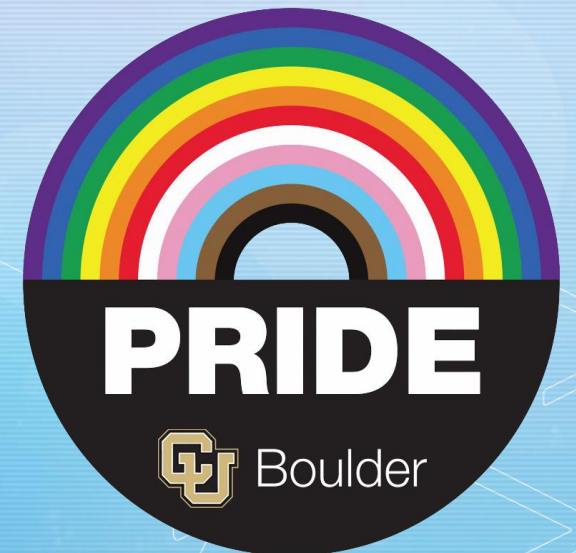


LGBTQ+ allyship at CU Boulder



Dr. Morgan Seamont
Assistant Director

Sonja Bones, MA
Program Manager



What will I learn from this training?

- What the campus environment is like for LGBTQ+ students
- What actions you can take to make it better through allyship

Keeping it real:

- You will learn what you want so keep an open mind!
- Don't make assumptions

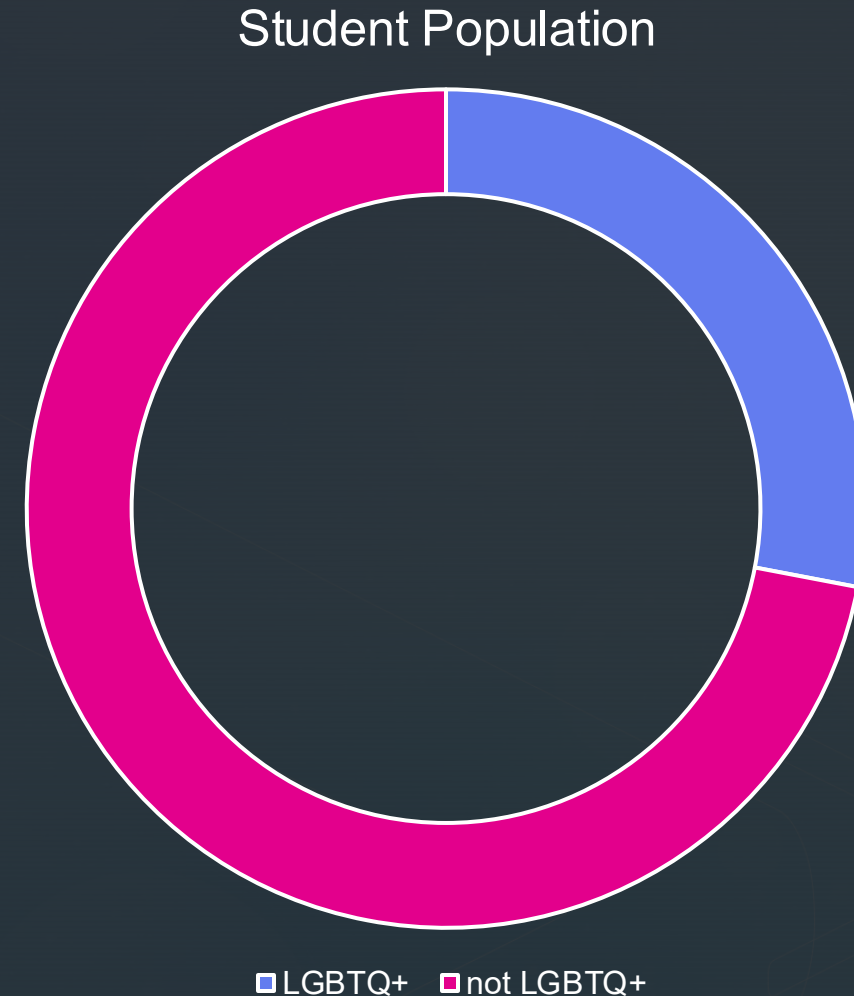


What percentage of students identify as LGBTQ+ at CU Boulder?

