

Creating Safe Spaces for LGBTQ

- Having a Safe Space Program on Campus
- Student organizations for LGBTQ students and allies (PRIDE/PRIDE LAW)
- Support/Networking Group for faculty and staff
- LGBTQ Resource Center on Campus
- Assessment of Campus Climate
- Campus housing should include LGBT living options
- Social activities through residence halls, Student Activities, and other organizations
- Personnel at the Career Planning/Placement Center should be sensitive to LGBT issues
- The location and availability of resources of value to LGBT people should be published in materials distributed to all students, faculty, staff, and alumni

Queering the Curriculum

- Having a Gender and Sexualities Studies Department/Major/Minor
- Requirement that students (LGBTQ and straight) receive knowledge and critical understanding of issues related to sexual and gender minority populations.
- Opportunities Created and Funded for Teaching and Scholarship of LGBTQ topics for both faculty and students
- Funding to attend conferences on LGBTQ topics
- Rainbow Educators
- Archive and history of LGBTQ organizations on campus
- Campus facilities available for regional LGBTQ studies conferences (administrative support provided)
- College and university libraries should increase their holdings of LGBT books, periodicals, and computer networking systems

Faculty Member Participation in Queering the Curriculum

- Syllabus that creates welcoming classroom environment by including USD non-discrimination policy
- Make explicit reference to the appropriateness of LGBTQ topics for discussion and course assignments
- Provide journal/book references in syllabus that relates to LGBTQ history, culture, and concerns pertinent to course
- Model appropriate use of language regarding LGBTQ community and respond to use of anti-LGBTQ language
- Reference LGBTQ events/programming on campus (in community) relevant to course content

University Policies Inclusive of LGBTQ

- Enact non-discrimination policies on the basis of sexual and gender orientation in matters of hiring, tenure, promotion, admissions, and financial aid
- Have policies and procedures for dealing with homophobic and transphobic violence and harassment
- Have policies of active outreach in hiring openly LGBTQ and/or LGBTQ-sensitive faculty, staff, and administrators across campus and attracting LGBTQ students
- Policies should be written, clear, consistent, accessible, and well-publicized
- Diversity training for entire campus community to sensitize and educate
- Ensure equal access and equality of all benefits and privileges granted to all employees and students.
- Have a written, inclusive, and affirming definition of "couples" that is nondiscriminatory towards same-sex couples.

Unique Issues to Transgender Community

- Provide Gender-neutral Housing policies
- Provide Gender-neutral bathrooms
- Preferred Names and Pronouns on class rosters and identification cards
- Forms Inclusive of transgender individuals
- Ability to alter records and documents to reflect appropriate name and gender

Community/Off-campus Concerns

- Invitations to San Diego community LGBTQ groups to attend campus events as participants, guests, and facilitators
- Information regarding social, religious, and other community resources easily accessible to all students, staff, faculty, and administrators
- Regularly meet with representatives of LGBTQ groups from different area schools to keep apprised of events and coordinate events
- Prohibit/strongly discourage prospective employers who do not have official written policies against discrimination based on sexual and gender orientation from on-campus employment recruiting

