

LGBTQ+ Student Issues Action Plan

PRIDE Ad Hoc Committee

Purdue Student Government

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Introduction/Mission Statement:

The Purdue Student Government's Purdue Resource for Inclusion, Diversity, and Equity (PRIDE) AdHoc committee, introduced in 2021, is responsible for advocating for the student body to create an inclusive environment with various resources for LGBTQ+ students.

The action plan in itself is divided into five main goals:

- 1) Housing: refining gender-inclusive housing options for students.
- 2) Visible Support: Providing visible allyship on campus.
- 3) Gender Affirming Actions: Fostering gender-inclusive services
- 4) Healthcare: Providing Safe and Affirming Healthcare
- 5) Education: Expanding Purdue's Educational Resources

Behind these goals is the overall sentiment and mission to create a safe, supportive, and inclusive environment on campus for members of the LGBTQ+ Community.

Goal 1: Housing

The Refinement of Gender-Inclusive Housing

Issue Addressed: Housing is a key factor that influences student life while on campus. After collecting survey data, an overwhelming number of students stated that improving housing is something that Purdue should work on improving regarding the LGBTQ+ community. To improve this, Purdue Student Government advocates for the following steps to be taken to improve the experience of LGBTQ+ students within housing.

Strategy 1-A: Improving the Gender-Inclusive Living Community at Purdue

The purpose of a learning/living community is to develop a sense of belonging among students who share similar interests, according to the Purdue Learning community page¹. However, the Gender Inclusive Living Community (GILC) at Purdue has areas to improve on.

1-A.i. Expanding the GILC to allow for more student engagement.

- The GILC currently occupies one floor in Hillenbrand Hall, which is not enough in regard to demand. There are also additional spaces in both Hilltop Apartments and Hawkins Hall².
 - The Hillenbrand floor holds floor events specific to the GILC which increases the sense of community on the floor, but the whole GILC is not represented
- Increasing the amount of GILC options will allow more students to have a better sense of security with whom they live, providing an increased sense of student safety and belonging.
 - From the survey conducted, responses such as “the gender inclusive learning community needs to be bigger” and “Purdue housing clearly doesn't value the significance of our community” show how there is a discontent with the current status of the GILC
 - However, it is important to note that the GILC was also mentioned positively throughout the survey, such as “I feel I most belong when with the Gender Inclusive Living Community.”
- Overall consensus has been that although current demand has been met and there is room for everyone, students are not aware that the GILC is an option.

1-A.ii. The consolidation of the GILC in a singular residence hall.

- The GILC, as previously stated, is currently spread between Hilltop Apartments, Hawkins Hall, and Hillenbrand Hall, which are not directly connected in any way.

¹ <https://www.purdue.edu/learningcommunities/>

² <https://www.housing.purdue.edu/my-housing/options/special-housing/gender-inclusive.html>

- The Honors College, Pre-Pharmacy LC, EPICS, and more are all located in the same building.
- The purpose of a living/learning community is to connect students with similar interests and identities. This proves difficult when they are in separate locations.
 - One student stated, “They're splitting the community up between residence halls, which is the dumbest thing I've ever heard. It's a living community. With the purpose of living together... Make it make sense”
- Although we recognize that this provides students with different options of price and living arrangements, better communication of why the GILC is in separate locations is key for improving the GILC

1-A.iii. The Reframing of the GILC

- Although the GILC has been active on campus for over 10 years, there is little knowledge about it for incoming and current students.
- We call for a rebranding of the GILC, which includes a renaming.
 - Although we recognize that calling it the “LGBTQI+ Living/Learning Community” is not feasible, universities like Indiana University and Iowa State University call their version of the GILC “Spectrum Community” and “Stonewall House” respectively.^{3 4} This allows for people within the LGBTQI+ community to recognize what it means and call their attention to it.
- Increasing the amount of advertising for the GILC by Purdue Housing
 - Currently on the Purdue Housing Website, the GILC is listed under the “Current Students” tab. The GILC should also be listed under the “Prospective Students” tab.⁵

³ <https://housing.indiana.edu/experience/communities/Spectrum/index.html>

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[https://www.housing.iastate.edu/halls/freeman/stonewall/#:~:text=The%20fourth%20floor%20of%20Free man.and%20ally%20\(LGBTQIA%2B\)%20people.](https://www.housing.iastate.edu/halls/freeman/stonewall/#:~:text=The%20fourth%20floor%20of%20Free man.and%20ally%20(LGBTQIA%2B)%20people.)

