



LGBT Friendly Campus Climate Index National Assessment Tool

Introduction:

Each year the Bridgewater State GLBTA Pride Center and the Office of Institutional Diversity participate in the Campus Climate Index (CCI) as an assessment tool to help the institution improve the environment for LGBT people on campus. This is our second year participating in the program. The attached report is a shortened version that identifies all of the rated areas. The CCI is a self-report instrument that includes input from a variety of campus constituents. This annual assessment serves as useful tool to plan and implement changes on the BSC campus.

Questions about the survey or the results should be directed to [Lisa Forest](#), Coordinator of the GLBTA Pride Center, or [Dr. William Lewis](#), Director of Institutional Diversity.



Bridgewater State College Confidential Report

Prepared on: 9/21/2009 @ 11:54 am



General Comments :

The LGBT-Friendly Campus Climate Index is a national assessment tool for assisting campuses in improving the environment for people on campus who are LGBT and ultimately shape the educational experience to be more inclusive, welcoming and respectful of LGBT and Ally people. The index is owned and operated by Campus Pride (www.campuspride.org) and was developed with a team of national LGBT researchers which included Brett Genny Beemyn, Ph.D, Susan R. Rankin, Ph.D. and Shane L. Windmeyer, M.S, Ed. The advisory board also includes Debbie Bazarsky, M.S. from the Consortium of LGBT Resources in Higher Education and Daryl Herrschaft of the Human Rights Campaign.

Your participation in the LGBT-Friendly Campus Climate Index demonstrates your active interest in LGBT issues and ongoing commitment to LGBT & Ally people. Final percentages listed in the confidential report correspond to your responses and emphasize specific LGBT components, which are determined to contribute to a more inclusive, welcoming, and respectful LGBT and Ally campus. All eight LGBT-Friendly factors (Sections A-H) receive the same weight in the overall score. The sexual orientation score and the gender identity/expression Consult with the Campus Pride team of national LGBT researchers and advisory board for further inquiry and analysis.

Locale Stats:

Region: New England

City/State: Bridgewater / MA

General Size & Description: Small City (25,000 to 100,000)

Campus Basics:

Type of Institution: Master's College/University
Baccalaureate College/University
Public/State Institution
Liberal Arts College

Size: 10,000

In-State Tuition: \$6,500.00

Out-of-State Tuition: \$12,600.00

Overall Campus Climate Score: *4 of 5 Stars (76%)*

Your campus received 4 Stars! Your overall campus climate index score is based on all the responses to your completed assessment from the LGBT-Friendly Campus Climate Index. The purpose of this overall score is to give your campus a measure of progress and to learn 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 4 Stars, it is clear that your campus has a commitment to LGBT & Ally people on campus. Focus your

attention on making this commitment visible and on the remaining areas of improvement highlighted by the assessment tool. In addition, Campus Pride encourages all campuses to continue monitoring the quality of LGBT life by listening and responding to the needs of your LGBT population as well as conducting regular assessments of attitudes and perceptions of the campus community toward LGBT people. Use this report as a way to honor your achievements and to further examine what you can do for positive LGBT change over the next year.

Sexual Orientation Score: 5 of 5 Stars (94%)

Your campus received the highest marks! Your sexual orientation score is based on responses to questions in the LGBT-Friendly Campus Climate Index which expressly use the words "lesbian, gay, bisexual" and, or "sexual orientation." Campus Pride applauds your commitment to people who are lesbian, gay, or bisexual and encourages your campus continue its commitment to visibly including sexual orientation in your framework for diversity.

Gender Identity/Expression Score: 4 of 5 Stars (76%)

Your campus received 4 Stars! The gender identity/expression score is based on responses to questions in the LGBT-Friendly Campus Climate Index which expressly use the words "transgender, transsexual" and, or "gender identity/expression." Campus Pride encourages your campus to compare its gender identity/expression score with the sexual orientation score. Note the progress and the need for further enactment of trans-inclusive programs and services..

