

Appendix A

LGBTQ Campus Climate Assessment

Please select the BEST response for each of the following.

1. My biological sex is:
 - a. Male B. Female C. Intersex
2. Which of the following best describes your current gender identity (check all that apply):
 - a. Male B. Female C. Genderqueer D. Genderfluid E. Transgender (Pre-, Post-, Non-op) F. Transsexual (Pre-, Post-, Non-op) G. Two Spirit H. Intergender I. Questioning J. Not listed (please indicate)
3. Which of the following best describes your current sexual orientation (check all that apply): A. Heterosexual (straight) B. Homosexual (Gay) C. Bisexual D. Lesbian E. Asexual F. Pansexual G. Refuse to identify H. Not listed (please indicate)
4. Which of the following best describes your race (check all that apply): A. American Indian/Alaskan Native B. Asian C. Native Hawaiian/Pacific Islander D. Black or African American E. White F. Hispanic G. Not listed (please indicate)
5. Age:
6. Which of the following best describes your primary current academic/employment status

at MUW: Freshman, Sophomore, Junior, Senior, Graduate Student, Staff, Faculty

7. Current relationship status: Single, Married, Dating, Divorced, Widowed, Engaged,

Open-Relationship, Other:

8. Where do you currently reside: On-campus, off-campus

Please select the BEST response for each of the following.

9. How many friends do you have that identify as LGBTQ? (ALL) (Number)

10. How often do you notice Safe Zone signs on campus? (ALL) (Daily-Never)

11. How comfortable are you explaining Safe Zone? (ALL) (extremely comfortable to not comfortable at all)

12. Have you attended a Safe Zone training workshop? (ALL) (Yes/No)

13. Following Safe Zone training do you feel more educated on the needs of LGBTQ individuals? (Safe Zone attendees only) (Strongly Agree-Strongly Disagree)

14. Which of the following resources are you aware of on campus for LGBTQ students? (ALL)

Possible answers: counseling center, Safe Zone, Gay-Straight Alliance, Dean of Students,

Residence Advisor/Directors, Vice President of Student Affairs?

15. How confident are you in accessing resources on campus for LGBTQ students? (ALL)

(Extremely confident to not confident at all)

16. How many educational events or programming specific to the LGBTQ community exists on

the MUW campus (0- 5 or more) (ALL)

17. I believe lesbian, gay, bisexual, and queer students are treated equally to heterosexual

students at MUW? (ALL) (Strongly Agree-Strongly Disagree)

18. I believe transgender students are treated equally to heterosexual students at MUW? (ALL)

(Strongly Agree-Strongly Disagree)

19. How comfortable are you attending class with openly LGBTQ students? (ALL STUDENTS)

(Extremely comfortable to not comfortable at all)

20. How comfortable are you rooming with an openly LGBTQ student (ALL STUDENTS)

(Extremely comfortable to not comfortable at all)

21. How comfortable are you with hearing LGBTQ individuals talk about their social lives (ie.

Families, dating, relationships) (Extremely comfortable to not comfortable at all) (ALL)

Please read the following and rate your comfort in each situation. Ask yourself, “How comfortable am I with:” (22-28)

22. A student who tells me they are in a same sex relationship. (Extremely comfortable to not comfortable at all) (ALL)

23. A student who tells me they are in a heterosexual relationship. (Extremely comfortable to not comfortable at all) (ALL)

24. A student who tells me that they are transgender. (Extremely comfortable to not comfortable at all) (ALL)

25. A faculty/staff member who tells me they are in a same sex relationship. (Extremely comfortable to not comfortable at all) (ALL)

26. A faculty/ staff member who tells me they are transgender. (Extremely comfortable to not

comfortable at all) (ALL)

27. Using an individual's chosen gender pronoun (ie. Male/female/other) (Extremely comfortable to not comfortable at all) (ALL)

28. An individual who does not conform to their biological sex (ie. A male who displays feminine characteristics/dress) (Extremely comfortable to not comfortable at all) (ALL)

Please select the BEST response for each of the following.

