Building a Supportive Campus Environment for LGBT International Students
# Presenters

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Would like to thank our Content Contributors:
Presentation Agenda

- Personal Stories
- Theoretical Approach
- Statistics and Data
- Emerging Practices
- Roundtable Discussion
- Where do we go from here?
- Resource Sharing
Are you out in your home country?

What’s different about the domestic LGBT student experience compared to the international LGBT student experience?

What would it be like if you went back to your home country after graduation?

What do schools need to do to support LGBT international students?
Personal Stories

“It’s hard for me to connect with my Korean peers, because they are not accepting of who I am, and even who I spend my time with generally”

*Bi*sexual Korean undergraduate female

“It depends on the situation who I am out to, and many times I don’t feel the need to represent myself in that way”

*Lesb*ian Chinese graduate female
Sanford's Challenge and Support Theory

Diagram:
- **Stagnation**
  - Tedious
  - Unproductive Stress-Free
  - Taking it easy

- **Disengagement**
  - Low Optimism
  - Low Determination
  - Lack of Progress

- **Maximum Growth**
  - Continuum of Learning
  - Innovation
  - Renewal
  - Development and Growth

- **Retreat**
  - Apprehension
  - Unproductive Stress

Axes:
- **Level of Support**
  - Low → High
- **Level of Challenge**
  - Low → High
Schlossberg Transition Theory

Transition Theory of Nancy Schlossberg

**Definition of Transition:**
Events or non-events that result in a change of roles, daily routines, and/or personal relationships.

**4S Model**
- Situation
- Self
- Supports
- Strategies

The severity of a transition can be measured and controlled by a careful analysis of the first three (situation, self, supports) and it can be controlled through the development of the strategy.
The Median Age at which most young adults begin attending College or University...

Also, tends to also be the Median Age at which most young adults “come out” (told someone).

1/3 of LGBT Students AVOID gender-segregated spaces (bathrooms: 35.4%, locker rooms: 35.3%) because they felt unsafe or uncomfortable.

55.5% of LGBT students FELT UNSAFE at school because of their sexual orientation, and 37.8% because of their gender expression.

30.3% of LGBT students MISSED at least one school day per month because they felt unsafe or uncomfortable. 10.6% missed four or more days in the past month.

68.1% avoided school functions
61.2% avoided extracurricular activities because they felt unsafe or uncomfortable.
What makes the LGBT International Student Experience different?

- The incongruity with self-identity generates psychological tension in the international students life causing mental stress and depression.

- Cultural factors do not necessarily impede the formation of identity but may delay identity integration. The international student is not fully interacting and benefiting the educational experience because of feeling unsafe and uncomfortable.

- The current literature and research is limited when it comes to the international LGBT student experience.

- Therefore, our goal for this presentation is to share with each other and learn from our experiences.
Inclusivity-Respect-Support

“McCarn and Fassinger (1996)...according to this model, not all individuals will be interested in or able to eventually claim a sexual minority identity, and such a claim is not viewed as essential for healthy development.”

NASPA Competencies encourage practitioners to

• Connect and build meaningful relationships with others while recognizing the multiple, intersecting identities, perspectives, and developmental differences people hold.

• Critique the dominant group perspective present in some models of student learning and development and modify for use in practice.
How can we support students?

- Neutral Voice
- Continued support through different choices
- Don’t enforce cultural norms
- You don’t have to be an expert to help
Emerging Practices that Support LGBT International Students

- Emory University
  - Recognized as a very inclusive and open campus
  - Discussion groups for different groups of students
  - Future directions
Campus Pride Index
The Campus Pride Index is an overall indicator of institutional commitment to LGBTQ-inclusive policy, program and practice.

Over 200+ higher education institutions are participating in this program.

THE FREE ONLINE TOOL ALLOWS PROSPECTIVE International STUDENTSFAMILIES/PARENTS AND THOSE INTERESTED IN HIGHER EDUCATION TO SEARCH A DATABASE OF LGBTQ-FRIENDLY CAMPUSES WHO HAVE COME OUT TO IMPROVE THE ACADEMIC EXPERIENCE AND QUALITY OF CAMPUS LIFE.
Emerging practices that support LGBT international students

- Websites
- Posters & Media
- Support Groups
- Mentorship

Finding resources without fear of outing oneself.
Emerging Practices that Support LGBT International Students

MSU
• Underground support groups advertised through word-of-mouth
• Social norming posters/media in Chinese working with China LGBT Awareness Campaign. www.LGBTcampaign.org
• Specific webpage within LBGT Resource Center website for international students: http://lbgtrc.msu.edu/resources/international/
• LBGT Resource Center flyer for international students

Other Schools
• University of Michigan - International Spectrum website for international LGBT students, includes information on asylum.
  https://internationalspectrum.umich.edu/
• University of Pennsylvania – IQueer website for international LBGT students
  http://www.vpul.upenn.edu/lgbtc/iqueer
• University of Wisconsin – Milwaukee – Integrating Identities webpage and resources
  http://uwm.edu/lgbtrc/support/integrating-identities/
English translation:
Love.
Not a matter of choice.
We don’t choose to become lesbians or gays. We are born this way. Fortunately the world is big and can accept every one of us.
Information for International Students About **LGBTQ Life in the USA**

**Resources and information For LGBTQ/Questioning Students**

If you are lesbian, gay, bisexual, transgender, queer, or are uncertain about your sexuality or gender identity, there are many resources available to you through Michigan State University. All of these resources are free for you to use, and CONFIDENTIAL.