LGBT Policy Inclusion 4.5 of 5 Stars (83%)

Your campus received 4.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate for "LGBT Policy Inclusion." Policies are usually the first place where campuses consider changes to be more inclusive of LGBT people. Campus Pride congratulates your campus on having affirming LGBT policies and encourages further examination of the needs of your LGBT community based on your responses. Campus Pride advocates that campuses have equitable treatment of sexual orientation and gender identity/expression issues within policies.

- 1. Does your campus prohibit discrimination based on sexual orientation by including the words "sexual orientation" in its primary non-discrimination statement or Equal Employment Opportunity policy? **Yes**
- 2. Does your campus include sexual orientation in public written statements about diversity and multiculturalism? **Yes**
- 3. Does your campus prohibit discrimination based on gender identity or gender expression by including the words "gender identity" or "gender identity or expression" in its primary non-discrimination statement or Equal Employment Opportunity policy? **Yes**
- 4. Does your campus include gender identity/expression in public written statements about diversity and multiculturalism? **Yes**
- 5. Does your campus offer health insurance coverage to employees' same-sex partners? **Yes**

Your Campus Remarks

Health insurance benefits are offered to married employees' spouses. As MA has legal marriage rights extended to same-sex couples, our college offers the same rights and benefits to all married employees regardless of the gender of their spouse. The college does not offer domestic partnership benefits to anyone.

5a. 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**

6. What other benefits does your campus offer equally to both opposite-sex spouses of employees as well as same-sex partners of employees? Please indicate your response accurately on what your campus offers.

Benefits	Offered to Opposite-Sex Spouses	Offered to Same-Sex Partners
A. Dental	Yes	Yes
B. Vision	Yes	Yes
C. Spouse / partner's dependant medical coverage	Yes	Yes
D. Sick or bereavement leave	Yes	Yes
E. Supplemental life insurance for the spouse / partner	No	No
F. Relocation / travel assistance	Yes	Yes
G. Tuition remission for spouse / partner / dependents	Yes	Yes
H. Survivor benefits for the spouse / partner in the event of employee's death	Yes	Yes
I. Retiree health care benefits	Yes	Yes
J. Employee discounts	No	No
K. Use of campus facilities / privileges for spouse / partner / family	No	No
L. Child-care services for spouse / partner / family	Yes	Yes

Your Campus Remarks

All of the above benefits are offered to married employees' spouses regardless of whether the marriage is between same-gender or mixed-gender spouses. As MA has legal marriage rights extended to same-sex couples, our college offers the same benefits to all married employees. The college does not offer domestic partnership benefits to anyone.

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

- a. Grievance procedures **Yes**
- b. Housing guidelines **Yes**
- c. Admission application materials **Yes**

d. Health care forms

Yes

e. Alumnae materials/publications

Yes

Your Campus Remarks

Regarding housing, the Office of Residence Life and Housing seeks to provide housing that is comfortable and conducive to learning for each individual student. Efforts are directed towards establishing a community where there is an appreciation of diversity and a respect for individual rights. There is a process in place for students to request special accommodations based on medical or psychological needs.

The senior director of Health and Counseling works with each request individually to plan a housing accommodation that will best meet the student's specific needs. This may include a single room with a private bath, selected roommates or certain areas on campus. Sophomores, juniors and seniors may also select to live in designated mixed gender (co-ed) suites or apartments with shared bathrooms.

Regarding admissions, the GLBTA Pride Center is referenced in the admissions brochure about diversity at BSC.

Regarding health care forms, LGBT issues and concerns are discussed at each new patient visit. Health forms are very general and have no specific LGBT language nor questions that ask about race or gender. These questions are discussed in the initial interview.

Regarding Alumnae materials, the GLBT Alumni group, BSC Pride, is featured on the main alumnae web page. Printed materials include GLBT references when there are updates about BSC Pride.

