

2ab. Facebook:

2ac. Tumblr:

2ad. Upload photo:

2ae. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus have an ongoing Safe Zone, Safe Space and/or ally training program that are offered at a minimum annually to educate students, faculty and/or staff on LGBTQ issues and concerns?

Yes

3a. If yes, program name:

Kognito LGBT

3b. Please provide web link/download:

<https://kognito.com/>

3c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Faculty and staff have access to online training that is recommended, but not required.

4. Does your campus have an ongoing, visible network of people on campus who identify openly as allies/advocates for LGBTQ people and concerns?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The LGBT Presidential Advisory Committee. We have a Gay and Lesbian Employee and Friends organization (GALEAF), as well, which currently only meets once or twice a year. We seek to make GALEAF more visible and welcoming to new faculty and staff.

5. Does your campus actively seek to employ a diversity of staff/faculty/administrators, including visible, out LGBTQ individuals?

No

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus request LGBTQ-specific questions (including LGBTQ demographic questions) on institutional research (e.g., climate assessments) in which it participates in order to be inclusive of LGBTQ issues and experiences?

Yes

6a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus have an advisory board or standing advisory committee to examine LGBTQ issues that reports in an ongoing, active manner with senior leadership of the institution?

Yes

7a. Name of administrator/board/committee:

LGBT Presidential Advisory Committee

7b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The LGBT Presidential Advisory Committee was formed in Spring 2015. Our functions are to 1. Prioritize the recommendations from the LGBT Campus Climate Survey; 2. Assist the District with implementation of recommendations to improve SRJC's LGBTQ Campus Climate.

8. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) attend campus LGBTQ events/activities in a visible, ongoing manner?

Yes

8d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Do senior administrators (e.g., chancellor, president, vice-president, academic deans, senior diversity officer) explicitly include the terms "sexual orientation," "gender identity/expression" and "lesbian, gay, bisexual and transgender" when publicly discussing multicultural and/or diversity issues on campus?

Yes

9a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Dr. Frank Chong, President of the District publicly supports diversity, of which LGBT faculty, staff and students are a part. The LGBT PAC was urged to meet with the accreditation team to represent the college. Please see the following links: <http://public-relations.santarosa.edu/s-ackerman>, <http://president.santarosa.edu/blog/2015-06>

10. Does your campus have an active, visible LGBTQ alumni group that is supported by the institution's alumni office?

No

10a. Alumni group name:

10b. Address 1:

10c. Address 2:

10d. City:

- 10e. State:
- 10f. Zip:
- 10g. Year established:
- 10h. Phone:
- 10i. Website:
- 10j. Email:
- 10k. Twitter:
- 10l. Facebook:
- 10m. Tumblr:
- 10n. Upload photo:
- 10o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your campus have a policy requiring at least one gender-inclusive restroom (defined as restrooms not segregated into men's and women's spaces and welcoming to students who identify outside of the gender binary) in all newly constructed or significantly renovated buildings (similar to the legal standard under ADA accessibility)?

No

- 11a. If yes, please provide web link/download to the policy:
- 11b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Our LGBT PAC is working on this issue. There are 6 "gender-neutral" restrooms throughout the District, but no policy at this time.

12. Does your campus provide gender-inclusive restrooms in at least half of administrative and academic buildings?

No

- 12d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

We are in the process of creating several "gender-neutral" restrooms on both campuses, but the number currently falls below 50%. This is the current list: SR Campus: 1. Bailey Hall 13782. Tauzer Gym, North Entrance, East of 9013. Plover Hall, north of the public bathrooms. There are two staff restrooms, and one gender neutral. 4. Bertolini Student Center, 3rd floor west side room 4827. 5. Button Bldg (Human Resources), 1st floor east side at the base of the stairwell. Petaluma Campus: 1. Mahoney Library, 2nd floor, 700 Bldg.

13. Does your campus have a listing/map in print to locate gender-inclusive restrooms and/or provide an easily accessible and/or searchable download online resource?

No

- 13a. If yes, please provide web link/download to listing/map:
- 13b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

This current list is not yet online: SR Campus: 1. Bailey Hall 13782. Tauzer Gym, North Entrance, East of 9013. Plover Hall, north of the public bathrooms. There are two staff restrooms, and one gender neutral. 4. Bertolini Student Center, 3rd floor west side room 4827. 5. Button Bldg (Human Resources), 1st floor east side at the base of the stairwell. Petaluma Campus: 1. Mahoney Library, 2nd floor, 700 Bldg.

14. Does your campus offer private locker and shower rooms that are readily available to transgender students in:

This current list is not yet online: SR Campus: 1. Bailey Hall 13782. Tauzer Gym, North Entrance, East of 9013. Plover Hall, north of the public bathrooms. There are two staff restrooms, and one gender neutral. 4. Bertolini Student Center, 3rd floor west side room 4827. 5. Button Bldg (Human Resources), 1st floor east side at the base of the stairwell. Petaluma Campus: 1. Mahoney Library, 2nd floor, 700 Bldg.

- 14a. Intercollegiate athletics

No

- 14b. Intramural/recreational sports facilities

No

- 14c. Fitness/sports center

No

- 14d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ ACADEMIC LIFE

LGBTQ Academic Life Score: 56% equals 3 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index Index for LGBTQ Academic Life. All students have the right to a safe, welcoming and respectful classroom setting. Such an academic environment should support the individual learning outcomes of every student, regardless of sexual orientation or gender identity/expression. Your score warrants more attention to consider ways to make the classroom experience more inclusive and LGBTQ-friendly. Campus Pride also recommends further attention in LGBTQ training for faculty and fostering open LGBTQ dialogue in the academic setting.

Chestnut, S. & Nichols, A. (2006). 10 Academic Strategies for a More Inclusive Classroom. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books.

