

Survey Objective

The survey has one main objective, to gather data and use it for the improvement of the state of lgbt care, and the education of staff, faculty, and administration at Brethren and Mennonite schools.

Goals of Survey

- To collect data on the state of the lgbt services on Brethren and Mennonite campuses
- To provide prospective students with a tool for deciding which school to attend
- To educate staff, faculty, administration, and allies on needs of lgbt students
- To include lgbt and allied students in active changes to make their campus policies and actions more inclusive of lgbt students
- To strengthen professional relationships between faculty, staff, administration, students, and the Kaleidoscope Program of the Brethren Mennonite Council (BMC)

Methods of Survey

- objective, quantitative questioning of policies and procedures using prepared indicator questions
- when available, subjective qualitative questioning of professionals
- answers and views will be compiled to reveal an overall picture through the Lgbt Continuum of Care
- points for action will be drawn out of answers and opinions from the survey, including ways in which to meet the main objective of the survey

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[Kaleidoscope]

A Message from the Kaleidoscope Coordinator

Dear Reader,

I want to thank you for taking the time to read the results included in the *Kaleidoscope LGBT Continuum of Care*. The *Continuum of Care* is just a part of the resources developed by the Kaleidoscope Program. Other resources include the *Kaleidoscope Resource Packet*, a collection of resources for individuals on Brethren and Mennonite campuses as they relate to gay, lesbian, bisexual, and transgender people; as well as the *Safe Zone Packet*, a guide for leaders and participants through a meaningful training to combat homophobia. In addition to our resources, the Kaleidoscope Program also hosts events such as the Spring Retreat, our annual “Queer Camp” geared for lgbt college students, in addition to many events at the BMC Convention, on college campuses, and other academic conferences.

The results listed in the *Continuum of Care* give an overview of the state of lgbt care at individual Brethren and Mennonite institutions. This survey grew from a quest to learn more about the Brethren and Mennonite Institutions with whom the Kaleidoscope Program is involved. The policies and actions of each institution play a large role in the life of lesbian, gay, bisexual, and transgender students. The health and academic success of lgbt students is at risk when colleges and universities fail to take into account their needs. Therefore, this survey asked general and some specific information from each institution, in order to highlight positive aspects and encourage them to review areas in which support for lgbt students may be lacking. Although the continuum ranks many factors in policy and procedure, there is a difference between a policy and how things actually work at a college or university. I would encourage you to visit a college, ask questions of current students, and use your own experiences to draw a definite conclusion of any institution listed here.

I would also like to draw attention to the fact that there were differing degrees to which sources filled out the surveys. Leaving questions unanswered, while up to the discretion of the institution, may have skewed the percentage of their total positive or negative answers. Some sources also listed more information along with their “yes” or “no” answers that provide more insight into those answers.

Heartfelt thanks go to those institutions who have participated in this survey. Despite where their policies may lie, they have shown an effort to examine their own institutions through this survey, and support their students by being open to improvement. Special gratitude goes to Hesston College and Conrad Grebel University College. These two schools were the only Mennonite institutions to participate in the study, and it shows a commitment to their students, faculty and staff for them to take this initiative.

All colleges and universities listed in this survey were contacted by post, email, and phone, in an effort to get them involved with the survey. Again, for the institutions that chose to participate, thank you. For those who chose not to participate, **their silence here speaks to the type of education and support for students received at these institutions**. Most institutions who did not participate did so by not returning multiple requests for information. However, both Goshen College and Bridgewater College outright refused to participate. Bridgewater College was the only Church of the Brethren affiliated institution not to participate. I hope that institutions who chose not to participate will reconsider their involvement with the Kaleidoscope Program in the future, thereby sending a clear message of care for all their students and the education they receive.

All the Brethren and Mennonite schools were founded out of traditions that struggle for peace and justice for their neighbors next door, and around the world. It is this struggle for justice that BMC reflects in its work with churches and their related institutions through the Supportive Communities Network, the Kaleidoscope Program, our publications, and events. Please use this study as a tool to further your own work for justice.

Sincerely,

Josih Hostetler
Kaleidoscope Coordinator 2003-2005

Survey Methods: The Collection of Data from Faculty, Staff and Administration

Indicators from the school professionals for the survey are:

Admission Policies and lgbt Recruitment

Hiring Policies and lgbt Recruitment

Student and On-Campus Policies

Lgbt Student Physical and Mental Healthcare

Overall lgbt Continuum

Admission Policy and lgbt Recruitment

[Being admitted to college is, for most students, the first contact they will have with the institutions that they will spend two to four years of their life at. Lesbian, gay, bisexual, or transgender prospective students, despite their openness about orientation, will look for signs of welcome and reassurances that they will be spending the next years of their life in a welcoming environment. Small things like rainbow stickers or a safe zone sign are signals to students that the institution cares about them. More reassuring ways of welcoming a lgbt student is to post a non-discrimination policy including sexual and gender orientation, as well as setting out goals for recruiting lgbt students.]

These are the questions asked of each institution about issues of admission policy and lgbt recruitment:

- ◆ Does the institution admit openly lesbian, gay, bisexual and transgender students?

☐ Yes

☐ No

- ◆ Does the institution have goals for recruiting lgbt students?

☐ Yes

☐ No

- ◆ Does the institution advertise a diverse campus including sexuality?

☐ Yes

☐ No

In what ways is it, if at all, advertised?

- ◆ Does the admissions department include visual or written messages welcoming lgbt prospective students?

☐ Yes

☐ No

What welcoming messages are there, if any?