8. Does your campus have inclusive methods for transgender students to self-identify their gender identity/expression on standard forms for the following:

a. Application for Admission

No

b. Application/Designation for Housing

No

c. Student Health Forms

Yes

Your Campus Remarks

Regarding health forms, the intake form does not request the patient's sex or gender. Entry forms in the department are handled at times by student workers, which limit the depth of disclosure that can be made on these forms. It is part of clinical assessment to have conversations with all students concerning all health issues, including gender identity and sexual health.

9. Does your campus have an accessible, simple process for students to change their name and gender identity on university records and documents?

No

Your Campus Remarks

We are currently working on developing an official policy to allow the use of preferred name and pronoun. Currently, the Registrar requires legal documentation to change name and gender.

LGBT Support & Institutional Commitment 4.5 of 5 Stars (88%)

Your campus received 4.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Support & Institutional Commitment." Your score indicates that your campus has already made a significant investment to ensure LGBT people and key services are inclusive of LGBT issues. Campus Pride recommends that campuses continually place importance on having a visible LGBT commitment and institutional support mechanisms for LGBT & Ally people.

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

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

2a. If Yes, please list the following information and skip to question 3.

Name: GLBTA Pride Center
Address 1: Bridgewater State College
Address 2: Rondileau Campus Center 006
City: Bridgewater
State: MA
Zip: 02325
Year Established: 2006
Phone: 508-531-1408
Website: www.bridgew.edu/GLBTA
Email: glbta@bridgew.edu

3. Does your campus have a Safe Zone, Safe Space and, or Ally program (i.e. an ongoing network of visible people on campus who identify openly as allies/advocates for LGBT people and concerns)? **Yes**

4. Does your campus have a standing advisory committee that deals with LGBT issues similar to other standing committees on ethnic minority/multicultural issues that advise the administration on constituent group issues and concerns? **Yes**

Your Campus Remarks

The Pride Coalition is a grassroots organization made up of students and employees who represent Bridgewater State College's (BSC) Gay, Lesbian, Bisexual, Transgender, and Allies (GLBTA) community. The mission of the Pride Coalition is to help create a more welcoming, inclusive, and safe campus for the GLBTA community. To achieve its goals, the Pride Coalition collaborates with the Office of Institutional Diversity, the Center for Multicultural Affairs, the GLBTA Pride Center, academic offices, and other departments and groups. As part of the College Diversity Council, the Pride Coalition formulates and makes recommendations regarding campus policies and services to the Diversity Council when appropriate. The Pride Coalition operates independently, setting its own goals and agenda, but integral to its work is to support the College's Strategic Plan for Diversity.

5. Do senior administrators (e.g. chancellor, president, vice-president, academic deans) actively demonstrate inclusive use of the words "sexual orientation" and/ or "lesbian, gay, bisexual" when discussing community, multicultural and/or diversity issues on campus?

No

Your Campus Remarks

However, the Director of Institutional Diversity who reports to the President's division, deliberately and regularly uses language that is inclusive of sexual orientation and gender identity.

6. Do senior administrators (e.g. chancellor, president, vice-president, academic deans) actively demonstrate inclusive use of the words "gender identity/expression" and/or "transgender" when discussing community, multicultural and/or diversity issues on campus?

No

Your Campus Remarks

However, the Director of Institutional Diversity who reports to the President's division, deliberately and regularly uses language that is inclusive of sexual orientation and gender identity.

7. Does your campus have a LGBT alumni group within the existing alumni organization?

Yes

8. Does your campus provide gender-neutral/single occupancy restroom facilities in administrative and academic buildings?

Yes

Your Campus Remarks

This initiative is in progress such that the signage for all current public single occupancy restrooms is being changed to gender neutral. Additionally, gender neutral restrooms are included in the design of all future buildings and renovations.