29. How comfortable are you/ would you be going to the health center? (Extremely comfortable to not comfortable at all) (ALL)

30. How comfortable are you /would you be going to the counseling center? (Extremely comfortable to not comfortable at all) (ALL STUDENTS)

31. How comfortable are you discussing your sexual orientation with each of the following: (extremely comfortable to not comfortable at all) (ALL STUDENTS)

- a. Academic Advisors
- b. Counselors
- c. Health Center Employees
- d. RA/RD
- e. Professors/Instructors
- f. Staff (ie. Dean of Students, VP of Student Affairs, etc)
- g. Classmates/Other MUW Students

32. How comfortable would you be joining a campus organization such as the Gay-Straight Alliance? (Extremely comfortable to not comfortable at all) (ALL STUDENTS)

33. How safe do you feel as an LGBTQ individual on MUW's campus? (Extremely safe to not safe at all) (LGBTQ STUDENTS only)

34. How safe do you feel in each of the following places on campus? (Extremely safe to not safe at all) (LGBTQ STUDENTS only)

- A. Residence Halls
- B. Cafeteria
- C. Classrooms/Educational Settings
- D. Common Areas (i.e green spaces, gazebo, etc)
- E. Rec Center
- F. Faculty/Staff Offices
- G. Health Center
- H. Counseling Center

35. How comfortable are you with going to see an OB/GYN annually? (LGBTQ FEMALE STUDENT ONLY) (Extremely comfortable to not comfortable at all) (LGBTQ FEMALE STUDENT ONLY)

36. If you have been harassed on MUW's campus for your sexual orientation or gender identity, how often have you been harassed? (if you have never been harassed on MUW campus for your sexual orientation or gender identity please select never) (Daily to Never) (ALL)

37. How often have you feared for your physical safety on campus because of your sexual orientation or gender identity? (Daily to never) (ALL)

38. Which of the following form(s) of harassment on MUW campus have you experienced?

Mark all that apply (ALL/Only if said anything but never to previous harassed question))

- a. derogatory remarks
- b. threats to expose your sexual orientation/gender identity
- c. pressure to be silent about your sexual orientation/gender identity
- d. direct or indirect verbal harassment or threats
- e. denial of services
- f. written comments (e.g. anti-LGBTQ flyers, publications, etc.)
- g. anti-LGBTQ graffiti
- h. threats of physical assault or injury
- i. social media threats/comments
- j. avoidance
- k. other: specify

39. How often have you concealed your sexual orientation/gender identity on campus to avoid intimidation? (ALL) (Daily-Never)

40. How often have you avoided disclosing your sexual orientation/gender identity to an instructor due to fear of negative consequences, harassment, or discrimination? (ALL) (Daily-Never)

41. Do you feel you have ever been denied university/college admission/employment or promotion due to sexual orientation/gender identity? (ALL) (Always to never)

42. How well do you feel MUW addresses issues related to sexual orientation/gender identity?

(ALL) (extremely well to not well at all)

43. How confident are you as an LGBTQ student in MUW's incident reporting? (LGBTQ STUDENT ONLY) (extremely confident to not confident at all)

44. How would you classify your LGBTQ status (LGBTQ only) (not open, friends/trusted confidants, extremely open)

45. I avoid areas where LGBTQ persons congregate for fear of being labeled (ALL) (Always-Never)

46. The climate of the classes I have taken are accepting of LGBTQ persons (ALL) (SA-SD).

47. The curriculum of classes I have taken includes the contributions of LGBTQ persons (ALL) (SA-SD).

48. Have you taken or plan to take a course at MUW in which issues of sexuality were discussed (ALL STUDENTS) (Y, I have taken, Y, I plan to take, /No)

49. Have you taught or plan to teach a course in which issues of sexuality were/are discussed. (FACULTY) (Y, I have taught, Y, I plan to taught, /No)

50. I am concerned that if I teach courses on sexuality it will negatively affect my chances of tenure, promotion, or employment. (SA-SD)(FACULTY)

51. Men are harassed on campus due to their sexual orientation (actual or as perceived by others) (SA-SD) (ALL).

52. Men are harassed on campus due to gender identity or gender expression. (SA-SD) ALL

53. Women are harassed on campus due to their sexual orientation (actual or as perceived by others). (SA-SD) (ALL)

54. Women are harassed on campus due to their gender identity or gender expression. (SD-SA)

(ALL)

55. Transgender and gender nonconforming persons are harassed on campus due to their gender identity or gender expression (SA-SD) (ALL).