⁵ https://www.purdue.edu/learningcommunities/profiles/University-wide%20LCs/gender_studies.html

Goal 2: Visible Support
Providing Visible Allyship on Campus

Issue Addressed: Through the analysis of the Purdue Student Government LGBTQ Student Issues survey, a common theme that was represented in both qualitative and quantitative data was a feeling of lack of support from the university for their LGBTQ+ identity. By showing active and visible support, the university can help to eliminate this perception of unacceptance and garner a culture of inclusion and belonging.

Strategy 2-A: Continuing and expanding support of the LGBTQ Center

2-A.i. Increasing funding for the LGBTQ Center

- By increasing funding for the LGBTQ center, there would be the opportunity for expansion of their programs and events to meet the ever-increasing demand for their services.
- The LGBTQ center is fully staffed now plus a brand new space located next to the Hicks Underground Library. This allows a lot more foot traffic than being on the 2nd floor of old Schleman Hall.
 - 436 in 2022 and 900 in 2023 BGR, 200 unique in a day

2-A.ii. Further advertising of the LGBTQ Center to all students and staff

- More advertisements around campus with signage and getting more visible to the public that the LGBTQ Center is located in the Hicks Underground Library.

2-A.ii. Ask Lowell what type of support he would like beyond funding

- The increasing amount of students going to the LGBTQ Center brings more need for resources. Food insecurity is a large issue not only for LGBTQ+ students but for many students on campus as well. Giving the LGBTQ center resources for a small food pantry or funding for events that can help students on campus who are struggling with food insecurity.
- A call for more educational programs was held at the LGBTQ center. These programs can help educate people on Trans Inclusion and preventing Hate Crimes.
- Overall our LGBTQ center has gotten there 7th consecutive year of 5/5 stars from the Campus Pride Index⁶ and this has been its 3rd year in the best of the best of LGBTQ Centers from Campus Pride.⁷
- With this growth, the LGBTQ center will need to keep expanding resources in the future.

⁶ <https://www.campusprideindex.org/campuses/details/374?campus=purdue-university>

⁷ https://www.campuspride.org/2022bestofthebest/?_ga=2.107774407.458916802.1698516503-1229978838.1557275018

Strategy 2-B: Creating visible signs of allyship across campus

2-B.i. Creation of a Standing Advisory Committee that deals directly with LGBTQ+ issues

- One of the criteria of rating for LGBTQ+ Support and Institutional Commitment on the Campus Pride Index that Purdue lacks is an ongoing advisory committee dealing with LGBTQ+ issues.
- While the diversity and inclusion committee of the university senate, as well as the equity task force, are both fantastic contributions to the diversity and inclusion space, having a standing committee that is specifically committed to LGBTQ+ issues would provide more specialized attention to these issues and population on campus.

2-B.ii. Establishment of physical signs of allyship on campus outside of the LGBTQ Center

- While the location change and establishment of the LGBTQ center is a fantastic commitment and contribution to the LGBTQ+ community, by virtue of its location it is not the most visible to the greater campus community.
- The addition of physical signs of allyship above ground would both foster a sense of belonging for all students and draw more students towards the LGBTQ center, where they can both learn and find a sense of community.
 - There is currently no visible sign outside of Hicks that shows that the LGBTQ center is located there. There is currently an effort to get a Rainbow Crosswalk put on State Street, which would give a visible indication of allyship.
 - However, whether or not the Rainbow Crosswalk is achieved, there needs to be additional visible support directly outside of Hicks

Goal 3: Gender-Affirming Actions
Fostering Gender-Inclusive Services

Issue Addressed: Gender-affirming actions are a critical factor that influences the lives of LGBTQ+ students. Through the improvement of gender-affirming actions and strategies at Purdue, the university can improve the experiences of LGBTQ+ students on campus.

Strategy 3-A: Advertising current gender-neutral bathrooms.