LGBT Academic Life

5 of 5 Stars (90%)

Your campus received the highest marks! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Academic Life." All students have the right to a safe, welcoming, respectful, and inclusive classroom. Such an academic environment supports the individual learning outcomes of every student, regardless of sexual orientation or gender identity/expression. Your score demonstrates your commitment to an LGBT inclusive academic experience. Campus Pride applauds your academic efforts and for your role in preparing faculty to be responsive to LGBT student populations.

1. Does your campus have LGBT-specific courses offered through various academic departments and programs?

Yes

2. Does your campus have a LGBT studies program that offers a one or a combination of the following:

No

If so, Name of Degree Major:

Yes

If so, Name of Academic Minor: GLBT Minor

No

If so, Name of Academic Concentration:

No

If so, Name of Academic Certificate:

3. Does your campus integrate LGBT issues into existing courses when appropriate?

Yes

Your Campus Remarks

Depending on the professor, some courses have more or less integration of LGBT issues.

4. Does your campus have a significant number of LGB-inclusive books and periodicals on sexual orientation topics in the campus library/libraries?

Yes

Your Campus Remarks

The GLBTA Pride Center also has a number of GLBT-related books, magazines, and DVD's the campus community may borrow.

5. Does your campus have a significant number of transgender-inclusive books and periodicals on gender identity/expression topics in the campus library/libraries?

Yes

Your Campus Remarks

The GLBTA Pride Center also has a number of GLBT-related books, magazines, and DVD's the campus community may borrow.

6. Does your campus include sexual orientation issues in new faculty/staff programs and training opportunities?

Yes

Your Campus Remarks

Our college includes the GLBTA Pride Center brochure in our orientation package for new faculty/staff. Training opportunities for new staff/faculty are voluntary and are provided by the GLBTA Pride Center.

7. Does your campus include gender identity/expression issues in new faculty/staff programs and training opportunities?

Yes

Your Campus Remarks

Our college includes the GLBTA Pride Center brochure in our orientation package for new faculty/staff. Training opportunities for new staff/faculty are voluntary and are provided by the GLBTA Pride Center.

LGBT Student Life

5 of 5 Stars (94%)

Your campus received the highest marks! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Student Life." One important aspect to having a welcoming, LGBT-Friendly campus is having diverse educational and social opportunities outside the classroom to offer LGBT & Ally students. Campus Pride commends your campus on its LGBT student involvement opportunities and specific outreach to different communities. We encourage your campus to continue LGBT efforts which value and support a diverse LGBT & Ally community (students of color, people of religious faith/spirituality, persons with disabilities, etc.)

1. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of lesbians, gay men, and bisexuals?

Yes

2. Does your campus regularly offer activities and events to increase awareness of the experiences and concerns of transgender people?

Yes

3. Does your campus regularly hold social events specifically for LGBT students?

Yes

Your Campus Remarks

Most of the social events sponsored by the GLBTA Pride Center are also educational in nature. Many of the events sponsored by the student group, AWARE, are mainly social.

4. Does your campus have a college/university-recognized organization for LGBT students and allies?

Yes

Your Campus Remarks

AWARE (student group) and the Pride Coalition (faculty, staff, students, and administrators).

5. Does your campus have any student organizations that primarily serve the needs of underrepresented and/or multicultural LGBT populations (e.g. LGBT Latinos/Latinas, international LGBT students, LGBT students with disabilities)?

No

6. Does your campus have any student organizations that primarily serve the social and/or recreational needs of LGBT students (e.g. gay social fraternity, lesbian volleyball club, gay coed lacrosse club)?

No

7. Does your campus have any academically-focused LGBT student organizations (e.g. LGBT Medical Association, LGBT Public Relations Organization, Out Lawyers Association)?

No

8. Does your campus have any student organizations that primarily serve the religious/spiritual needs of LGBT students (e.g. Unity Fellowship for Students, Gays for Christ, LGBT Muslims)?

Yes

Your Campus Remarks

Open Arms is a student-founded organization that was created to address the spiritual needs and inclusion of all persons regardless of sexual orientation or gender identity.