Hiring Policies and lgbt Recruitment

[The way institutions hire faculty and staff reflects their intentions to create a diverse community. When institutions advertise for and recruit openly lesbian, gay, bisexual, and transgender faculty they not only enhance diversity at their campus, but also attain a live-in example of how that diversity creates a stronger community.]

◆ Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

☐ Yes

☐ No

◆ Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

☐ Yes

☐ No

◆ Does the institution have goals for hiring lgbt

◆ Faculty:

☐ Yes

☐ No

◆ Staff:

☐ Yes

☐ No

Comment:

◆ When advertising for positions, does the institution advertise for diversity in sexual orientation?

☐ Yes

☐ No

Student and On-Campus Policies

[There are a range of policies and resources that affect the daily lives of lgbt students, faculty and staff. How lgbt faculty and staff are treated not only determines the atmosphere for the lgbt faculty and staff, but for the entire campus. Students invest much of their lives in the colleges they attend, and lgbt people are no different. Even though a policy, directive or resource may encompass little time, funding, or attention from administration, it can mean the difference between a rewarding campus experience and absence of student support. It is also good to look at the campus atmosphere as a whole to determine how lgbt affirmative a campus may be.]

- ◆ Does the campus non-discrimination clause for students include sexual orientation?

☐ Yes

☐ No

What is the non-discrimination policy for students?

- ◆ Are staff and faculty trained on issues pertaining to lgbt student needs? (i.e. safe zone trainings, diversity workshops)

- ◆ Staff:

☐ Yes

☐ No

- ◆ Faculty

☐ Yes

☐ No

What type of training is offered, if any?

- ◆ When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

☐ Yes

☐ No

What are these procedures?

- ◆ Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

☐ Yes

☐ No

Are there specific departments that make a commitment to this?

- ◆ Is there a non-discrimination policy for

- ◆ Faculty

☐ Yes

☐ No

- ◆ Staff

☐ Yes

☐ No

What is the non-discrimination policy for faculty/staff?

- ◆ Are there partner benefits including same-sex couples?

☐ Yes

☐ No

- ◆ Are there any difference in policy or procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

☐ Yes

☐ No

If yes, what are those differences?

- ◆ Is there a lgbt and/or allies student group on campus?

☐ Yes

☐ No

What type of group is it (support, lgbt only, allied

- ◆ If there is a lgbt and/or allies group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

☐ Yes

☐ No

If no, in what ways is it different?

- ◆ Are there specific opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

☐ Yes

☐ No

If yes, what are they?

- ◆ Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

☐ Yes

☐ No

If yes, what type of events?

- ◆ Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

☐ Yes

☐ No

- ◆ Do the campus pastor/chaplain/priest and religious staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

☐ Yes

☐ No

In what ways are lgbt students included?

- ◆ Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

☐ Yes

☐ No

If yes, in what forums?

Lgbt Student Physical and Mental Healthcare

[Physical and mental healthcare is an important aspect for any student. Lgbt students have unique needs that have to be met in order to provide appropriate healthcare for them.]

- ◆ Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

☐ Yes

☐ No

- ◆ During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status

☐ Yes

☐ No

- ◆ Are there written policies explaining confidentiality for clients?

☐ Yes

☐ No

- ◆ Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

☐ Yes

☐ No

Overall lgbt Continuum and Study Viability

[The survey gave a chance to campus sources to rate themselves on lgbt quality of life, as well as tell the Kaleidoscope Program about how helpful the survey was. The sources did a quality job on rating themselves, taking an inward look at their campus' policies and actions.]

- ◆ On a scale of 1-10 how would you rate your institution in terms of quality of life for lgbt students?

(Poor) 1 2 3 4 5 6 7 8 9 10 (Good)

- ◆ On a scale of 1-10 how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

(Poor) 1 2 3 4 5 6 7 8 9 10 (Good)

- ◆ Why would you recommend that a lgbt prospective student attend your institution?

- ◆ If you rated your institution low in terms of quality of life for lgbt people, how would you improve it?

If you rated it high, how would you continue to create a high quality of life for lgbt people?

- ◆ Was this survey helpful?

☐ Yes

☐ No

Why?

Quick Comparisons Continued

Colleges and Universities with Self Ranking and lgbt Affirming Percentages:

Conrad Grebel University College All Responses: **73% lgbt Affirming**

0% **73%** 100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 **7** **8** 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 **7** 8 9 10

Elizabethtown College All Responses: **59% lgbt Affirming**

0% **59%** 100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 **4** 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 **4** 5 6 7 8 9 10

Hesston College

All Responses: 46% lgbt Affirming

0% **46%** 100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 **9** 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

Not Rated

1 2 3 4 5 6 7 8 9 10

Juniata College

All Responses: 70% lgbt Affirming

0% **70%** 100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 **6** 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 **7** 8 9 10

Manchester College

All Responses: 72% lgbt Affirming

0%

72%

100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 7 8 9 10

McPherson College

All Responses: 63% lgbt Affirming

0%

63%

100%

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 7 8 9 10

University of La Verne

All Responses: 79% **lgbt Affirming**



On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 7 8 9 10

Individual Results from Participating Institutions

Participating Institutions:

Conrad Grebel University College

Elizabethtown College

Hesston College

Juniata College

La Verne, University of

Manchester College

McPherson College

Conrad Grebel University College

[Conrad Grebel University College is a Mennonite College affiliated with the University of Waterloo and located on that campus. Conrad Grebel is the only Canadian Mennonite school to participate in the survey, which shows a commitment to their students and campus community. Students attending Conrad Grebel are also students of the University of Waterloo. This partnership lends strengths to Conrad Grebel, such as their policies, and what services they are able to offer their students. The Kaleidoscope Program suggests that Conrad Grebel University College continue its dynamic partnership with the University of Waterloo, and to work toward advertising their resources to lgbt and supportive students.]