3-A.i. Update and create a list of current Gender-Neutral bathrooms on Purdue’s academic and residential campuses

- The LGBTQ Center has a Google Map⁸ that locates different Gender-neutral bathrooms on Purdue’s Campus. However, the map was built by student volunteers over 2 years ago, and it needs to be updated. This is a resource that should be made available on the LGBTQ Center’s website and updated by Purdue’s campus planning team.
 - This resource should also be made available on Purdue Housing, as well as advertised through other channels deemed appropriate by the University Senate’s Equity, Diversity, and Inclusion Committee.

Strategy 3-B: Promoting gender-inclusive language in all current and future University Policy

3-B.i. Replacing “his/her”, “he/she”, etc on all Purdue University Policies.

- The use of “their” instead of “his/her” is grammatically correct and would not change the meaning of the statement. By promoting gender-inclusive language in all University Policies, everyone will be included.
- For example, the “Academic Regulations” Policy⁹ includes approximately 40 uses of “his/her.”
 - The Office of the Dean of Students should amend all current and future University Policies to promote gender-inclusive language.

Strategy 3-C: Allowing for pronoun display on brightspace

- Joint Resolution 21-69, “Resolution in Support of Editable Gender-Inclusive Options Amongst Purdue Affiliated Websites”

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<https://www.google.com/maps/d/u/0/viewer?ll=40.439130255073515%2C-86.93538609999999&z=13&mid=1fwPPjQzfAJEj8ayet8HZNrABkNwdbw4>

⁹ <https://catalog.purdue.edu/content.php?catoid=13&navoid=15965>

- Although students can update their preferred name on MyPurdue, Brightspace, Boilerlink, and other campus websites, there is no option for a pronoun display.
 - However, the Common App pulls a student's legal name to contact, a
- The PRIDE Ad-Hoc calls for the University Senate to review Resolution 21-69, "Resolution in Support of Editable Gender-Inclusive Options Amongst Purdue Affiliated Websites" based on support, not logistics.

Goal 4: Healthcare
Providing Safe and Affirming Healthcare

Issue Addressed: Healthcare can be scary for members of the LGBTQ+ community. Many individuals can face unpleasant interactions when communicating with healthcare providers. Being called by a dead name, being misgendered, and facing anxiety when picking up medications or receiving services are all barriers to quality healthcare for the community. Purdue University should strive for safe and quality healthcare for all students. To improve healthcare at Purdue we suggest the following steps.

Strategy 4-A: Expanding upon Purdue's Physical Healthcare offerings

4-A.i. Directly providing Hormonal Replacement Therapy (HRT)

- Currently, Purdue offers HRT letters of support to individuals who contact CAPS. These individuals would then go through the process of getting recommended to a physician outside of Purdue.
- Purdue University used to foster HRT at PUSH in 2019, however, Purdue has not made any efforts to find a new physician/NP to replace this role ever since the doctor who provides these services has left.
 - This can be an issue of healthcare access for students who may not have access to outside care and may only have the resources that Purdue provides.
- Physicians/nurses/pharmacists should be given the option to become HRT competency trained or a medical professional with said training should be hired.
- The Purdue University Pharmacy has many patients receiving HRT and continues to be a trusted pharmacy among the LGBTQ+ community.

4-A.ii. Free, anonymous, and accessible HIV/STI Testing

- Nearly 40% of all newly diagnosed HIV cases happen in adults and adolescents under 29 years old. Providing discreet HIV testing can help students know their status and stay protected¹⁰.
- PUSH currently provides HIV testing, however, it is not free and is not confidential. Students that are currently covered under their parent's insurance run the risk of being outed to their parents without their consent since insurance has billed the parents.
 - IU provides free confidential testing and PrEP navigation programs through Positive Link Clinic.
 - The Tippecanoe County Health Department provides free and confidential testing which the university and LGBTQ Center should advertise and have more on-campus clinics.

¹⁰ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3885987/>

- Pre-exposure prophylaxis (PrEP) can be obtained through an appointment with a healthcare provider at PUSH. However, not many students on campus know that this service exists. They are providing more advertisements to the LGBTQ+ community about PrEP.
 - Purdue University can also advertise Prepnv.org, which provides PrEP navigation for those looking to start PrEP. It is all online and there is little to no out-of-pocket cost.
 - The Purdue University Pharmacy currently offers generic Truvada for \$20 a month.