Chestnut, S. (1998). Queering the Curriculum or What's Walt Whitman Got to Do with It? In R. Sanlo (Ed), *Working with Lesbian, Gay, Bisexual, and Transgender College Students: A Handbook for Faculty and Administrators*. Westport, Connecticut: Greenwood Press.

Rankin, S., & Reason, R. D. (2008). Transformational tapestry model: A comprehensive approach to transforming campus climate. *Journal of Diversity in Higher Education*, 1, 262-274.

Dolan, J. (1998). Gay and lesbian professors out on campus. *Academe*, 84, 40-45.

Furrow, H. (2012). LGBT students in the college composition classroom. *Journal of Ethnographic & Qualitative Research*, 6(3), 145-159.

Salter, D. W. (2003). Exploring the "chilly classroom" phenomenon as interactions between psychological and environmental types. *Journal of College Student Development*, 44, 110-121.

Silverschanz, P., Cortina, L., Konik, J., & Magley, V. (2007). Slurs, snubs, and queer jokes: Incidence and impact of heterosexual harassment in academia. *Sex Roles*, 58, 179-191.

Helpful Resources:

Campus Pride (<http://CampusPride.org>)

Campus Pride Research
(<http://CampusPride.org/research>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Campus Pride Online Training
(<http://www.campuspride.org/lgbtq-on-campus-online-trainings>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers/>)

Questions And Responses

1. Does your campus have an LGBTQ academic offering (e.g., Gender and Sexuality Studies, Queer Studies, etc.) that offers one or a combination of the following:

1a. Courses

Yes

1b. If yes, please provide web link/download to academic courses:

https://portal.santarosa.edu/SRWeb/SR_CourseOutlines.aspx?CVID=25509&Semester=20157

1c. Certificate/concentration

No

1d. If yes, name academic certificate:

1e. Please provide web link/download:

1f. Minor

No

1g. If yes, name academic minor:

1h. Please provide web link/download:

1i. Major

No

1j. If yes, name of academic major:

1k. Please provide web link/download:

1l. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus make a concerted effort to incorporate LGBTQ issues into existing courses and/or do administrators/faculty address heteronormativity and gender normativity in the curriculum/classroom?

No

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus have a significant number of books/periodicals in the campus library/libraries that speak to the experiences of:

3a. Lesbians, women loving women, and women who are same-gender loving

Yes

3b. Gay men, men loving men, and men who are same-gender loving

Yes

3c. Bisexual, pansexual and sexually fluid people

Yes

3d. Transgender people

Yes

3e. Genderqueer people and people with non-binary gender identities

Yes

3f. Asexual people

Yes

3g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The SRJC Libraries have a significant number of books/periodicals in the campus library/libraries that speak to the experiences of the identified groups. The library has Books, Periodicals, and a wide-variety of other source types (Primary Sources, DVDs, streaming media, etc.) available using one search in our Smart Search tool. Results for the specified terms yielded these resources:a. Lesbians, women loving women, and women who are same---gender loving = 226,343b. Gay men, men loving men, and men who are same---gender loving = 165,077c. Bisexual, pansexual and sexually fluid people = 47,887d. Transgender people = 58,530e. Genderqueer people and people with non---binary gender identities = 285f. Asexual people = 1,096

4. Does your campus subscribe annually to academic journals and databases that primarily focus on LGBTQ issues/concerns and make these resources readily available for academic/research purposes?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The campus libraries subscribe annually to 1000's of academic journals in hundreds of databases. There are many journals included in this collection that primarily focus on LGBTQ issues/concerns and these specific issues are also covered in the broader collection of databases such as Current Index to Nursing and Allied Health Literature (CINAHL), LexisNexis Academic, Literary Reference Center Plus, Points of View Reference Center, and SAGE Knowledge. All of the journals and databases are readily available for academic/research purposes.

5. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around sexual orientation?

Yes

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

New Faculty Orientation will continue to evolve trainings and topics relevant to sexual orientation.

6. Does your campus offer training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around gender identity/expression?

Yes

6a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus support faculty who are engaged in LGBTQ-focused research and academic study in the promotion and tenure process?

Yes

7a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Student Equity is funding an LGBTQ-focused active research project.

8. Does your campus actively recruit faculty for their LGBTQ-related academic scholarship?

No

8a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus have any specific academically focused LGBTQ student organizations (e.g., LGBTQ Medical Association, oSTEM, Out Lawyers Association)?

No

9a. If yes, please share up to four of the student organizations:

No

9b. Group name:

9c. Year established:

9d. Phone:

9e. Website:

9f. Email:

9g. Group name:

9h. Year established:

9i. Phone:

9j. Website:

9k. Email:

9l. Group name:

9m. Year established:

9n. Phone:

9o. Website:

9p. Email:

9q. Group name:

9r. Year established:

9s. Phone:

9t. Website:

9u. Email:

9v. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Does your campus have a LGBTQ faculty/staff organization which meets at least twice an academic year?

Yes

10a. If yes, organization name:

LGBTQPAC

10b. Address 1:

1501 Mendocino Ave

10c. Address 2:

10d. City:

Santa Rosa

10e. State:

Ca

10f. Zip:

95401

10g. Year established:

2014

10h. Phone:

7075274685

10j. Website:

<https://bussharepoint.santarosa.edu/committees/lgbtq-campus-climate/SitePages/Committee%20Home%20Page.aspx>

10k. Email:

aromagnoli@santarosa.edu

10l. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ STUDENT LIFE

LGBTQ Student Life Score: 6% equals 1 Star of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Student Life. One important aspect to having a welcoming, LGBTQ-friendly campus is having diverse educational and social opportunities outside the classroom to offer LGBTQ & ally students. Your score shows a lack of such educational and social opportunities. Campus Pride encourages follow-up with your LGBTQ & ally students when it comes to asking their perspectives and needs for student involvement, social activities, educational events, etc. Campus Pride also recognizes that it is not always practical for campuses to have a student organization/club for different needs; however, we strongly recommend outreach in LGBTQ efforts for students of color, people of religious faith/spirituality, persons with disabilities and other often underrepresented populations.