All Responses: 73% lgbt Affirming



Conrad Grebel University College:

grebel.uwaterloo.ca

140 Westmount Rd. N
Waterloo, ON N2L 3G6
Canada

Admission Policy and lgbt Recruitment for Conrad Grebel University College

[Although Conrad Grebel admits lgbt students, and has resources available to them, it would be helpful to prospective students, and, we believe, even beneficial to the college to advertise their support. Advertising support could not only bring in new students, but increase support from current lgbt students and alumni. Sources from Conrad Grebel bring up a good point in the study here with their answer to a question about admittance of openly lgbt people. Some colleges actually still go after known lgbt students, so that they can be “disciplined” or even asked to leave.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

“With respect to our graduate theological studies program, we do not ask questions about sexual orientation and therefore do not know which students may be LGBT.”

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

No

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and LGBT Recruitment for Conrad Grebel University College

[Conrad Grebel hires LGBT faculty and staff. Advertising a diverse campus including differing sexualities can go a long way in recruiting not only LGBT people, but also a wide diversity of people who are looking for a progressive campus and community. The Ontario Human Rights Code certainly advances employment protections for LGBT people, which Conrad Grebel is in a unique position to take advantage of this law.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

“To date, this has not been an issue. We do not ask questions about sexual orientation of our faculty candidates. Our job advertisements and hiring processes attempt to reflect standards of employment equity and non-discrimination that are clearly stated at University of Waterloo and that reflect the Ontario Human Rights Code, ‘The *Code* makes it against the law to discriminate against someone or to harass them because of their sexual orientation or their same-sex partnership status.’ [From Ontario govt. website]”

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

“We do not ask questions about sexual orientation of our staff candidates. Our job advertisements and hiring processes attempt to reflect standards of employment equity and non-discrimination that are clearly stated at University of Waterloo and that reflect the Ontario Human Rights Code, ‘The *Code* makes it against the law to discriminate against someone or to harass them because of their sexual orientation or their same-sex partnership status.’ [From Ontario govt. website]”

Does the institution have goals for hiring LGBT faculty?

No

Does the institution have goals for hiring LGBT staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No

“Our most recent advertisement for faculty included the following statement: ‘Conrad Grebel University College is committed to principles of employment equity.’”

Student and On-Campus Policies for Conrad Grebel University College

[Being tied to the lgbt-positive regulations of the province, through its affiliation with the University of Waterloo, Conrad Grebel has a unique relation to the policies governing it. These policies aimed at stopping homophobia go a long way to protect human rights. In addition, training faculty and staff can also provide a safeguard against hate.]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

“University of Waterloo and as such, Grebel is guided by the Ontario Human Rights Code. The Ontario Human Rights states, ‘ a person has the right to equal treatment in a number of areas (i.e., services, goods, and facilities, accommodation/housing, employment, contracts, membership in trade unions and vocational associations), free from discrimination based on the following prohibited grounds: race; ancestry; place of origin; colour; ethnic origin; citizenship; creed/religion; sex; sexual orientation; age; record of offences; marital status; same-sex partnership; family status; receipt of public assistance; mental or physical handicap’ [From Ontario govt. website]”

What is the non-discrimination policy for students?

“Noted just above.”

Is staff trained on issues pertaining to lgbt student needs?

No

Are faculty trained on issues pertaining to lgbt student needs?

No

What type of training is offered?

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

“University of Waterloo has numerous policies and guidelines related to ethical behaviour, harassment, and non-discrimination. Students, faculty, and staff at Grebel all have access to the policies and procedures that are followed in cases of homophobia and other human rights violations. As well, the UW Conflict Management and Human Rights Office provides resources for training and procedures for addressing grievances. Faculty and Staff can also utilize the advocacy services available through their respective associations.”

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

Yes

Are there specific departments that make a commitment to this?

“There is no overall institutional approach to such education. Individual administrators and faculty may incorporate educational statements into their particular area of responsibility or teaching. Educational services are available from UW’s Conflict Management and Human Rights Office.”

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"Grebel does not have its own policy on non-discrimination. The UW Faculty Association clause on non-discrimination is as follows: The Parties agree that all Members have a right to equal treatment with respect to employment

and that there shall be no discrimination, interference, restriction or coercion exercised or practised towards any Member in respect to appointment, benefits, dismissal, promotion, rank, reappointment, salary, tenure or any other terms or conditions of employment by reason of age(except for retirement), ancestry, citizenship, clerical or lay status, colour, creed, ethnic origin,family status, gender, language (except where competence in the language is a bona fide occupational requirement), marital status, membership or non-membership in the Association, physical or emotional ill health or disability (except where the Member refuses to seek medical treatment and/or where the physical or emotional ill health or disability would clearly prevent the carrying out of the required duties of the position), place of origin, political or religious affiliation or belief, pregnancy, race, sexual orientation, or any activity pursuant to the principles of academic freedom and responsibilities set out in Article 6."

Are there partner benefits including same-sex couples?

Yes

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

Is there a lgbt and/or allies student group on campus

Yes

"Grebel does not have its own lgbt or allies group. UW, however, has an active group called GLOW (Gay and Lesbians of Waterloo - the LGBTQ community on campus). This club is open to any student living, associating or studying at Grebel. GLOW has a hot-line as well as weekly meetings and events that are open to all students. Information about all Student Federation clubs, like GLOW is distributed to undergrad and graduate students."

What type of group is it (support, lgbt only, allied):

"We are unsure of how it designates itself."

If there is a lgbt and/or campus group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

Yes

"GLOW is a fully recognized Federation of Students group with all the rights and privileges and financial support of other Fed groups on campus."

