

Galerstein Women's Center

- Promoting a safe and affirming environment for all women, all gender identities, gender expressions, and sexual orientations since 1996.
- Providing services such as professional counseling, safe space for confidential discussion, resource referrals, study/meeting areas, lily pad nursing/lactation room, internship/volunteer opportunities, diversity & gender equitable policy review.
- <http://www.utdallas.edu/womenscenter/>

LEAP Initiative (LGBTQIA Education, Advocacy and Programming)

Education

Safe Zone Ally Training provides a venue for LGBT+ people, Allies and participants to express concerns, ask questions, and learn about issues affecting the LGBT+ campus and surrounding community.

After completion of the training, participants will receive a certificate, SAFE ZONE logo, resources, and will be equipped with the tools necessary to:

- Respond appropriately
- Know resources and/or where to find them
- Show support and safeguard the rights of LGBT+ people
- Examine his/her own attitudes, behaviors, and values, and to challenge others to do the same
- Appreciate and value the contributions of LGBT+ people



LEAP

Advocacy & Programming

Advocates for friendly and inclusive policies for the purpose of attracting and retaining talented students, staff and faculty to UT Dallas:

- EEO statement includes gender identity and expression
- Comet Card has preferred name option

Programs are a mix of educational and social, with a focus on honoring national LGBT+ days of recognition:

- **National Day of Silence**
- **National Coming Out Day**
- **Lavender Graduation**
- **National Ally Week**
- **LGBT+ History Month**
- **Pride Month**



Campus LGBT+ Organizations

- **Pride at UTD** is a diversity social group focused on LGBT+ people
- Promotes education, awareness, support.
- **Rainbow Guard** is more advocacy/activist-oriented, promoting trends on campus and nationally.
- Members on LEAP Committee, focused on action/changing campus as well as identifying climate.
- Both organizations develop events/policy/programming initiatives.

How can I help?

- ❖ Be a witness to people who have experienced marginalization.
- ❖ Notice whose voices are not part of important conversations and acknowledge (OUT LOUD) that their input would be valuable.
- ❖ How can you include LGBT+ voices...in the classroom, in your department/office, in your organizations, on campus... in your personal life?
- ❖ Identify bias/discrimination, not the individual's identity as the problem to be addressed.
- ❖ Avoid OUTING people.
- ❖ Speak out against biased language, jokes.
- ❖ Microaggressions...hostilities that create uncomfortable environments.
- ❖ Know the channels for reporting anti-LGBT+ bias.

Where are we now?

- **Trans Resource Page** – FAQ page for current and incoming students on topics relevant to transition
- **Preferred Name** (Orion, library systems, Comet Cards, Blackboard, class rosters, CourseBook, eLearning). Working on EZ Pay, Health Center, Commencement programs, etc.
- **Campus Pride Campus Climate Survey, Princeton Review rating** – national benchmarks to determine LGBT-friendly ratings
- **LGBT+ Scholarship**- Offered annually
- **SAFE ZONE Ally Training**- Offered every Fall, Summer, and Spring.
- **SAFE ZONE Ally Training for Student Leaders** – OTM's, Peer Advisors, etc.
- **LGBT+ Teasers** – introduction to Ally Training, generally given to organizations and departments
- **Educational Outreach** – Presentations to community organizations, Dallas area ISD
- **Gender Inclusive Restrooms**- Will present to administration in April 2016
- **Gender Inclusive Housing Benchmarks, Research & Development**