Vaccaro, A. (2012). Campus microclimates for LGBTQ faculty, staff, and students: An exploration of the intersections of social identity and campus roles. *Journal of Student Affairs Research and Practice*, 49(4), 429-446.

Watt, S. K. (2007). Difficult dialogues, privilege, and social justice: Uses of the privileged identity exploration (PIE) in student affairs practice. *College Student Affairs Journal*, 26(2), 114-126.

Poynter, K. J., & Washington, J. (2005). Multiple identities: Creating community on campus for LGBTQ students. *New Directions for Student Services*(111), 41-47.

Longerbeam, S. D., Inkelas, K. K., Johnson, D. R., & Lee, Z. S. (2007). Lesbian, gay, and bisexual college student experiences: An exploratory study. *Journal of College Student Development*, 48(2), 215-230.

Bilodeau, B. L., & Renn, K. A. (2005). Analysis of LGBTQ identity development models and implications for practice. In R. L. Sanlo (Ed.), *Gender identity and sexual orientation: Research, policy, and personal perspectives* (New Directions for Student Services, No. 111; pp. 25-40). San Francisco: Jossey-Bass.

Pusch, R. S. (2005). Objects of curiosity: Transgender college students perception of the reactions of others. *Journal of Gay and Lesbian Issues in Education*, 3(1), 45-61.

Domingue, A. & Dean, G. A. (2006). Suggestions for LGBTQ Students of Color. In S. Windmeyer, *The Advocate College Guide for LGBTQ students*. New York, NY: Alyson Books.

Young Hyatt, R (2006). 10 Steps to Planning LGBTQ Events. In S. Windmeyer, *The Advocate College Guide for LGBTQ students*. New York, NY: Alyson Books.

Rankin, et. al (2007). Experiences of LGBTQ People in the Fraternities & Sororities: From 1960 to 2007. Lambda 10 Project.

Rankin, et al (2012). Campus Pride 2012 LGBTQ National College Athlete Report. Charlotte: Campus Pride.

Helpful Resources:

Campus Pride Organizing
(<http://www.campuspride.org/resources/leadership-and-organizing/>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Map
(<http://CampusPride.org/map>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Lambda 10 Project
(<http://CampusPride.org/lambda10>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of:
 - 1a. Lesbians, women loving women, and women who are same-gender loving
No
 - 1b. Gay men, men loving men, and men who are same-gender loving
No
 - 1c. Bisexual, pansexual and sexually fluid people
No
 - 1d. Transgender people
No
 - 1e. Genderqueer people and people with non-binary gender identities
No
 - 1f. Asexual people
No
 - 1g. Please explain/clarify as necessary. If not applicable, select "No" and explain.
Events are offered infrequently
2. Does your campus regularly hold social events specifically for LGBTQ students? (e.g., queer prom, movie nights, open mic nights, etc.)
No
 - 2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.
3. Does your campus have visible, active LGBTQ representation and/or leadership roles in the following areas/organizations:
 - 3a. Student of Color Student Groups/Organizations
No
 - 3b. Faith & Spiritual Student Groups/Organizations
No
 - 3c. Men's Fraternities
No
 - 3d. Women's Sororities
No
 - 3e. International Student Groups/Organizations
No
 - 3f. Intramurals/Recreation Sports
No
 - 3g. Intercollegiate Athletics
No
 - 3h. Campus Activities Board
Yes
 - 3i. Student Government
Yes
 - 3j. Housing & Residence Life Governing Board/Organization
No
 - 3k. Please explain/clarify as necessary. If not applicable, select "No" and explain.
Sororities, fraternities and housing should be n/a
4. Does your campus have visible, active LGBTQ representation and/or leadership roles in following office/departments through volunteer and/or paid student positions:
 - 4a. Multicultural Life
No
 - 4b. Religious and Spiritual Life
No
 - 4c. Fraternity and Sorority Life
No
 - 4d. International Student Programs
No
 - 4e. Intramurals/Recreational Sports
No
 - 4f. Intercollegiate Athletics

No

4g. Career Services

No

4h. Disability Services

No

4i. Leadership Programs

No

4j. Health and Wellness Programs

Yes

4k. Office of Admissions

No

4l. Orientation Programs

No

4m. Housing and Residence Life

No

4n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Health and wellness is borderline yes/no due to Positive Images interfacing with health and wellness. Sororities, fraternities and housing are n/a

5. Does your campus offer annual funding that is ongoing and committed specifically to student leaders for attending statewide, regional and/or national events for LGBTQ awareness, personal development, enrichment and leadership (such as conferences, trainings, camps, etc)?

No

5a. If yes, how much estimated funding is available annually?

5b. Please list events as applicable:

5c. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus have at least one college/university-recognized student organization for LGBTQ students and allies?

No

6a. If yes, organization name:

6b. Address 1:

6c. Address 2:

6d. City:

6e. State:

6f. Zip:

6g. Year established:

6h. Phone:

6i. Website:

6j. Email:

6k. Twitter:

6l. Facebook:

6m. Tumblr:

6n. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Just one with one member so far. Queer Student Union

7. Does your campus have any college/university-recognized student organizations for Transgender students and/or which primarily serve the needs of Transgender students?

No

7a. If yes, organization name:

7b. Address 1:

7c. Address 2:

7d. City:

7e. State:

7f. Zip:

7g. Year established:

7h. Phone:

7i. Website:

7j. Email:

7k. Twitter:

7l. Facebook:

7m. Tumblr:

7n. Please explain/clarify as necessary. If not applicable, select “No” and explain.