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

Yes

"GLOW holds regular meetings, vigils, and conferences. From time to time Grebel also holds forums and conversations on lgbt issues."

Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

Yes

If yes, what type of events?

"Example: GLOW is part of UW's website and has its offices in the heart of campus at the Student Life Centre."

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Absolutely

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

In what ways are lgbt students included?

"They are included like any other UW student – no discrimination occurs."

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

Lgbt Student Physical and Mental Healthcare for Conrad Grebel University College

[Conrad Grebel, through the University of Waterloo, has good resources for lgbt students' physical and mental healthcare.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

"Both Grebel and University of Waterloo have trained counselors equipped to support and provide positive resources."

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

Yes

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

Yes

"Health Services on the University of Waterloo campus would have a comprehensive resource list."

Overall Continuum and Study Viability for Conrad Grebel University College

[Conrad Grebel ranked itself, on a scale of 1-10, a 7 or 8 for lgbt students and a 7for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

"For Grebel's academic, residential, and associate students, we would rate our institution a 7 or 8."

1 2 3 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

"This is difficult to answer, given no comparative models, but perhaps a 7."

1 2 3 4 5 6 7 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

"Because we offer a diverse community of living and learning. Grebel offers the small community and values of a Mennonite institution within the context of a large provincial University of 20,000 students. This affiliation with the large university gives students access to an immense variety of resources and support."

Was this survey helpful?

"Yes, somewhat."

Why?

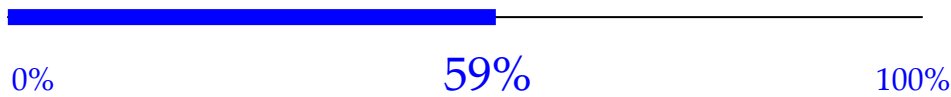
"The survey helped us to intentionally explore the policies that are in place for students, faculty and staff, and brought us into discussion about the environment we create at Grebel for LGBT individuals."

Elizabethtown College

[Elizabethtown College is located in Elizabethtown, Pennsylvania and is affiliated with the Church of the Brethren. The college is working on building supports for lgbt students, faculty and staff. Elizabethtown has been forthright with information about how they are trying to improve the quality of life on their campus.

The Kaleidoscope Program suggests that the college continue its work implementing lgbt positive supports, and to advertise them to lgbt students, and to work with all their students on education of diversity issues.]

All Responses: 59% lgbt Affirming



Elizabethtown College:

www.ETown.edu

One Alpha Drive
Elizabethtown, PA 17022

Admission Policy and lgbt Recruitment for Elizabethtown College

[Elizabethtown does a good job at welcoming prospective lgbt students. Having goals for recruiting lgbt students can create a diverse campus through a conscious effort.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

Yes

In what ways is it, if at all, advertised?

"Allies is listed as a student organization when discussing campus groups/organizations."

Does the admissions department include visual or written messages welcoming lgbt prospective students?

Yes

What welcoming messages are there, if any?

"Some staffers have 'Hate Free Zone' signs in and around their offices, but there is no central directive to do so."

Hiring Policies and lgbt Recruitment for Elizabethtown College

[Elizabethtown hires lgbt faculty and staff. Advertising a diverse campus including differing sexualities can go a long way in recruiting not only lgbt people, but also a wide diversity of people who are looking for a progressive campus and community.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No

Student and On-Campus Policies for Elizabethtown College

[Elizabethtown College does a fair job of supporting students, faculty and staff once they are enrolled or hired. The suggestions from the Kaleidoscope Program, in this area, would be for the college to provide benefits to partners of employees, outline and publicize a course of action for combating homophobia, and provide opportunities for people to go to off-campus events pertaining to lgbt issues. We would like to wish E-Town well on its implementation of a Safe Zone program!]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

What is the non-discrimination policy for students?

"All members of the College community must stand ready to censure any behavior, verbal, physical, or electronic, which stigmatizes or victimizes an individual on the basis of race, ethnicity, religion, sex, sexual orientation, creed, national origin, ancestry, age, marital status, handicap, or political ideology, as well as sexual advances or requests for sexual favors. Discrimination and harassment, based upon personal characteristics or any protected class status, is unacceptable and illegal. The College seeks to balance freedom of speech, the right of individuals to be free from injury caused by discrimination and harassment, and the College duty to protect the educational process and the learning environment."
(<http://www.ETOWN.EDU/web/studenthandbook/2004-05%20Handbook.pdf>)

Is staff trained on issues pertaining to lgbt student needs?

No

Are faculty trained on issues pertaining to lgbt student needs?

No

What type of training is offered?

"We are in the process of beginning a Safe Zone training program for students, faculty and staff."

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

No

What are these procedures?

"A student or staff member may initiate judicial proceedings, but there is no clearly identified course of action."

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

No

Are there specific departments that make a commitment to this?

"NA"

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"All members of the College community must stand ready to censure any behavior, verbal, physical, or electronic, which stigmatizes or victimizes an individual on the basis of race, ethnicity, religion, sex, sexual orientation, creed, national origin, ancestry, age, marital status, handicap, or political ideology, as well as sexual advances or requests for sexual favors. Discrimination and harassment, based upon personal characteristics or any protected class status, is unacceptable and illegal. The College seeks to balance freedom of speech, the right of individuals to be free from injury caused by discrimination and harassment, and the College duty to protect the educational process and the learning environment."

(<http://www.etown.edu/web/studenthandbook/2004-05%20Handbook.pdf>)

Are there partner benefits including same-sex couples?

No

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

Is there a lgbt and/or allies student group on campus

Yes

What type of group is it (support, lgbt only, allied): allied

If there is a lgbt and/or campus group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

Yes

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

No

Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

Yes

If yes, what type of events?