LGBT Housing & Residence Life

4 of 5 Stars (72%)

Your campus received 4 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT 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 LGBT students in campus housing and residence life. Your score illustrates steady progress from the campus in meeting the needs of LGBT and Ally students in housing and residence life. Campus Pride recommends your campus continue to improve housing options and inclusive policies for LGBT people (specifically for transgender student populations).

1. Does your campus offer LGBT students a way to be matched with a LGBT-friendly roommate in applying for campus housing?

Yes

Your Campus Remarks

Care is taken to provide students their roommate and accommodation preferences but it is not guaranteed.

2. Does your campus enable transgender students to be housed in keeping with their gender identity/expression?

Yes

Your Campus Remarks

Transgender students may request gender neutral housing by contacting the Senior Director of Health and Counseling Services who will recommend accommodations as appropriate.

3. Does your campus provide a LGBT theme housing option or a LGBT/Ally living-learning community program?

No

4. Does your campus offer students with non-student same-sex partners the opportunity to live together in family housing equally to those married opposite-sex couples in the same situation?

No

Your Campus Remarks

There are no family housing options available to any student.

5. Does your campus allow residence life staff with same-sex partners who are not affiliated with the college/university to live together in a residence hall on an equal basis with married opposite-sex couples?

Yes

6. Does your campus offer gender-neutral/single occupancy restrooms in campus housing?

Yes

Your Campus Remarks

Gender neutral single occupancy restrooms are available in some buildings but not all. All new buildings will have at least one single occupancy gender neutral restroom.

7. Does your campus offer individual showers in campus housing to protect the privacy of transgender students?

Yes

Your Campus Remarks

Individual showers are available in some buildings but not all.

8. Does your campus provide on-going training on LGBT issues and concerns for residence life professional and student staff at all levels?

Yes

Your Campus Remarks

Safe Zone training is available and Residence Life and Housing may request additional departmental training from the GLBTA Pride Center.

LGBT Campus Safety

3.5 of 5 Stars (64%)

Your campus received 3.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Campus Safety." Your score highlights the need to further examine your efforts to address the safety concerns of LGBT people. Campus Pride supports your efforts to build and maintain a positive, visible relationship between campus safety and the LGBT 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 LGBT people toward law enforcement. Campus Pride recommends campus safety develop an outreach plan consisting of a LGBT liaison and specific training to support LGBT people and other marginalized communities.

1. Does your campus have a clear and visible procedure for reporting LGBT-related bias incidents and hate crimes?

No

Your Campus Remarks

Currently in progress is an initiative for a Bias Response Team (BRT) that directly addresses anti-glbtc and other bias incidents. The college President has approved our proposal and we are currently in the implementation phase with the expected completion date of Fall 2010.

2. Does your campus have a bias incident and hate crime reporting system for LGBT concerns that includes the following:

a. Bias Incident Team

No

b. Methods for supporting the victim

No

c. Outreach for prevention of future

No

d. Protocol for reporting hate crimes and bias incidents

No

Your Campus Remarks

The approved BRT proposal (expected date of completion is Fall 2010) includes a bias incident team, victim support, outreach education, and specific reporting protocols.

3. Does your campus public safety office do outreach to LGBT people and meet with LGBT student leaders/organizations?

Yes

Your Campus Remarks

The Chief of Police has collaborated with the Pride Coalition and

the GLBTA Pride Center to support diversity initiatives that affect the GLBT campus community.

4. Does your campus provide training for public safety officers on sexual orientation issues and concerns and/or anti-gay violence?

Yes

Your Campus Remarks

Each year, public safety administrators request and receive training on this issue from the GLBTA Pride Center coordinator. Campus Police officers are not required to undergo such training.

5. Does your campus provide training for public safety officers on gender identity/expression issues and concerns and/or anti-transgender violence?