8. Does your campus have any college/university-recognized student organizations for LGBTQ graduate students?

No

8a. If yes, organization name:

8b. Address 1:

8c. Address 2:

8d. City:

8e. State:

8f. Zip:

8g. Year established:

8h. Phone:

8i. Website:

8j. Email:

8k. Please explain/clarify as necessary. If not applicable, select “No” and explain.

NA

9. Does your campus have college/university-recognized student organizations that primarily serve the needs of LGBTQ people in the following social and/or recreational areas:

NA

9a. Social Fraternity/Sorority

No

9b. If yes, please share:

No

9c. Organization Name:

9d. Year Established:

9e. Phone:

9f. Website:

9g. Email:

9i. Organization Name:

9j. Year Established:

9k. Phone:

9l. Website:

9m. Email:

9n. Please explain/clarify as necessary. If not applicable, select “No” and explain.

n/a

9o. Intramural/Recreational Sports

No

9p. If yes, please share sports:

9q. Please explain/clarify as necessary. If not applicable, select “No” and explain.

n/a

10. Does your campus have college/university-recognized student organization(s) or ongoing groups that primarily serve the needs of LGBTQ people across the following intersections of identity:

n/a

10a. LGBTQ people of color

No

10b. If yes, Organization Name:

10c. Year Established:

10d. Phone:

10e. Website:

10f. Email:

10g. Please explain/clarify as necessary. If not applicable, select “No” and explain.

10h. LGBTQ people of faith

No

10i. If yes, Organization Name:

10j. Year Established:

10k. Phone:

10l. Website:

10m. Email:

10n. Please explain/clarify as necessary. If not applicable, select “No” and explain.

10o. LGBTQ people with disabilities

No

10p. If yes, Organization Name:

10q. Year Established:

10r. Phone:

10s. Website:

10t. Email:

10u. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10v. LGBTQ international students

No

10w. If yes, Organization Name:

10x. Year Established:

10y. Phone:

10z. Website:

10aa. Email:

10bb. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your campus regularly offer activities and events about the intersectionality of identities of LGBTQ people, including the following intersections:

11a. LGBTQ people of color

No

11b. LGBTQ people of faith

No

11c. LGBTQ people with disabilities

No

11d. LGBTQ international students

No

11e. Please explain/clarify as necessary. If not applicable, select "No" and explain.

12. Does your campus regularly offer LGBTQ awareness trainings for professional and student staff (which may or may not include Safe Zone, Safe Space and/or Ally training) in the following areas/departments/offices:

12a. Multicultural Life

No

12b. Religious and Spiritual Life

No

12c. Fraternity and Sorority Life

No

12d. International Student Office

No

12e. Intramurals/Recreation Sports

No

12f. Intercollegiate Athletics

No

12g. Student Conduct

No

12h. Career Services

No

12i. Disability Services

No

12j. Leadership Programs

No

12k. Health and Wellness

No

12l. Volunteer/Service Learning

No

12m. Study Abroad/Global Learning

No

12n. Campus Police/Safety Enforcement

No

12o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The campus offers these services very infrequently

13. Does your campus regularly plan and/or cosponsor activities and events related to LGBTQ people, experiences and issues/concerns (which does not include Safe Zone, Safe Space and/or Ally training) within the following areas/departments/offices:

The campus offers these services very infrequently

13a. Multicultural Life

No

13b. Religious and Spiritual Life

No

13c. Fraternity and Sorority Life

No

13d. International Student Programs

No

13e. Intramurals/Recreational Sports

No

13f. Intercollegiate Athletics

No

13g. Student Conduct

No

13h. Career Services

No

13i. Disability Services

No

13j. Leadership Programs

No

13k. Health and Wellness Issues

No

13l. Volunteer/Service Learning

No

13m. Study Abroad/Global Learning

No

13n. Campus Police/Safety Enforcement

No

13o. Please explain/clarify as necessary. If not applicable, select "No" and explain.

14. Does your campus provide resources for identifying LGBTQ-friendly employment and workplace information for internships, career services and job opportunities?

Yes

14a. If yes, Career Services/Career Center Name:

Student Employment Office

14b. Contact Person:

Barbara King

14c. Address 1:

1501 Mendocino ave

14d. Address 2:

Lawrence Bertolini, student center, third floor

14e. City:

Santa Rosa

14f. State:

CA

14g. Zip:

95404

14h. Phone:

707-527-4476

14i. Website:

http://www.santarosa.edu/for_students/student_resources/career-center/student-employment/

14j. Email:

bking@santarosa.edu

14k. Please explain/clarify as necessary. If not applicable, select “No” and explain.

LGBTQ HOUSING & RESIDENCE LIFE

LGBTQ Housing & Residence Life Score: 0% equals 1 Star of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Housing & Residence Life. When students feel comfortable in their home and welcome on campus, they are more likely to succeed academically and in other aspects of their college life. The concern for safety and security is particularly an issue for LGBTQ students in campus housing and residence life. Your score illustrates that the campus lacks basic needs for LGBTQ and Ally students in housing and residence life. Campus Pride recommends your campus improve and evaluate housing options and inclusive LGBTQ policies. Specific attention should be paid to the development of trans-sensitive housing accommodations and equitable policies to support LGBTQ people.

Williamsen-Garvey, K. & Wisener, S. (2006). 8 Steps to Improve Campus Housing for LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books.

Robinson, M. (1998). *The Residence Hall: A Home Away From Home*. In R. Sanlo (Ed), *Working with Lesbian, Gay, Bisexual, and Transgender College Students: A Handbook for Faculty and Administrators*. Westport, Connecticut: Greenwood Press.

Evans, N. J., & Broido, E. (1999). Coming out in college residence halls: Negotiation, meaning making, challenges, supports. *Journal of College Student Development*, 40, 658-668.

Helpful Resources:

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Lambda 10 Project
(<http://CampusPride.org/lambda10>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus offer LGBTQ students a way to be matched with an LGBTQ-friendly roommate on the application for campus housing?