"Any event that will not violate campus policy – sales, posters, newspaper and television ads, tabling, and reserving space for programs and outside presentations."

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

Lgbt Student Physical and Mental Healthcare for Elizabethtown College

[Having optional self-identification for gender identity, sexual orientation and inclusive partner status leave room for health care professionals to help lgbt students, especially when people may feel the need to hide this information from others. In addition, having a resource list available for lgbt students can have a positive impact on students by providing them with relevant information, and a credible source of information that the students can return to for answers to other health-related questions.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

No

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

No

Overall Continuum and Study Viability for Elizabethtown College

[Juniata College ranked itself, on a scale of 1-10, a 4 for lgbt students and a 4 for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

4

1 2 3 **4** 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

4

1 2 3 **4** 5 6 7 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

"Only if that student is comfortable with their sexual/gender identity. For transgender students; I would probably not recommend on campus housing due to lack of support."

**If you rated your institution low in terms of quality of life for lgbt people, how would you improve it?
If you rated your institution high, how would you continue to create a high quality of life for lgbt people?**

"The campus would be better served if there were more efforts at being inclusive (classes, policies, recruitment)."

Was this survey helpful?

Yes

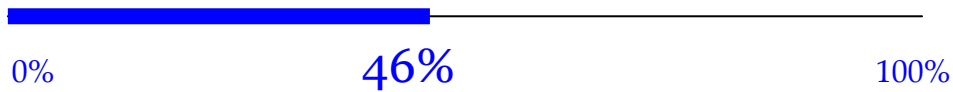
Why?

"It offered the chance to examine my campus and look for areas in need of improvement."

Hesston College

Hesston College is a two-year, Mennonite college in Hesston, Kansas. Hesston is the only US Mennonite college to participate in the survey, and it shows a dedication to their students. The college offers some support for lgbt students. The Kaleidoscope Program encourages Hesston to continue with its support for students while building support for lgbt students, faculty and staff, and looks forward to offering Hesston resources.

All Responses: 46% lgbt Affirming



Hesston College

www.hesston.edu

325 S. College Dr.
Box 3000
Hesston, KS 67062

Admission Policy and lgbt Recruitment for Hesston College

[Although Hesston admits lgbt students, and has resources available to them, it would be helpful to prospective students, and beneficial to the college to advertise their support. Advertising support could not only bring in new students, but increase support from current lgbt students and alumni.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

No

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and lgbt Recruitment for Hesston College

[Hesston College does not hire openly lgbt faculty or staff. This is disappointing, and we hope that Hesston can work to improve the life of all its students, faculty and staff by beginning to hire lgbt faculty and staff.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

No

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

No

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No

Student and On-Campus Policies for Hesston College

[While Hesston does admit lgbt students, there is little protection for them in the policies of the school, and services for lgbt students are lacking. However, we would encourage Hesston to develop sexual/gender orientation inclusive non-discrimination policies for students, faculty and staff, as a first step to building groundwork for a healthier campus.]

Does the campus non-discrimination clause for students include sexual orientation?

No

What is the non-discrimination policy for students?

"Hesston College does not discriminate on the basis of race, color, national origin, sex, age, or handicap in admission or access, treatment, or employment in its programs and activities."

Is staff trained on issues pertaining to lgbt student needs?

No

Are faculty trained on issues pertaining to lgbt student needs?

No

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

"The students are to contact their Resident Director, the Vice President for Student Life, or the Executive Vice President for Academic Affairs. The Vice President for Student Life may, at his or her discretion, offer an option to students involved to address violations directly or the offending student may be referred to the Student Development Committee. In each case, violations of Hesston College Lifestyle Standards may result in probation, suspension, or dismissal."

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

No

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"It is the policy of Hesston College that it is operated on a non-discriminatory basis. This policy prohibits unlawful discrimination on the basis of race, color, national origin, ancestry, sex, age or disability. It applies to employment, education and education related activities."

Are there partner benefits including same-sex couples?

No

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

"We have no policy on living arrangements for faculty or staff."

Is there a lgbt and/or allies student group on campus

No

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

No

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

If yes, in what forums?

"Classes, Forums, Bible Studies, Mod Groups"

Lgbt Student Physical and Mental Healthcare for Hesston College

[Optional identification of gender and sexual orientation can have a positive impact by making sure all the needs of students are identified during intake. Hesston received half a point for their resources offered to students about lgbt health concerns because of their willingness to work on a case-by-case basis.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

No

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

No

"No, but will assist according to need."

Overall Continuum and Study Viability for Hesston College

[Hesston College ranked itself, on a scale of 1-10, a 9 for lgbt students and did not rank itself for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 **9** 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

"N/A"

1 2 3 4 5 6 7 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

"Hesston College is a great place to begin higher education. It is an open and welcoming community."

Was this survey helpful?
No

Additional Information:

"At Hesston College we encourage everyone to treat people with dignity and respect. At the same time we are owned by the Mennonite Church USA, and adhere to the Mennonite Confession of Faith."

Juniata College

Juniata College is located in Huntingdon, PA, and is affiliated with the Church of the Brethren. Given the results from the study, it is clear that the college has the basic supports for lgbt students, faculty, and staff. The Kaleidoscope Program would recommend that the college advertise its resources and supports for lgbt students on campus, as well as look for opportunities to increase its already existing work in diversity.