Strategy 4-B: Hiring CAPS counselors that encompass multiple student identities

- Currently, many members of the LGBTQ+ community feel that Purdue should have a wider variety of Counselors at CAPS who share similar life experiences and struggles that many of the LGBTQ+ students go through.
 - CAPS is currently in the process of hiring more inclusive counselors for members of the LGBTQ+ community, however, there is still currently a gap in representation among multiple identities at CAPS.

Goal 5: Education
Expanding Purdue's Educational Resources

Issue Addressed: Purdue University is an educational institution committed to holistic learning and education. This should not encompass only academics but rather should include expanding a person's worldly view. Through different educational training, Purdue can better serve the campus community.

Strategy 5-A: Expand upon current training offerings and provide additional support to ongoing pieces of training

Strategy 5-A: Implementing more training on campus

5-A.i. Establishment of hate crime prevention trainings

- According to the Campus Pride Index, one of the criteria that Purdue is lacking is active ongoing trainings for hate crime prevention¹¹
- The "Stop the Hate Training" through Campus Pride "supports colleges and universities in preventing and combating hate on campus as well as fostering the development of community"¹²
 - By offering this training along with the implicit bias training, Purdue will be better equipped to foster a safe and inclusive environment.

5-A.ii. Further support and advertising of Trans Inclusion Trainings

- The current Trans Inclusion training offered at Purdue is "designed to provide information about trans identities and help attendees develop skills to create inclusive and compliant spaces to support trans students, staff and faculty"¹³
- This training is currently offered three times a year, and it is not limited to Purdue affiliates.
- By furthering the support of the Trans Inclusion Trainings, more individuals can have the opportunity to participate.

5-A.iii. Further support and advertising of SafeZone Trainings

- SafeZone is a national program that is run out of the LGBTQ Center. This program is a two-part program that "empowers participants to support LGBTQIA+ students, staff and faculty and create change on campus".
- Training is offered three times per semester, and is broken into two parts. Due to training being offered so limitedly, this is a barrier for participants who would like to be trained but are unavailable at the offered times.

¹¹ <https://campusprideindex.org/campuses/details/374?campus=purdue-university>

¹² <https://www.campuspride.org/stop-the-hate/>

¹³ https://www.purdue.edu/lgbtq/training/trans_inclusion.php

- By further supporting the LGBTQ center and their SafeZone initiative, this training could be offered to more individuals, and would allow for more members of the campus community to be able to participate.
- Further efforts to advertise this opportunity to members of the campus community, including faculty and staff would increase engagement with the training and foster a sense of belonging on campus.

Strategy 5-B: Encourage certain trainings for all new Purdue faculty and staff during their onboarding process and create a plan to train current university employees

5-B.i. Adding additional requirements to the Purdue faculty/staff onboarding process

- While programs such as SafeZone should continue to be a voluntary program due to its purpose in showing allyship and safe spaces on campus, other training whose primary purpose is educational should be required by the university.
- Cultural competency training should be included in the onboarding process.
- Currently, there is no diversity training provided directly by Purdue University for its employees
 - Departments have their own training, but diversity training should be a staple for all faculty/staff at Purdue
- With Purdue's campus growing, it is important to emphasize the importance of embracing diversity.

5-B.ii. Creating a strategic plan for implementing training to current university employees

- Re-emphasis of important topics (like Title 9, anti-harassment, cultural competency, etc.) once a semester through a module to be completed.
- Human Resources would be responsible for creating and reviewing the strategic plan every two years.
- This can be through an outside entity that can provide reputable third-party training.

Strategy 5-C: Consider diversifying the student curricula

5-C.i. Embedding LGBTQ topics into current course offerings.

- There is an opportunity to diversify current classes and embed inclusivity in pre-existing courses.
 - For example, the College of Pharmacy has been making changes to its current classes by adding Gender Affirming Care and HRT to the Gender Health section in its pharmacology class. Not only will students who take this course in the PharmD Curriculum have a better understanding of Gender Affirming Care and HRT; but they will also learn to be more inclusive of the LGBTQ+ community when going out into practice.

- This is not only specific to the LGBTQ+ population, but also for other minority populations, such as African Americans, Hispanics/Latinos, those experiencing homelessness, and more.