Yes

Your Campus Remarks

Each year, public safety administrators request and receive training on this issue from the GLBTA Pride Center coordinator. Campus Police officers are not required to undergo such training.

LGBT Counseling & Health

4 of 5 Stars (76%)

Your campus received 4 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Counseling & Health." LGBT students face unique challenges related to emotional and physical health care concerns. Campuses must be equipped to deal with these specific LGBT issues with appropriate counseling and health services. Your score shows that there are ways to improve your campus efforts to address LGBT emotional and physical health needs. Campus Pride encourages ongoing examination of LGBT counseling and health concerns, particularly the emotional and physical concerns of students coming out and transgender populations.

1. Does your campus offer support groups for LGBT individuals in the process of coming out and for other LGBT issues/concerns?

Yes

Your Campus Remarks

There is a Coming Out Discussion group offered by the GLBTA Pride Center. The Counseling Center assembles groups based on student request. The receptionist collects names and when there are sufficient numbers of interested students, students are contacted and the group begins. As a result, support groups vary from semester to semester.

2. Does your campus offer individual counseling for students that is sensitive and affirming for LGBT issues/concerns?

Yes

Your Campus Remarks

The Counseling Center offers a short term (8-12 visits) model which is available for all students. Students with extraordinary or long term needs are transitioned to referrals ultimately.

3. Does your campus provide training for health-center staff to increase their sensitivity to the special health care needs of LGBT individuals?

No

Your Campus Remarks

The staff consists primarily of practitioners who have been employed by the college for 5-12 years. They have been trained previously. Two staff members (in Counseling) have not been formally trained by the College, although they are oriented to GLBT issues in a week long program by the Clinical Director and

Training Coordinator of Counseling.

4. Does your campus actively distribute condoms and LGBT-inclusive information on HIV/STD/STI services and resources? **Yes**

5. Does your campus enable transitioning transsexual students to have their hormone replacement therapy covered by insurance? **Yes**

LGBT Recruitment & Retention Efforts *2.5 of 5 Stars (40%)*

Your campus received 2.5 Stars! The score is based on responses to questions in the LGBT-Friendly Campus Climate Index for "LGBT Recruitment and Retention Efforts." The first generations of out LGBT students are now making their way to campus. These out students are looking for campuses that are not only LGBT-Friendly but who also actively recruit and retain LGBT people as an important component to the campus community. Your score demonstrates that there are key areas for your campus to improve when it comes to LGBT recruitment and retention efforts. Campus Pride recognizes your initial efforts and recommends continued growth in this area -- specifically by developing outreach and retention programs that target LGBT & Ally communities (e.g., LGBT & Ally scholarships, LGBT mentorship program, LGBT & Ally graduation commemoration, attending LGBT admission fairs).

1. Does your campus actively seek to recruit and retain LGBT students, similar to other targeted populations (e.g. ethnic/multicultural students, athletes, international students)? **No**

Your Campus Remarks
Although the Admissions Office does not have GLBT targeted recruitment strategies, the College seeks to retain this population.

2. Does your campus have any scholarships specifically for LGBT students and LGBT allies? **Yes**

Your Campus Remarks
The Barney Frank Equality Scholarship is for students who identify as gay, lesbian, bisexual, or transgender and who have lost financial assistance from their parents upon disclosing their sexual orientation or gender identity.

3. Does your campus include sexual orientation issues in new student orientation programs? **Yes**

4. Does your campus include gender identity/expression issues in new student orientation programs? **No**

5. Does your campus have a Lavender or Rainbow Graduation (i.e. a special graduation ceremony/events for LGBT students and allies)? **No**

6. Does your campus have a LGBT mentoring program to welcome and assist LGBT students in transitioning to academic and college life? **No**

Your Campus Remarks
We have an Ambassador program whose main role is GLBT advocacy and awareness. However, the ambassadors are also available to provide limited confidential support to their peers.

7. Does your campus participate in an LGBT admission fair to do outreach to prospective LGBT college students? **Yes**

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