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■ 28%

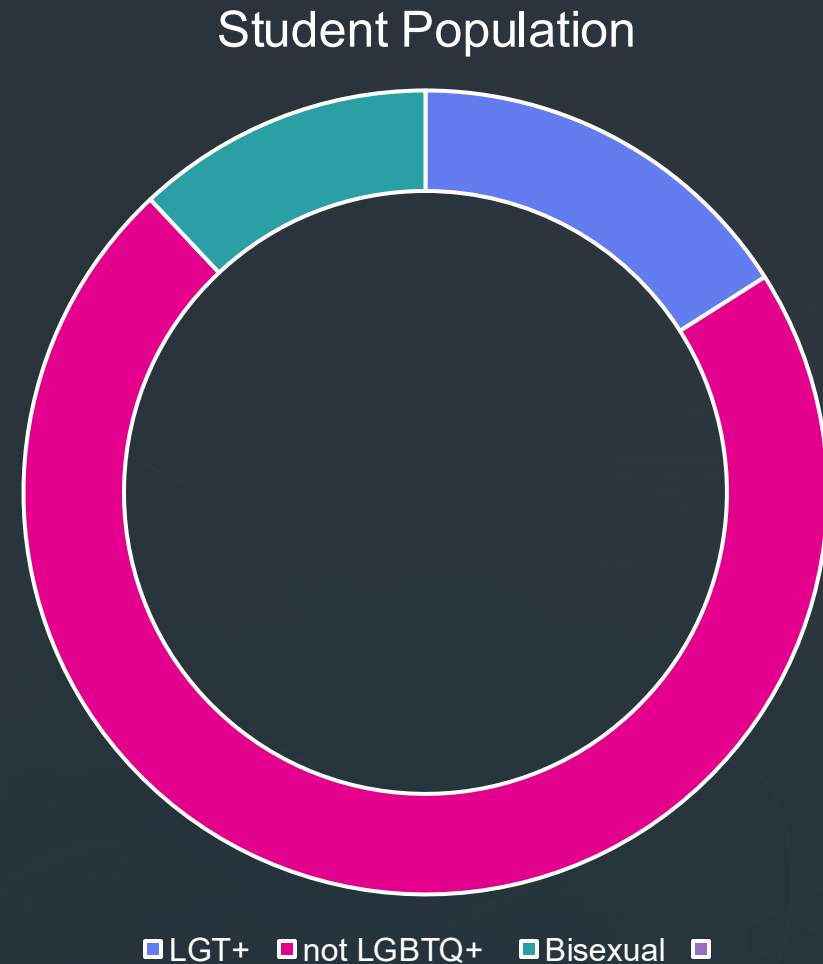
○ What is the largest of the subpopulation?



How many students identify as LGBTQ+ at CU Boulder?

■ 28%

- What is the largest of the subpopulation?
- Bisexuals 12%



▀ We are going to starting with trans students because...

- They are currently the most targeted by discrimination at all levels.



▀ Mental Health for Transgender students in Higher Education

Nationally more than half (55%) of transgender people (18-40) say their mental health was not good all or most of the time while they were in higher ed

▀ Mental Health for Transgender students in Higher Education

Nationally more than a third (39%) of transgender people experienced bullying, harassment, or assault while they were enrolled in higher education

▀ Being transgender at CU Boulder

Only 2 out of 5 of transgender students feel they are treated as if they belong

Only 1 out of 3 of transgender students have a sense of community

▀ Being transgender at CU Boulder

2 out of 5 of transgender students feel that they are left out

Almost 70% of transgender students have reported experiencing one or more instances of uncivil behavior directed at them



How do things look at CU Boulder for the LGBTQ+ population as a whole?