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus provide an LGBTQ-focused living space, LGBTQ theme floor and/or LGBTQ/ally living-learning community program?

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces--including double and multiple occupancy bedrooms--and welcoming to students who identify outside of the gender binary) as a standard option available through the on-campus room selection process for incoming students?

3a. If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?

3b. If yes, please share web link/downloads where possible

- 3c.** Please explain/clarify as necessary. If not applicable, select “No” and explain below
- 4.** Does your campus offer gender-inclusive housing (defined as housing not segregated into men's and women's spaces and welcoming to students who identify outside of the gender binary) as a standard option available through the on-campus room selection process for returning students?
- 4a.** If yes, please share web link/downloads:
- 4b.** If yes, is this option offered at the same or below the average price per individual for other on-campus housing choices?
- 4c.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 5.** Does your campus provide the following options in at least half of housing and residence life living areas:
- 5a.** Restrooms that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy
- 5b.** Shower facilities that are gender-inclusive (not segregated into men's and women's spaces and are welcoming to students who identify outside of the gender binary) or single-occupancy
- 5c.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 6.** Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing comparable to married, different-sex couples?
- 6a.** If yes, is this option offered at the same price as it is for married, different-sex couples who live in family housing?
- 6b.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 7.** Does your campus allow housing and residence life staff with non-student same-sex partners to live together in residence hall apartments comparable to married, different-sex couples?
- 7a.** If yes, is this option offered in a comparable way as it is for married, different-sex couples who live in apartments?
- 7b.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 8.** Does your campus provide annual trainings for housing and residence life professional and student staff that speak to the experiences and concerns of:
- 8a.** Lesbians, women loving women, and women who are same-gender loving
- 8b.** Gay men, men loving men, and men who are same-gender loving
- 8c.** Bisexual, pansexual and sexually fluid people
- 8d.** Transgender people
- 8e.** Genderqueer people and people with non-binary gender identities
- 8f.** Asexual people
- 8g.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 9.** Does your campus provide a visible reporting mechanism for LGBTQ students to share roommate conflicts or housing issues/concerns in order to provide a roommate change, an immediate intervention and/or a quick administrative response as a result of student safety concerns?
- 9a.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 10.** Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on sexual orientation issues and LGB experiences and concerns?
- 10a.** Please explain/clarify as necessary. If not applicable, select “No” and explain.
- 11.** Does your housing and residence life staff regularly offer activities and events for residents in an effort to increase awareness on gender identity/expression issues and transgender experiences and concerns?
- 11a.** Please explain/clarify as necessary. If not applicable, select “No” and explain.

LGBTQ CAMPUS SAFETY

LGBTQ Campus Safety Score: 17% equals 1 Star of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Campus Safety. Your score shows that the campus is not meeting the needs of LGBTQ people to address basic safety concerns. Campus Pride encourages your campus to build and maintain a positive, visible relationship between campus safety and the LGBTQ campus community. All students require a campus climate unobstructed by harassment, violence and other negative behaviors. There is a long history of distrust and fear from LGBTQ people toward law enforcement. Campus Pride recommends campus safety develop an LGBTQ outreach plan and specific training to support LGBTQ people and other marginalized communities.

Rankin, S. (2007). Campus Climate for Sexual Minority Students: Challenges and Best Practices, In J. Jackson & M. Terrell (Eds.), *Toward Administrative Reawakening: Creating and Maintaining Safe College Campuses*. Herndon, Virginia: Stylus Publications.

Trekell, E. (2006). 7 Ways for Campus Safety to Support LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ students*. New York, NY: Alyson Books.

Silverschanz, P., Cortina, L. M., Konik, J., & Magley, V. J. (2008). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles*, 58(3/4), 179-191.

Robinson, K. (2010). A study of young lesbian and gay people's school experiences. *Educational Psychology in Practice*, 26(4), 331-351.

Hermann, M. (2010). More Safety, Inclusion Measures Needed for LGBTQs. *University Business*, 13(10), 15.

Helpful Resources:

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Stop The Hate (<http://www.Stophate.org>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus have an easily accessible, visible and known procedure for reporting LGBTQ-related bias incidents and hate crimes that is distinct from generic reporting procedures?

No

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

The procedure for reporting a LGBTQ-related bias incident or hate crime is the same as any other bias incident or crime on campus.

2. Does your campus have a bias incident and/or hate crime reporting system for LGBTQ concerns that includes the following: (select all that apply)

The procedure for reporting a LGBTQ-related bias incident or hate crime is the same as any other bias incident or crime on campus.

2a. Bias Incident Response Team

No

2b. Methods for supporting the victim

No

2c. Outreach for prevention of future incidents

No

2d. Protocol for reporting hate crimes and bias incidents (including an anonymous reporting option)

Yes

2e. If yes, please share web link/downloads:

<http://www.santarosa.edu/administration/college-safety/district-police/report-anonymous-tips/>; and
<http://www.santarosa.edu/cirt/reporting-a-student-of-concern/>

2f. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Regarding Outreach for Future Incidents: No, however we are always looking at ways to help prevent crimes and victimization on campus. Implementation of new outreach and prevention programs may be looked at this fiscal year if staffing and budget allows us that opportunity. Any bias incident or hate crime should be reported to the District Police department, and is handled by a Police officer just as any other crime report would be handled. Student victims are always offered referrals to local resources, including referrals to the Student Health Services or Student Psychological Services as requested by the victim or if a need for such referral is determined by the investigating Police Officer. While we do not have a specific Bias Incident Response Team, we do have a Critical Incident Response Team, which receives referrals from faculty/staff and District Police. The members of the CIRT team include the Chief of Police, and management team members from Disability Resources, Counseling, Student Health/Psychological Services, and Student Affairs. All of these individuals are empowered and committed to acting on and resolving any bias incidents on campus.