- The LGTQ Resource Center provides information and support services for all students, and can help you connect to events and organizations. You can walk in to the center (302 Student Services) at any time and speak to a staff member, or call at (517) 353-9520.
- The MSU Counseling Center offers free or low-cost counseling services to students. These services are confidential, and may include individual counseling or support groups. [http://counseling.msu.edu](http://counseling.msu.edu)
- OurSpace is a group for students who want to talk and learn about their own sexuality or gender identity with other students. This group is facilitated by a professional counselor. Email jeng@cc.msu.edu for more information.

**FORMSPRING** is a web application that lets students ask questions to LGTQRC staff anonymously. You can ask any questions about sexual orientation or gender identity here!

[http://www.formspring.me/lgbtrc](http://www.formspring.me/lgbtrc)

**You Have a Right to Feel Safe!**

Michigan State University does not permit discrimination or harassment on the basis of gender, gender identity, or sexual orientation. If you feel that you have been treated unfairly because of your sexual orientation or gender identity, you can contact any of these offices:

- The Office for Inclusion and Intercultural Initiatives has much more information about anti-discrimination policies and procedures, as well as staff you can speak with.
  [http://inclusion.msu.edu/Equity/](http://inclusion.msu.edu/Equity/)
- The LGTQ Resource Center
  [http://lgbtrc.msu.edu](http://lgbtrc.msu.edu)
- The Office for International Students and Scholars provides resources and support to international students at MSU.
  [http://ois.lsp.msu.edu](http://ois.lsp.msu.edu)

LGBTQ people have the same rights to safety as heterosexual people. If you or someone else needs emergency police or medical assistance, call 911. If you have been sexually assaulted or raped, you may call MSU's 24-hour Sexual Assault Crisis Line at (517) 372-6666. To report or ask questions about any incident, call the Bias Incident Reporting Line at (517) 432-3650.

Produced by the LGTQ Resource Center and Office for International Students and Scholars at MSU
[http://lgbtrc.msu.edu](http://lgbtrc.msu.edu)
Last Updated: February 2013

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**What does it mean to be LGBTQ?**

LGBTQ is an acronym that stands for Lesbian, Gay, Bisexual, Transgender, and Queer.

- **Lesbian:** women who are attracted to and love other women.
- **Gay:** men who are attracted to and love other men.
- **Bisexual:** a person who feels attraction to and can love men or women.
- **Transgender:** a person whose gender identity does not match their biological sex.
- **Queer:** a person who may not define themselves by gender in who they love, or how they present themselves.
- **Heterosexual:** a person who feels attraction to and engages in relationships with people of a sex other than their own.

This set of letters, LGBTQ, is often used to describe the diverse community of people who are not heterosexual.

There are more resources about sexuality and gender, as well as organizations and events for LGBTQ people and the heterosexual people who support them ("allies"), available at the LGTQ Resource Center website:

[http://lgbtrc.msu.edu](http://lgbtrc.msu.edu)

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If you are LGBTQ, or are uncertain about your sexuality or gender, you are not alone, and your feelings are completely natural. There is nothing wrong with being LGBTQ!

There is a community of individuals of all different sexual orientations and gender identities here at Michigan State. You are welcome here!

To learn more about the resources available to LGBTQ students and the allies who support them, as well as important rights students have, please flip this sheet over.
University of Pennsylvania and University of Michigan websites for international LGBT students
Table Discussions

1) What efforts does your institution do to engage LGBT international students on campus? Is your office involved in this outreach?

1) What would you like to do on your campus to support LGBT international students?

Would each table please nominate someone to provide a brief report on your discussion?
Where to go from here?

• Join NAFSA Rainbow Interest Group
• Join NASPA GLBT Knowledge Community
• Add to our collective resources
  • Google Doc-Notes, presentation, and all other resources-please contribute here:
  • [https://drive.google.com/open?id=0B81HpVXMPXA7O/XVJMVg2VHI0Nk0](https://drive.google.com/open?id=0B81HpVXMPXA7O/XVJMVg2VHI0Nk0)
How to Start a Student Group, Advocacy, or Programming and Outreach at your Institution

Hosted by The Consortium of Higher Education LGBT Resource Professionals are pleased to announce the launch of LGBTQArchitect [http://architect.lgbtcampus.org/](http://architect.lgbtcampus.org/)

