

LGBTQA

Self-Assessment Questions

Authors: Casey Self and Jennifer Joslin. From the Webinar "Shared Responsibilities: What Advisors and Administrators Need to Know to Better Assist GLBTQA Students"
<http://www.nacada.ksu.edu/Webinars/onDisk.htm#11>

Advisor level:

The very first question each advisor needs to ask themselves is: "Am I comfortable talking about LGBTQ issues with students?"

If NO, "What do I need to do to become more comfortable with LGBTQ issues?"

At the very least, YOU need to know of other individuals in your office or at your institution who are willing and available to meet with students needing to discuss LGBTQ issues. It is NOT an option for you to just ignore this need."

If YES:

- How are you able to gain more knowledge, if needed, about LGBTQ issues? What resources are available to you in your office or on campus or community at large to help you improve your knowledge?
- Do you know your own office and/or campus policies relating to inclusion of LGBTQ individuals in non-discrimination clauses, domestic partner benefits, etc.?
- Are there individuals in your own office or on your campus, or in your community, that you can establish working relationships with to mentor you in LGBTQ issues?
- How could your individual office communicate a welcoming message to LGBTQ students?

Office level:

- Does your office offer and participate regularly in professional development activities on diversity issues, and especially LGBTQ issues?
- Are new advisors exposed to LGBTQ campus and office resources in their initial training?
- Would LGBTQ students feel at home entering your advising office? What could you do to communicate a welcoming feeling or message?
- Is there an office liaison to the LGBTQ community on your campus?

Institutional level:

- Is there an LGBTQ Student Center on your campus?
- Is there a dedicated staff person on your campus to address LGBTQ student and staff issues?
- Is there a student club/association?
- Is there a faculty/staff association?
- Is there an office or service on campus that offers individual or group counseling regarding LGBTQ issues?
- Is there a SafeZONE program offered on your campus?
- Do LGBTQ leaders on campus have access to campus officials in the event of developing issues or a campus crisis?
- Is there an academic program (major, minor, etc.) that includes the study of the LGBTQ community?

These are just a few questions you can ask to determine your own preparedness for addressing LGBTQ issues with others on your campus.