

## Chancellor's Fund for Innovation LGBT Housing Liaison Proposal

National surveys indicate that almost 1/3 of all LGBT students report being harassed or intimidated on their college or university campus, with 29% of those incidents occurring in residence halls. As a result of constant fear and threats of violence, almost half of the respondents remained closeted, thereby isolating themselves socially and emotionally from the campus community. This proposal aims to ensure a safe and inclusive living-learning environment for lesbian, gay, bisexual and transgender students residing in the Oak Street Residence Hall, Cherry Street Residence Hall and Twin Oaks Apartments by creating two live-in LGBT Housing Liaison positions, which would be filled by undergraduate, paraprofessional students. In return for providing 20 hours of programming, maintaining office hours, and/or completing other duties as assigned, these students would be compensated through free apartment at Twin Oaks (\$14,760 for two studio apartments).

### 1) Statement of Possibility

The LGBT Housing Liaisons would provide educational and social programming for and about LGBT students, raise awareness by conducting Safe Space training sessions, serve as LGBT peer mentors, and provide information and resources to residents, assuring for a visibly supportive Residential Life experience. LGBT Housing Liaisons would benefit all members of the University community by allowing lesbian, gay, bisexual and transgender students to achieve their full academic potential and participate fully in campus life, while educating heterosexual students about LGBT issues. Possible positive outcomes include improved recruitment and retention of LGBT students, while preparing a new generation of responsible, compassionate and informed community leaders of all sexual orientations.

### 2) Response to Criteria

- a. **Vision** A safe and inclusive residential life experience that enables LGBT students in campus housing to reach their full academic, social and emotional potential.
- b. **Values** LGBT Housing Liaison program is a collaborative partnership of the LGBT Initiative/Women's Center and the Office of Residential Life aimed at ensuring that all of UMKC's on campus housing options are environments that support

## Chancellor's Fund for Innovation LGBT Housing Liaison Proposal

diversity, inclusiveness and respect for lesbian, gay, bisexual and transgender students. Utilizing the expertise of our respective areas, our departments will design, implement and market the program to ensure that all students have an opportunity to benefit from visionary and empowering ideas. By creating an LGBT affirming living-learning environment, we enable students to focus on their education first. We hope to provide an innovative and cost-effective program that provides consistent and visible support for LGBT students at UMKC.

c. **Mission Area** The LGBT Housing Liaison program is central to UMKC's mission to create a vibrant learning and campus life experience. True learning cannot occur while members of our community are facing discrimination, harassment and isolation. The LGBT Housing Liaisons will serve as visible and knowledgeable peers who enrich the life experiences of all campus constituents.

d. **Goals** *We attract, nurture and develop responsible community leaders* (of all sexual orientations). While the primary goal of the LGBT Housing Liaison program is to create a safe and affirming environment for lesbian, gay, bisexual and transgender students, allowing them to reach their full potential; the program will also develop many heterosexual allies who may have never been offered this opportunity. In support of "enrollment management is everyone's business", programs such as this will assist with the recruitment and retention of LGBT students. Assisting the Office of Admissions to market UMKC to the lesbian, gay, bisexual and transgender community should be part of the LGBT Housing Liaison's outreach activities.

*We are a national leader in scholarship and creative activity.* The LGBT Housing Liaison program could be seen as a foundation from which to create an LGBT living-learning community in collaboration with an academic unit, similar to those offered at UCLA, Berkley, UCSC, Stanford, and numerous other

## Chancellor's Fund for Innovation LGBT Housing Liaison Proposal

institutions. The model for this proposal is based upon the successful LGBT Housing Liaison program at the University of Wisconsin-Madison.

*We are an essential community partner and resource.* Based upon the tremendous support shown to the LGBT Initiative by Kansas City's gay and lesbian community, establishment of a LGBT Housing Liaison program would gather additional support for UMKC from these constituents. The already strong relationship between several community LGBT organizations and the University would grow as UMKC produces more LGBT leaders.

### 3) Collaborators

The Women's Center and the Department of Residential Life will collaborate to ensure that the program is instituted with on-going assessment. This will be done under the leadership of Tobi Leuthardt.

#### Work-plan and Budget

Survey LGBT Students for Feedback	Mid March 2004
Compare Services from Other Institutions	Mid March 2004
Develop Marketing Plan	End March 2004
Develop Position Description, Expectations, Qualifications	End March 2004
Advertise Positions, Post Applications	Early April 2004
Finalize Policies & Procedures	April-May 2004
Publicize at Orientation Sessions	April-August 04
Interview & Notify Candidates	Mid April 2004
Community Assistant Training (5 days)	Summer 2004
Specialized Training (2 days)	Summer 2004
Programs/Events Selected/Fall Office Hours Selected	Early August 04
Informational Materials for New Students	Early August 04

## Chancellor's Fund for Innovation LGBT Housing Liaison Proposal

### Programming Budget for 2004-2005 Academic Year

Compensation (2 studio apartments, 10-month contract)	\$14,760
Utilities (electricity/telephone for 2 studio apartments)	\$2,400
Computer and Printer (shared by Liaisons)	<u>\$1,500</u>
<b>Total</b>	<b>\$18,660</b>
<b>Two-Year Total</b>	<b>\$37,320</b>

We are requesting funding through Winter 2006. Residential Life will use this as a pilot program to determine need and efficacy of program. After the two-year pilot program, the program will be evaluated for continued development/adoption into the Residential Life program.

### 5) **Intended Outcomes and Assessment**

- ▼ To ensure a safe and affirming living environment for LGBT students who live on campus.
- ▼ To raise visibility of LGBT issues/contributions through information campaigns
- ▼ To provide informative resources on LGBT topics
- ▼ To provide assistance and support through appropriate referral and follow up
- ▼ To improve recruitment, retention and graduation rate of LGBT students
- ▼ To allow LGBT students to focus on their academic and emotional progress
- ▼ To provide support and serve as peer advisor
- ▼ To develop heterosexual allies through education and information
- ▼ In order to measure these outcomes, surveys distributed to all residents at the beginning and end of each semester would be used to identify changes in perception, language choice, etc. Smaller surveys would be administered after each event or activity in order to assess effectiveness. Finally, an annual campus climate survey should be administered in order to measure progress and highlight areas of weakness. This data would provide valuable information and feedback about an under-supported and under-acknowledged community.

**Chancellor's Fund for Innovation  
LGBT Housing Liaison Proposal**

**6) Signature of Accountability**

Tobi Leuthardt  
LGBT Program Coordinator  
LGBT Initiative/Women's Center

**Signatures of Endorsement/Support**

Dr. Jane Wood  
Director, Women's  
Center

Dr. Carol Kariotis  
Director, Residential  
Life

Dr. Pat Long  
Vice Chancellor,  
Student Affairs &  
Enrollment  
Management

**Chancellor's Fund for Innovation  
LGBT Housing Liaison Proposal**