3. Does your campus provide regular, ongoing trainings for public safety officers, as well as for students, faculty and staff, on identifying hate crimes, hate crime prevention and how to report and respond to bias incidents and hate crimes?

Yes

3a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

District Police Officers receive mandated training as prescribed by the California Peace Officers Standards and Training (CA POST) organization. This training covers hate crimes and other incidents as determined by the California State Legislature for all Police Officers. Additional training is available throughout the year and assists specialized units or officers who investigate or are part of a task force (such as a LGBT liaison), as a collateral assignment.

4. Does your campus police/public safety office do annual outreach to LGBTQ people and/or meet with LGBTQ student leaders/organizations each year?

No

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Any club or organization on campus is welcome to contact District Police and ask for a meeting at any time regarding any concerns they have. District Police is available to provide safety training and safety tips for any student or employee group on campus. District Police participates and tables at student club days to provide basic safety information to all students regardless of their affiliation with any specific club. The newly hired Chief of Police is open and willing to discuss new ways to collaborate with the LGBTQ community in order to build a stronger relationship.

5. Within the last two years, has your campus provided training for public safety officers on LGB experiences and concerns and/or anti-LGB violence?

No

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

District Police Officers receive training on diversity in general and on hate crimes and sexual harassment during the CA POST Police Academy that is required prior to being hired, and during on-going cultural competency training. District Police is interested and willing to have officers and other employees attend specialized training in LGB experiences and violence as it becomes available through CA POST, or established community leaders and organizations.

6. Within the last two years, has your campus provided training for public safety officers on transgender experiences and concerns, which includes specific awareness about anti-transgender violence and the ability of transgender students to use gender-specific facilities that are in keeping with their gender identity?

No

6a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

District Police Officers receive training on diversity in general and on hate crimes and sexual harassment. The District Police management reports that there exists no training for trans* issues for police officers, but if one is developed, they would be very willing to have the officers attend that training, and/or would invite trans* awareness training from established community leaders or organizations. The more we understand the entire community we serve, the better we can do our job(s) to help create a safe learning environment for the entire community.

7. Does your campus actively seek to employ a diversity of police/public safety officers, including visible, out LGBTQ individuals?

No

7a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

8. Does your campus provide support for victims of same-gender/same-sex sexual violence and intimate partner violence?

No

8a. Please explain/clarify as necessary. If not applicable, select “No” and explain.

District Police Officers are trained in same-gender and same-sex sexual harassment as prescribed by Human Resources. All victims of sexual violence and intimate partner violence are treated the same, regardless of the orientation or gender of the victim/suspect. A resource guide is given to all victims of sexual crimes, which includes all local resources available. Referral to Student Health Services and/or Student Psychological Services are made if requested by the victim or if determined as a need by the investigating Police Officer.

LGBTQ COUNSELING & HEALTH

LGBTQ Counseling & Health Score: 79% equals 4 Stars of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Counseling & Health. LGBTQ students face unique challenges related to emotional and physical health care concerns. Campuses must be equipped to deal with these specific LGBTQ issues with appropriate counseling and health services. Your score shows that there are ways to improve your campus efforts to address LGBTQ emotional and physical health needs. Campus Pride encourages ongoing examination of LGBTQ counseling and health concerns, particularly the emotional and physical concerns of students coming out and transgender populations.

Weber, G. N. (2008). Using to numb the pain: Substance use and abuse among lesbian, gay, and bisexual individuals. *Journal of Mental Health Counseling*, 30(1), 31-48.

Ridner, S. L., Frost, K., & LaJoie, A. S. (2006). Health information and risk behaviors among lesbian, gay, and bisexual college students. *Journal of the American Academy of Nurse Practitioners*, 18(8), 374-378.

Rew, L., Whittaker, T. A., Taylor-Seehafer, M. A., & Smith, L. R. (2005). Sexual health risks and protective resources in gay, lesbian, bisexual, and heterosexual homeless youth. *Journal for Specialists in Pediatric Nursing*, 10(1), 11-19.

Bieschke, K. J., Perez, R. M., & DeBord, K. A. (Eds.) (2007). *Handbook of Counseling and Psychotherapy with Lesbian, Gay, Bisexual, and Transgender Clients* (2nd ed.). American Psychological Association: Washington DC.

Chollar, R. (2006). 10 Physical and Emotional Health Concerns of LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books.

Beemyn, B. (2003). Serving the Needs of Transgender College Students. *Journal of Gay and Lesbian Issues in Education*, 1(1), 33-50.

Bieschke, K. J., Perez, R. M., & DeBord, K. A. (Eds.) (2007).

Handbook of Counseling and Psychotherapy with Lesbian, Gay, Bisexual, and Transgender Clients (2nd ed.). American Psychological Association: Washington DC.

Chollar, R. (2006). 10 Physical and Emotional Health Concerns of LGBTQ Students. In S. Windmeyer, *The Advocate College Guide for LGBTQ Students*. New York, NY: Alyson Books."

Helpful Resources:

Campus Pride Health & Wellness
(<http://www.campuspride.org/resources/health-wellness>)

Campus Pride Trans Policy Clearinghouse
(<http://CampusPride.org/tpc>)

Camp Pride Summer Leadership Academy
(<http://CampusPride.org/CampPride>)

LGBTQ Professional Academy for Advisors
(<http://CampusPride.org/Bootcamp>)

Campus Pride Resources
(<http://CampusPride.org/resources>)

Campus Pride Training & Conferences
(<http://CampusPride.org/events>)

Campus Pride Resource Guide
(<http://CampusPride.org/PurpleBackpack>)

Campus Pride Speakers Bureau
(<http://www.campuspride.org/speakers>)

Questions And Responses

1. Does your campus offer a support group(s) that assists individuals in the process of acknowledging and disclosing the following identities and their related concerns?