LGBTQArchitect is a tool that allows existing and starting LGBTA Centers and Programs the opportunity to compare and share information in an open-source environment. It builds upon the current Consortium website and resources by providing exact forms, background documentation and information to build new programs and add to ones we are already providing.
Safe Zone Project Curriculum

THE SAFE ZONE PROJECT IS A FREE ONLINE RESOURCE FOR CREATING POWERFUL, EFFECTIVE LGBTQ AWARENESS AND ALLY TRAINING WORKSHOPS

http://thesafezoneproject.com/#
Since 2011, when the High Commissioner was last asked to report on this subject to the UN Human Rights Council:

- 3 countries have decriminalized consensual same-sex relationships;
- 14 have adopted or strengthened anti-discrimination or hate crime laws, extending protection for LGBT and intersex people;
- 12 have introduced either marriage or civil unions for same-sex couples offering equivalent benefits and entitlements;
- 10 have changed gender recognition laws to make it easier for transgender people to obtain legal identification documents that reflect their gender identity;
- 1 country has introduced legal protection for the physical integrity of intersex children;
- In dozens of countries, medical staff, teachers, police, judges and prison guards are now receiving gender and sexuality sensitivity training and guidance, and anti-bullying programmes have been launched in schools.
Meeting Students Where They Are

“I would have to throw my identity out the window. I would only be able to live in my country if I were able to live on my own to reduce my relationship with my family. Or I could choose to be with my family. It’s like an ultimatum.” – Nepalese int’l student

“We stress in our actions that students have the choice of whether or not they’re going to disclose their orientation or their identity. It may never come out and they may never disclose, but it is important that they know there is a safe place.”
Questions?
Resources
Professional Association Groups and Organizations

- NAFSA: Association of International Educators, Rainbow Special Interest Group  
  [http://www.nafsa.org/Connect_and_Network/Engage_with_a_Community/Migs/Rainbow_SIG/](http://www.nafsa.org/Connect_and_Network/Engage_with_a_Community/Migs/Rainbow_SIG/)

- NASPA: Student Affairs Professionals in Higher Education, GLBT Knowledge Community  

  [http://www.myacpa.org/sclgbta#sthash.NyKameRq.dpuf](http://www.myacpa.org/sclgbta#sthash.NyKameRq.dpuf)

- American Education Research Association, Queer Studies SIG Home.  
  [http://aeraqueerstudiessig.wikifoundry.com](http://aeraqueerstudiessig.wikifoundry.com)

- LGBTQ Presidents in Higher Education,  
  [http://www.lgbtpresidents.org](http://www.lgbtpresidents.org)

- National Education Association, GLBT Caucus,  
  [http://www.nea-glbtc.org](http://www.nea-glbtc.org)

  [http://www.lgbtcampus.org](http://www.lgbtcampus.org)

- Campus Pride represents the leading national nonprofit organization for student leaders and campus groups working to create a safer college environment for LGBTQ students.  
  [https://www.campuspride.org/about/](https://www.campuspride.org/about/)

- GLSEN, the Gay, Lesbian & Straight Education Network.  
  [http://www.glsen.org](http://www.glsen.org)

- ILGA: International lesbian, gay, bisexual, trans and intersex association.  
  [http://ilga.org](http://ilga.org)
Resources


National School Climate Survey (NSCS). 2013. GLSEN.  

Campus Pride Index. 2015. https://www.campusprideindex.org

http://www.asccc.org/content/perceptions-campus-climate-and-engagement-lesbian-gay-bisexual-and-transgender-community

UN HUMAN RIGHTS COUNCIL REPORT:. (June 2015). “Discrimination and Violence against Individuals Based on their Sexual Orientation and Gender Identity.”  

LGBTQ Architect, The Consortium of Higher Education LGBT Resource Professionals,  
http://www.lgbtcampus.org/architect

Alturi: Elevating the LGBTI Community Globally  
http://www.alturi.org/about
Resources Continued


EducationUSA. Resources For LGBT Students. [https://educationusa.state.gov/resources-lgbt-students](https://educationusa.state.gov/resources-lgbt-students)

EducationUSA Interactive. (March 2016) "LGBTI CAMPUS LIFE” [https://educationusa.state.gov/educationusa-interactive](https://educationusa.state.gov/educationusa-interactive)


Rosario, Margaret; Schrimshaw, Eric W.; Hunter, Joyce
http://dx.doi.org/10.1037/1099-9809.10.3.215


NASPA: Student Affairs Professionals in Higher Education. 2009, revised 2015. NASPA/ACPA Professional Competencies for Student Affairs Educators [https://www.naspa.org/about/student-affairs](https://www.naspa.org/about/student-affairs)
On March 3, 2016, a panel of LGBTI-identified international students from Jamaica, U.K., Pakistan, and Thailand shared their personal stories via an online chat to

- offer advice on accessing resources,
- talk about navigating campus life,
- answer questions.

[Link to access all our materials, and add your own!](https://drive.google.com/drive/folders/0B81HpVXMPXA7OXVJMVg2VHI0Nk0)