All Responses: 70% lgbt Affirming



Juniata College:

www.juniata.edu

1700 Moore Street
Huntingdon, PA 16652

Admission Policy and lgbt Recruitment for Juniata College

[Although Juniata College admits lgbt students, and has resources available to them, it would be helpful to prospective students, and even beneficial to the college to advertise their support. Advertising support could not only bring in new students, but increase support from current lgbt students and alumni.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

No

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and lgbt Recruitment for Juniata College

[Juniata hires lgbt faculty and staff. Advertising a diverse campus including differing sexualities can go a long way in recruiting not only lgbt people, but also a wide diversity of people who are looking for a progressive campus and community.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No

Student and On-Campus Policies for Juniata College

[Juniata College does a good job of supporting students, faculty and staff once they are enrolled or hired. The only suggestion from the Kaleidoscope Program, in this area, would be for the college to provide opportunities for people to go to off-campus events pertaining to lgbt issues.]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

What is the non-discrimination policy for students?

"See Handbook available via webpage."

Equal Employment Opportunity Commitment

"Juniata College does not discriminate on the basis of race, sex, age, religion, ancestry, color, marital status, national or ethnic origin, physical or mental disability, sexual orientation, citizenship or veteran status in the administration of its employment practices, or in the educational programs or activities it offers. The College will take positive steps to increase the ethnic and gender diversity among its employees."

(<http://services.juniata.edu/hresources/Policies/EEOCpolicy.html>)

Is staff trained on issues pertaining to lgbt student needs?

Yes

Are faculty trained on issues pertaining to lgbt student needs?

Yes

What type of training is offered?

"Safe Zone and Diversity Workshops"

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

"See Handbook available via webpage."

(<http://services.juniata.edu/pathfinder/conduct.html>)

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

Yes

Are there specific departments that make a commitment to this?

Yes

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"See Human Resources via webpage."

Equal Employment Opportunity Commitment

"Juniata College does not discriminate on the basis of race, sex, age, religion, ancestry, color, marital status, national or ethnic origin, physical or mental disability, sexual orientation, citizenship or veteran status in the administration of its employment practices, or in the educational programs or activities it offers. The College will take positive steps to increase the ethnic and gender diversity among its employees."

(<http://services.juniata.edu/hresources/Policies/EEOCpolicy.html>)

Are there partner benefits including same-sex couples?

Yes

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

Is there a lgbt and/or allies student group on campus

Yes

What type of group is it (support, lgbt only, allied): allied

If there is a lgbt and/or campus group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

Yes

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

No

Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

Yes

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

In what ways are lgbt students included?

"Same as all students"

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

If yes, in what forums?

"Open forums, chat rooms, newspaper etc. All forums"

Lgbt Student Physical and Mental Healthcare for Juniata College

[Having optional self-identification for gender identity, sexual orientation and inclusive partner status leave room for health care professionals to help lgbt students, especially when people may feel the need to hide this information from others. In addition, having a resource list available for lgbt students can have a positive impact on students by providing them with relevant information, and a credible source of information that the students can return to for answers to other health-related questions.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

No

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

No

Overall Continuum and Study Viability for Juniata College

[Juniata College ranked itself, on a scale of 1-10, a 6 for lgbt students and a 7for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

6

1 2 3 4 5 **6** 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

7

1 2 3 4 5 6 **7** 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

“For the same reasons I would recommend Juniata to other prospective [students].”

Was this survey helpful?

No

Why?

“Throw away questions.”

University of La Verne

The University of La Verne is affiliated with the Church of the Brethren and its campus is at La Verne, California. It does an overwhelmingly positive job at supporting its lgbt students, faculty and staff. The Kaleidoscope Program recommends advertising its support and resources to potential students and employees.

All Responses: 79% lgbt Affirming



The University of La Verne

www.ulv.edu

1950 3rd St.
La Verne, CA 91750

Admission Policy and lgbt Recruitment for the University of La Verne

[Although the University of La Verne admits lgbt students, and has resources available to them, it would be helpful to prospective students, and even beneficial to the college to advertise their support. Advertising support could not only bring in new students, but increase support from current lgbt students and alumni.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

No

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and lgbt Recruitment for the University of La Verne

[The University of La Verne hires lgbt faculty and staff. Advertising a diverse campus including differing sexualities can go a long way in recruiting not only lgbt people, but also a wide diversity of people who are looking for a progressive campus and community.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No

Student and On-Campus Policies for the University of La Verne

[The University of La Verne does a good job of supporting students, faculty and staff once they are enrolled or hired.]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

What is the non-discrimination policy for students?

"The University of La Verne is a coeducational university organized as a corporation under the laws of the State of California. Its purpose is to provide education and training to prepare its students to meet the responsibilities and duties of life effectively. No discrimination because of race, religious creed, color, gender, national origin, ancestry, physical handicap, medical condition, marital status, sexual orientation, or age shall apply to the enrollment of any student, to the employment of any member of the faculty or staff, or to the election of any officer or trustee of the University."

(<http://www.ulv.edu/catalog>)

Is staff trained on issues pertaining to lgbt student needs?

Yes

Are faculty trained on issues pertaining to lgbt student needs?

Yes

What type of training is offered?

Safe Zone

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

"We have a coalition for diversity group responsible to mediating such incidents."

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

Yes

Are there specific departments that make a commitment to this?

Yes:

Psychology

Sociology

Religion/Philosophy

English

Education

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"The University of La Verne is a coeducational university organized as a corporation under the laws of the State of California. Its purpose is to provide education and training to prepare its students to meet the responsibilities and duties of life effectively. No discrimination because of race, religious creed, color, gender, national origin, ancestry, physical handicap, medical condition, marital status, sexual orientation, or age shall apply to the enrollment of any student, to the employment of any member of the faculty or staff, or to the election of any officer or trustee of the University."

(<http://www.ulv.edu/catalog>)

Are there partner benefits including same-sex couples?