- Only 50% of LGBTQ+ students feel like they are treated as if they belong
- Only 41% of LGBTQ+ students feel they have a sense of community



How do things look at CU Boulder for the LGBTQ+ population as a whole?

- 58% of LGBTQ+ students have experienced one or more uncivil behaviors directed at them
 - Only 38% of Non-LGBTQ students have experienced this

Why does this matter?

60% of LGBTQ+ students are not Out to staff or professors on campus

- O'Neill et al, Williams Institute 2022

17% of LGBTQ+ students have dropped out of college or university

- O'Neill et al, Williams Institute 2022

- ▶ Why does this matter?

58% of transgender student (18-24yo) have experienced Serious Psychological Distress in the last month

- 2022 U.S. Trans Survey

“We can’t expect students to be able to fully be present and learn the course content if we’re not allowing them to show up in spaces as their authentic selves,”

Jon Humiston, Insight into Academia

Looking at the LGBTQ+ population as a whole...

Nationally, 70% of LGBTQ+ people feel lonely

Nationally, 33% feel isolated from their peers

Nationally, 39% have seriously considered suicide

How can I help
with changing
these numbers?

Develop

Become more culturally
competent

Advocate

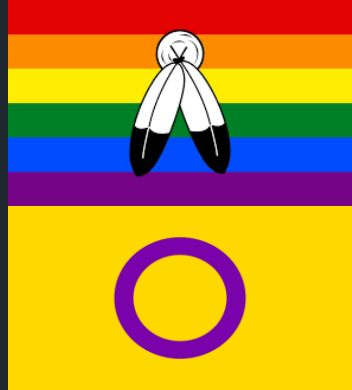
Advocate as a bystander

Learn

Increase personal knowledge

What does culturally competent mean?

- Do you know the identities within the LGBTQIA2S+ community?
 - Do you know why the A is not for Ally?
- Do you know why Pride exists and how it got started?



What does culturally competent mean?

- Do you know insider language, like "passing"? Do you understand if and when you should or shouldn't use it?
- Do you understand the spectrums of biological sex, gender identity, and sexual orientation?



What does culturally competent mean?

- How do you repair a relationship when you have screwed up?



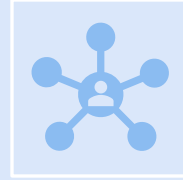
- Being an ally as a bystander

81% of LGBTQ+ youth stated that "standing up for me" was the best way to show their support and acceptance

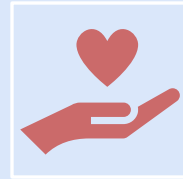


How can I intervene?

Direct Action



Call in transphobic/
homophobic language or
behavior



Do it respectfully

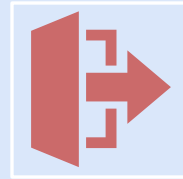


Question why they used
that term or behavior

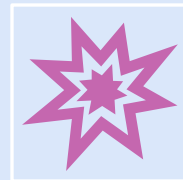
Distract



Change the
conversation topic



Help remove the person
from the situation



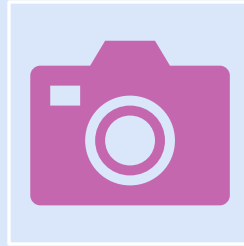
Interrupt the conversation

Delay



Check in with the person who was targeted after the incident has passed

Document



Record or photograph the incident (if safe to do so) in situations where it feels like escalation is happening

▀ Allyship at CU

Respectful engagement

vs.

Awkward silence/avoidance

Quiz

Name Morgan's:

- Pronouns
- Sex Assigned at Birth
- Gender Identity
- Sexual Orientation

Name Sonja's:

- Pronouns
- Sex Assigned at Birth
- Gender Identity
- Sexual Orientation



Action steps

What two things can you do in the next month to increase your allyship with the LGBTQ+ community?

What is one thing from this training that impacted you?

▀ Contact Info

- pride@colorado.edu
- @cuboulderpride
- C4C N320