1a. Lesbians, women loving women, and women who are same-gender loving

Yes

1b. Gay men, men loving men, and men who are same-gender loving

Yes

1c. Bisexual, pansexual and sexually fluid people

Yes

1d. Transgender people

Yes

1e. Genderqueer people and people with non-binary gender identities

Yes

1f. Asexual people

Yes

1g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

An LGBTQ community youth support group, open to college students, meets weekly on our campus. This group is for youth up to age 25. We don't have anything, however, for older students.

2. Does your campus offer LGBTQ-supportive counseling services, with a staff that is knowledgeable of the needs and experiences of the following identities and their related concerns?

An LGBTQ community youth support group, open to college students, meets weekly on our campus. This group is for youth up to age 25. We don't have anything, however, for older students.

2a. Lesbians, women loving women, and women who are same-gender loving

Yes

2b. Gay men, men loving men, and men who are same-gender loving

Yes

2c. Bisexual, pansexual and sexually fluid people

Yes

2d. Transgender people

Yes

2e. Genderqueer people and people with non-binary gender identities

Yes

2f. Asexual people

Yes

2g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus regularly offer a specific training for students and staff to identify at-risk students inclusive of LGBTQ individuals for depression, suicide and mental health issues?

No

3a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Our mental health counselors have 1-2 trainings a year on therapy and LGBTQ issues. They also review this in their monthly clinical review meetings, but there is no general training available for all staff or students.

4. Does your campus actively distribute condoms, dental dams, and LGBTQ-inclusive information on HIV/STI services and resources?

Yes

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer free, anonymous, and easily accessible HIV/STI testing on a regular basis?

Yes

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus offer specific awareness and educational programs for LGBTQ students on the following:

6a. HIV/STI Prevention

Yes

6b. Safer Sex Practices

Yes

6c. Depression & Mental Health

Yes

6d. Healthy Same-Sex Relationships

Yes

6e. Substance Abuse Prevention & Education

Yes

6f. Intimate Partner Violence and Sexual Assault

Yes

6g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus provide annual trainings for health center staff to increase their awareness of and sensitivity to the health care needs of:

7a. Lesbians, women loving women, and women who are same-gender loving

Yes

7b. Gay men, men loving men, and men who are same-gender loving

Yes

7c. Bisexual, pansexual and sexually fluid people

Yes

7d. Transgender people

Yes

7e. Genderqueer people and people with non-binary gender identities

Yes

7f. Asexual people

Yes

7g. Please explain/clarify as necessary. If not applicable, select "No" and explain.

Over the years, our staff have gone to various seminars and conferences addressing health issues in LGBTQ communities.

8. Does your campus offer a student health insurance policy which covers ongoing counseling services for transgender students who need such counseling, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

No

8a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus offer at least one employee health insurance or HMO plan which covers ongoing counseling services, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

9a. Transgender employees

Yes

9b. Transgender partners of employees

Yes

9c. Transgender children of employees

Yes

9d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Does your campus offer a student health insurance policy which covers the initiation and maintenance of hormone replacement therapy for transgender students who need such therapy, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

No

10a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your campus offer at least one employee health insurance or HMO plan which covers the initiation and maintenance of hormone blockers and/or hormone replacement therapy, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

11a. Transgender employees

Yes

11b. Transgender partners of employees

Yes

11c. Transgender children of employees

Yes

11d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

12. Does your campus offer a student health insurance policy which covers gender confirmation ("sex reassignment") surgeries for transgender students who need such surgeries, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

12a. Top surgery (mastectomy, chest reconstruction and breast augmentation)

No

12b. Complete hysterectomy

No

12c. Genital reconstruction and related procedures

No

12d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

13. Does your campus offer at least one employee health insurance or HMO plan which covers gender confirmation ("sex reassignment") surgeries for transgender employees, transgender partners of employees and dependent transgender children of employees (18 and over) who need such surgeries, as consistent with the [World Professional Association for Transgender Health's Standards of Care](#)?

13a. Top surgery (mastectomy, chest reconstruction and breast augmentation)

Yes

13b. Complete hysterectomy

Yes

13c. Genital reconstruction and related procedures

Yes

13d. Please explain/clarify as necessary. If not applicable, select "No" and explain.

LGBTQ RECRUITMENT & RETENTION

LGBTQ Recruitment & Retention Score: 9% equals 1 Star of 5 Stars



The score is based on responses to questions in the Campus Pride Index for LGBTQ Recruitment & Retention Efforts. The first generation of out LGBTQ students are now making their way to campus. These out students are looking for campuses that are not only LGBTQ-friendly but who also actively recruit and retain LGBTQ people as an important component to the campus community. Your score demonstrates that the campus is not meeting the recruitment and retention needs of LGBTQ people. Campus Pride recommends growth in this area -- specifically by developing outreach and retention programs that target LGBTQ & ally communities (e.g., LGBTQ & ally scholarships, LGBTQ mentorship program, LGBTQ & ally graduation commemoration, attending LGBTQ admission fairs).

Dougharty. (2006). Reaching Out to LGBTQ Youth through College Admissions. In S. Windmeyer, *The Advocate College Guide for LGBTQ students*. New York, NY: Alyson Books.

Sanlo, R (2005). Lesbian, Gay, and Bisexual College Students: Risk, Resiliency, and Retention, *Journal of College Student Retention*, 6, (1), 97-110.

Ruiz, R. R. (2011, September 13). Elmhurst College asks applicants about sexual orientation. *The New York Times*. Retrieved from http://thechoice.blogs.nytimes.com/2011/09/13/elmhurst-sexual-orientation/?_php=true&_type=blogs&_r=0

Jaschik, S. (2010, August 12). Asking more than male or female. *Inside Higher Education*. Retrieved from <http://www.insidehighered.com/news/2010/08/12/questions>

Windmeyer, S. L., Humphrey, K., & Baker, D. (2013). An institutional responsibility: Tracking retention and academic success of out LGBTQ students. *American College Personnel Association*. Retrieved from <http://www.myacpa.org/article/institutional-responsibility-tracking-retention-academic-success-out-lgbt-students>

Young, A. (2011). Gay students: The latest outreach target at many colleges. *Journal of College Admission* (210), 39-40.