Yes

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

Is there a lgbt and/or allies student group on campus

Yes

What type of group is it (support, lgbt only, allied): allied

If there is a lgbt and/or campus group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

Yes

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

Yes

If yes, what are they?

"Conferences, Speakers, Workshops, and Student Activities"

Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

Yes

If yes, what type of events?

"Conferences, Speakers, Workshops, and Student Activities"

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

If yes, in what forums?

"Conferences, Speakers, Workshops, and Student Activities"

Lgbt Student Physical and Mental Healthcare for the University of La Verne

[The source of the survey at the University of La Verne did not know about the training of the staff or the resource list for lgbt students, therefore that information has not affected the positive and negative answers section.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

“Unknown”

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

No

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

“Unknown”

Overall Continuum and Study Viability for the University of La Verne

[The University of La Verne ranked itself, on a scale of 1-10, a 5 for lgbt students and a 5 for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

5

1 2 3 4 **5** 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

7

1 2 3 4 **5** 6 7 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

“An affirmative climate and curriculum and extra-curriculum content address issues relevant to lgbt students.”

Was this survey helpful?

Yes

Why?

“It raises important issues.”

Manchester College

Manchester College is located in North Manchester, Indiana, and is affiliated with the Church of the Brethren. Manchester has good policies for promoting the well being and learning of students. The Kaleidoscope Program recommends that the college consider improving benefits for lgbt staff/faculty, and forming a more inclusive language for living arrangements.

All Responses: 72% lgbt Affirming



Manchester College:

www.manchester.edu

604 E. College Ave.
North Manchester, IN 46962

Admission Policy and lgbt Recruitment for Manchester College

[Although Manchester College admits lgbt students, visual messages and having goals to get them in the admissions office can create a more welcoming environment.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

No

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and lgbt Recruitment for Manchester College

[Manchester College hires openly lgbt staff and faculty. Advertising diversity and having goals for hiring lgbt faculty/staff can create a stronger community.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

No.

"We don't 'advertise'. We have a non-discrimination statement & we say 'applications from those who will further diversity our faculty / staff are warmly welcome' but we don't name any specific group."

Student and On-Campus Policies for Manchester College

[Manchester College has many supports for its students through policies and actions. One action that could go a long way in fostering a sense of support to the campus community is to broaden the definition in housing and benefits to provide for lgbt staff and faculty.]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

What is the non-discrimination policy for students?

"We have a policy against discrimination on the basis of such factors as national or ethnic origin, race, color, age, gender, sexual orientation, marital status, religion, disability or veteran status."

Is staff trained on issues pertaining to lgbt student needs?

Yes

Are faculty trained on issues pertaining to lgbt student needs?

Yes

What type of training is offered?

"Human Resources does a mandatory workshop on issues of diversity."

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

Students, "contact Residential Life, Safety & Security or Office of Student Development."

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

Yes

Are there specific departments that make a commitment to this?

"Overall there is a commitment to encountering acts of hate but I would highlight Student Development as one that is often the front line. This division includes: Residential Life, Counseling, Health Services, Safety & Security, Career Services, Multicultural Affairs, Campus Ministry & Student Activities."

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"We have a policy against discrimination on the basis of such factors as national or ethnic origin, race, color, age, gender, sexual orientation, marital status, religion, disability or veteran status."

Are there partner benefits including same-sex couples?

No

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

Yes

"HD staff can not live together unless 'legally married.'"

Is there a lgbt and/or allies student group on campus

Yes

What type of group is it (support, lgbt only, allied):

allied

If there is a lgbt and/or campus group, is it treated the same as other campus groups? (i.e. funding, representation, faculty contact, advertising)

Yes

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

Yes

Does the lgbt and/or allies group have access to campus facilities, fundraising and advertising?

Yes

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

Lgbt Student Physical and Mental Healthcare for Manchester College

[Manchester College has good resources for lgbt students' physical and mental healthcare.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

Yes

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

Yes

Overall Continuum and Study Viability for Manchester College

[Manchester College ranked itself, on a scale of 1-10, a 7 for lgbt students and a 7for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

1 2 3 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

1 2 3 4 5 6 7 8 9 10

Was this survey helpful?

Yes

McPherson College

McPherson College is located in McPherson, Kansas and affiliated with the Church of the Brethren. McPherson has sound policies in place for protecting lgbt and allied students. The Kaleidoscope Program recommends improving resources, such as anti-homophobia trainings, a lgbt/allied group, and resource lists, for lgbt and supportive students.

All Responses: 63% lgbt Affirming



McPherson College:

www.mcpherson.edu

1600 E. Euclid
McPherson, KS 67460

Admission Policy and lgbt Recruitment for McPherson College

[McPherson College admits lgbt students, and has resources available to them; it would be helpful to prospective students to see welcoming messages in the admissions department, and even beneficial to the recruitment of students.]

Does your institution admit openly lesbian, gay, bisexual and transgender students?

Yes

Does your institution have goals for recruiting lgbt students?

No

Does the institution advertise a diverse campus including sexuality?

Yes

In what ways is it, if at all, advertised?

“Publications and student handbook listing out diversity plan.”

Does the admissions department include visual or written messages welcoming lgbt prospective students?

No

Hiring Policies and lgbt Recruitment for McPherson College

[McPherson hires lgbt faculty and staff. Having goals for hiring lgbt staff and faculty can intentionally increase the focus on diversity in the hiring process.]

Does the institution hire openly lesbian, gay, bisexual, or transgender faculty?

Yes

Does the institution hire openly lesbian, gay, bisexual, or transgender staff?

Yes

Does the institution have goals for hiring lgbt faculty?