56. I have witnessed discrimination against LGBTQ identified students on campus. (Never, Once 2-3 times, 4-5 times, 6 or more times) (ALL)

57. I feel competent in knowing how to report an act of discrimination or harassment that I had witnessed. (SA-SD) (ALL)

58. I feel competent in knowing how to report an act of discrimination or harassment that I had experienced. (ALL)

59. I have discriminated against someone based off of their sexual orientation or gender expression. (ALL) (SA-SD)

60. The campus climate for LGBTQ has improved in the past three years? (ALL) (SD-SA)

61. I have heard faculty/staff stereotype, make negative remarks, or tell jokes regarding LGBTQ individuals? (SD-SA) (ALL)

62. I have heard students stereotype, make negative remarks, or tell jokes regarding LGBTQ individuals? (SD-SA) (ALL)

63. I am willing to confront a student making derogatory remarks towards LGBTQ individuals? (SA-SD) (ALL)

64. I am willing to confront a faculty/staff member making derogatory remarks towards LGBTQ individuals? (SA-SD) (ALL)

65. In general, it is easy at MUW to get to know people of different sexual orientations (which may include lesbian, gay, and bisexual). (ALL) (SA-SD)

66. In general, it is easy at MUW to get to know people of different gender identities or expressions. (ALL) (SA-SD).
67. MUW is a diverse campus environment where differences are respected and appreciated. (ALL) (SA-SD).
68. I would recommend MUW to friends looking for a school/work environment that is welcoming of people of diverse sexual orientations and/or gender identities. (ALL) (SA-SD)
69. Have you ever felt that you were expected to speak on behalf of all gay, lesbian, bisexual, and queer individuals at MUW? (LGBQ ONLY) (Never-Daily)
70. Have you ever felt that you were expected to speak on behalf of all transgender individuals at MUW? (Trans only) (Never-Daily)
71. Since coming to MUW my attitude toward LGBTQ persons has become accepting. (SA-SD)
(ALL)
72. Since coming to MUW, my knowledge on the LGBTQ community has increased? (SA-SD)
(ALL)
73. I am knowledgeable about LGBTQ concerns, history, and culture? (ALL) (SA-SD)
74. I am interested in learning more about LGBTQ concerns, history, and culture? (ALL) (SA-SD)
75. I am willing to attend a program on LGBTQ issues at MUW? (ALL) (SA-SD)
76. I would prefer instructors explain to students about my preferred name or pronoun. (SA-SD)
(ALL)
77. I have considered leaving MUW because I did not find the environment as safe and welcoming as I had hoped? (ALL) (SA-SD)

Final open ended question. What overall changes would you like to see on the MUW campus regarding LGBTQ students/community? Overall, what challenges do you feel LGBTQ students face on MUW's campus? What suggestions for improvement do you have for MUW regarding LGBTQ students?

If participants selected "Transgender" as their current gender identity they will be asked to answer the following questions.

Please select the BEST response for each of the following.

1. Do you have a primary physician that you see on a yearly basis?

- A. Yes
- B. No
- C. Unsure

2. How comfortable are you visiting a healthcare facility for a check-up?

- A. Very comfortable
- B. Comfortable
- C. Neutral

D. Uncomfortable

E. Very uncomfortable

3. If you identify as a transman, when was the last time you went to your physician to receive a pap smear? (If not, skip to question 5)

A. 1-3 months

B. 3-6 months

C. 6-9 months

D. 9-12 months

E. More than a year

4. How comfortable are you with going to a health facility to receive a pap smear?

A. Very uncomfortable

B. Uncomfortable

C. Neutral

D. Comfortable

E. Very comfortable

5. As a Transwoman, how comfortable are you with going to a health facility to receive a prostate exam?

A. Very uncomfortable

B. Uncomfortable

- C. Neutral
- D. Comfortable
- E. Very comfortable

6. How soon do you disclose your gender identity to a new partner that you are involved with sexually?

- A. Never
- B. After the first year
- C. Within the first year
- D. Within first 6 months
- E. Immediately

7. Has a doctor ever denied you retrieve Estrogen or Testosterone because of the fact you are transgender?

- A. Yes
- B. No

8. Which of the following do you consider your sexual orientation?

- A. Heterosexual (Straight)
- B. Homosexual (Gay)
- C. Bisexual
- D. Pansexual

E. Asexual

F. Prefer not to identify

9. Have you ever been turned down for a job or a promotion because of your gender identity?

A. Yes

B. No

C. Unsure

10. Do you consider yourself passable when people first see you in public?

A. Yes

B. No

C. Unsure

11. Have you ever received under the table cosmetic procedures outside a hospital setting?

A. Yes

B. No

12. Have you ever suffered from depression because of not being able to find employment because of your gender identity?

A. Yes

B. No

13. Have you ever tried to commit suicide because of the stress of coming out as transgender?

A. Yes

B. No