Newhouse, M. R. (2013). Remembering the 'T' in LGBTQ: Recruiting and supporting transgender students. *Journal of College Admission*(220), 22-27.

Schmidt, C. K., Miles, J. R., & Welsh, A. C. (2011). Perceived discrimination and social support: The influences on career development and college adjustment of LGBTQ college students. *Journal of Career Development*, 38(4), 293-309.

Einhaus, C. F., Viento, W. L. E., & Croteau, J. M. (2004). Admissions comes out: Recruiting lesbian, bisexual, gay, and transgender youth. *College and University*, 80(2), 11-17.

Ceglar, T. (2012). Targeted recruitment of GLBT students by colleges and universities. *Journal of College Admissions*, 1(215), 18-23.

Helpful Resources:

Campus Pride National College Fair Program

(<http://www.CampusPride.org/collegefair>)

Campus Pride Scholarship Database

(<http://www.CampusPride.org/scholarships>)

Campus Pride Prospective Student Resources

(<http://www.campuspride.org/Prospective-Student-Resources>)

Campus Pride Training & Conferences

(<http://CampusPride.org/events>)

Campus Pride Resource Guide

(<http://CampusPride.org/PurpleBackpack>)

Campus Pride Trans Policy Clearinghouse

(<http://CampusPride.org/tpc>)

Questions And Responses

1. Does your campus actively seek to recruit LGBTQ students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?

No

1a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

2. Does your campus actively seek to retain LGBTQ students, similar to other targeted populations (e.g., students of color, women in engineering, athletes, international students)?

No

2a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

3. Does your campus provide any annual scholarships specifically for LGBTQ students?

Yes

3a. If yes, please list name of Scholarship #1:

Thomas Craig Jackson Memorial Scholarship

3b. Description of Scholarship:

Scholarship designated for students who believe in and support LGBTQ civil rights.

3c. Number of Recipients:

1 award per year

3d. Scholarship Amount:

\$375

3e. Email:

rcutcher@santarosa.edu

3f. Website:

scholarships.santarosa.edu

3g. Phone:

(707) 527-4740

3h. Name of Scholarship #2:

Russian River Sisters Nuns of the Above Scholarships

3i. Description of Scholarship:

For reentry students attending SRJC; the Russian River Sisters are concerned with providing assistance to students who will take their education forward in a positive and enlightened manner. They do not discriminate based on gender, sexual orientation

3j. Number of Recipients:

Varies

3k. Scholarship Amount:

\$1,000

3l. Email:

rcutcher@santarosa.edu

3m. Website:

scholarships.santarosa.edu and <http://www.rrsisters.org/scholarshipform.html>

3n. Phone:

(707) 527-4740

3o. Name of Scholarship #3:

Lamb Reentry Scholarship

3p. Description of Scholarship:

Preference for a reentry woman or a person identifying as a woman.

3q. Number of Recipients:

1 per year

3r. Scholarship Amount:

\$1,500

3s. Email:

rcutcher@santarosa.edu

3t. Website:

scholarships.santarosa.edu

3u. Phone:

(707) 527-4740

3v. Please explain/clarify as necessary. If not applicable, select "No" and explain.

4. Does your campus offer programs that incorporate topics around sexual orientation in new student orientation programs every year?

No

4a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

5. Does your campus offer programs that incorporate topics around gender identity/expression in new student orientation programs every year?

No

5a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

6. Does your campus have an annual Lavender or Rainbow Graduation (i.e., a special graduation ceremony for LGBTQ students and allies)?

No

6a. If yes, do senior administrators participate in the Lavender or Rainbow Graduation ceremony or event?

6b. If yes, does the campus view the ceremony or event as part of and integrated into institutional commencement activities?

6c. Upload Photo #1:

6d. Upload Photo #2:

6e. Upload Photo #3:

6f. Please explain/clarify as necessary. If not applicable, select "No" and explain.

7. Does your campus have an LGBTQ mentoring program to welcome and assist LGBTQ students in transitioning to academic and college life?

No

7a. If yes, please share web link/downloads:

7b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

8. Does your campus participate annually in at least one admission fair targeted toward LGBTQ prospective college students?

No

8a. College Fair #1 Name:

8b. College Fair #1 City/State Location:

8c. College Fair #2 Name:

8d. College Fair #2 City/State Location:

8e. College Fair #3 Name:

8f. College Fair #3 City/State Location:

8g. College Fair #4 Name:

8h. College Fair #4 City/State Location:

8i. Please explain/clarify as necessary. If not applicable, select "No" and explain.

9. Does your campus have a specific college admissions brochure/website that highlights LGBTQ programs and services?

No

9a. If yes, please share web link/downloads:

9b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

10. Within the last two years, has your campus trained admissions counselors on the experiences and concerns of LGBTQ students?

No

10a. If yes, do these counselors have an active awareness and knowledge about campus LGBTQ events, programs and services in order to share this information with prospective students when participating in recruitment functions?

10b. Please explain/clarify as necessary. If not applicable, select "No" and explain.

11. Does your campus offer any emergency funds or resources to help LGBTQ students who are "outed" or come out to their parents/families and then lose financial support to be able to stay enrolled for the semester/year?

No

11a. Please explain/clarify as necessary. If not applicable, select "No" and explain.

12. Does your campus offer direct, readily-accessible FAFSA assistance specifically for LGBTQ students who need a "dependency override" (due to abusive, neglectful or absent parents) to assist the student with the FAFSA process?

No

12a. Please explain/clarify as necessary. If not applicable, select "No" and explain.