No

Does the institution have goals for hiring lgbt staff?

No

When advertising for positions, does the institution advertise for diversity in sexual orientation?

Yes

Student and On-Campus Policies for McPherson College

[While McPherson does a good job in supporting lgbt students, faculty and staff through their non-discrimination policies, and taking initiatives from student; having resources such as anti-homophobia trainings and a lgbt/allied campus group can go a long way in increasing support for lgbt and allied people on campus.]

Does the campus non-discrimination clause for students include sexual orientation?

Yes

What is the non-discrimination policy for students?

"McPherson College does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, disabled veteran status, or any other classification that precludes a person from consideration as an individual."

(<http://www.mcpherson.edu/academics/0405catalog.pdf>)

Is staff trained on issues pertaining to lgbt student needs?

No

Are faculty trained on issues pertaining to lgbt student needs?

No

When an incident of homophobia happens (i.e. hate speech, physical harm) are there procedures for reporting and resolving violations?

Yes

What are these procedures?

"Same as any other harassment. Document and notify a college member."

Is there a commitment to education of lgbt issues and countering homophobia in the different departments?

No

"Not this specific issue. There is a commitment to harassment of any kind."

Is there a non-discrimination policy for faculty?

Yes

Is there a non-discrimination policy for staff?

Yes

What is the non-discrimination policy for faculty/staff?

"McPherson College does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, disabled veteran status, or any other classification that precludes a person from consideration as an individual."

(<http://www.mcpherson.edu/academics/0405catalog.pdf>)

Are there partner benefits including same-sex couples?

No

Are there any difference in policy of procedure regarding living arrangements between lgbt staff and faculty and their heterosexual counterparts?

No

Is there a lgbt and/or allies student group on campus?

No

Are there opportunities for education on lgbt issues, outside of the classroom (conferences, speakers, vigils, etc...), that the institution offers?

Yes

If yes, what are they?

"Convocations, seminar and special small group sessions"

Is the administration willing and able to spend time with lgbt students and groups in discussion of policies affecting lgbt students, staff, and faculty?

Yes

Do the campus pastor/chaplain/priest and religious life staff strive to meet the spiritual needs of lgbt students in a positive, non-judgmental way?

Yes

In what ways are lgbt students included?

"If they bring the issue up, our stance is to be supportive."

Are sexuality issues included in discussion of other peace, justice, and cultural issues on campus?

Yes

If yes, in what forums?

"Seminar, convocations, small groups"

Lgbt Student Physical and Mental Healthcare for McPherson College

[Having a resource list available for lgbt students can have a positive impact on students by providing them with relevant information, and credible source that the students can return to for answers to other health-related questions.]

Are campus health and mental care professionals trained to meet the needs of lgbt students and to provide positive resources?

Yes

During intake, is there optional self-identification for gender identity, sexual orientation, inclusive partner status?

Yes

Are there written policies explaining confidentiality for clients?

Yes

Is there a comprehensive resource list for appropriate referrals for special lgbt health concerns?

No

Overall Continuum and Study Viability for McPherson College

[Juniata College ranked itself, on a scale of 1-10, a 3 for lgbt students and a 4 for lgbt faculty and staff.]

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt students?

3

1 2 **3** 4 5 6 7 8 9 10

On a scale of (poor) 1-10 (good), how would you rate your institution in terms of quality of life for lgbt faculty/staff/administration?

4

1 2 3 **4** 5 6 7 8 9 10

Why would you recommend that a lgbt prospective student attend your institution?

“The church and college have an open position on the issue.”

If you rated your institution low in terms of quality of life for lgbt people, how would you improve it?

“dialogue”

Non-Participating Institutions

Bethel College

Bethel College is a Mennonite college in North Newton, Kansas. Bethel is a small college that pays close attention to their students and has made significant steps to providing resources and services to lgbt and supportive students. Although they did not respond to this survey, the Kaleidoscope Program looks forward to future contacts and participation with Bethel College. Both McPherson College and Hesston College participated in the study, and are in the same area as Bethel.

Bluffton University

Bluffton University is in Bluffton, Ohio, and affiliated with the Mennonite Church USA. Bluffton University did not respond to requests for participation in this survey. The Kaleidoscope Program looks forward to cooperating with Bluffton University in supporting all their students, faculty and staff.

Bridgewater College

Bridgewater College has refused to participate in the survey. It is also the only school affiliated with the Church of the Brethren not to participate in the survey, and there is an open invitation from the Kaleidoscope Program to do so. We are hopeful that Bridgewater College will show some willingness in the future to work with the Kaleidoscope Program/BMC in our work to support lgbt people in the church and its related institutions.

Canadian Mennonite University

CMU is a Mennonite university in Winnipeg, Manitoba. CMU did not respond to requests to complete the survey. We hope that they will help all their students, faculty and staff by participating in future Kaleidoscope Program activities.

Eastern Mennonite University

EMU is a Mennonite University in Harrisonburg, Virginia. The university did not respond to requests to fill out the survey. The Kaleidoscope Program keeps an open invitation to work with Eastern Mennonite University by acknowledging the university's strengths and working to change negative policies.

Goshen College

Goshen College is a Mennonite college in Goshen, Indiana. Goshen is one of the two institutions to outright refuse to participate in this important study. There have been changes over the years to provide some supports to lgbt students, and the Kaleidoscope Program would like to work with Goshen in supporting all their students, faculty and staff. We hope that Goshen will reconsider and join other Brethren and Mennonite schools in completing this survey.

Sources for this study:

[The Kaleidoscope Program and BMC would like to thank the people who contributed time out of their very busy schedules to make this study possible. They are certainly a valuable resource for students and the institutions they serve.]

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