



Rankin & Associates, Consulting

Assessment • Planning • Interventions

University of Illinois at
Urbana-Champaign

Campus
Climate Project

Final Report
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Rankin & Associates, Consulting

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Executive Summary

Colleges and universities are more aware of the challenges facing lesbian, gay, bisexual, transgender, and ally members in their communities. Literature from the past two decades documents the harassment, discrimination, and violence experienced by LGBT¹ people on campus. In response, the University of Illinois at Urbana-Champaign (UIUC) conducted an internal assessment of the climate for LGBT persons and Allies within the campus to help lay the groundwork for future initiatives. This assessment was a proactive initiative, and is intended to be used to identify specific strategies for addressing the challenges facing the community and support positive initiatives on campus.

Surveys were distributed during the spring semester 2004. Twelve hundred thirty employees (72 administrators, 305 civil service staff, 488 academic professionals, and 207 faculty) 2,538 students (1786 undergraduate students, and 752 graduate students), and 159 individuals who identified as “other” returned surveys.² Approximately 491 LGB persons, 2884 heterosexual persons, and 85 individuals who are uncertain about their sexual orientation responded to the survey. Individual comments were also received, and are included in Appendix B of the enclosed report.³ Some of the findings include the following:

- A majority of the LGBT participants and straight allies are “out” to their friends and nuclear family. Approximately 24% of the LGB participants are completely closeted to colleagues.

¹ This report uses the term “lesbian, gay, bisexual and transgender people” or “LGBT people” to describe individuals who share related experiences of bias based on sexual orientation or gender identity. However, this language is employed with the understanding that many individuals identified as LGBT may choose to use other self-identifying terms or none at all. Recent research (Rankin, 2003) suggests that many sexual minorities prefer choices such as “same-gender loving,” “gender-queer,” “pansexual,” “queer,” “woman-loving-woman,” etc. Some considered the “gay,” “lesbian,” “bisexual,” and “transgender” categories to be predominately white social constructs of identity, and therefore not relevant to their personal experiences. “Queer” was overwhelmingly not the self-identity choice of black LGBT people, in fact, most chose gay or lesbian. This report acknowledges the personal and political import of language and the need to recognize a broad range of self-identity choices.

² The total number of surveys received is 3595 suggesting that at least 332 respondents identify more than one position.

³ Some comments are provided throughout the narrative to provide “voice” for the quantitative data.

- Among the participants, LGB individuals and those who are uncertain about their sexual orientation perceived the campus climate as less positive and less affirming than their heterosexual counterparts; transgender individuals and females perceived the climate as less positive than males; and, “people of color” perceived the climate as less positive than White/European Americans.
- Approximately six percent of LGB respondents of color often feared for their personal safety on campus because of their sexual orientation, gender identity, or gender expression, and four percent often concealed their sexual orientation, gender identity, or gender expression to avoid intimidation. Approximately one percent of LGB participants of color often avoided self-disclosure due to fear of negative consequences.
- Nine percent of respondents have been victims of harassment due to their sexual orientation, gender identity, or gender expression. LGB participants and those uncertain about their sexual orientation, transgender individuals, and people of color reported more experiences with harassment. Derogatory remarks (80%) by other students were the most common form of harassment, which mostly occurred in a public space on campus or off campus.
- Almost one-third of participants have witnessed an event or events of discrimination or harassment based on an individual’s sexual orientation, gender identity, or gender expression. Of those, students (78%) and staff (8%) were most likely to experience such events and they usually occurred in a public space on campus. Derogatory remarks (90%) were the most common form of observed harassment.
- The majority of participants denied that they had experienced negative treatment due to their sexual orientation, gender identity, or gender expression. For those who did experience such treatment, the sources of harassment were another UIUC student, an unknown person on campus, or an unknown person in Urbana or Champaign. Transgender individuals were identified as the most likely group to be harassed on campus.
- Respondents felt most safe in the Illini Union, Main Quad, classroom buildings, Krannert Center for Performing Arts, and in campus libraries, and felt least safe at parking lots and fraternity and sorority houses.
- A majority of participants (more than 55%) suggested that issues related to LGBT and intersex persons, or homophobia and heterosexism were never addressed in their academic classes. Transgender authors or readings about transgender issues were the least likely to be included in the curriculum. The Humanities and Social Sciences were identified as the academic areas that provided the most information related to LGBT people and issues.

- The majority of respondents agreed that the climate of classes at UIUC is accepting of LGBT people and that UIUC jobsites are affirming of LGBT people.
- Participants reported that LGBT counseling/support groups, especially the Coming Out Support Group, are the most important activities sponsored by UIUC.
- Some findings also underscore that the campus is non-racist, non-sexist, and positive for lesbians and gay men.

Ways in which the University could improve the climate for LGBT people have been thematically compiled from respondents' comments in the following categories:

- More representation and action from University administration
- Inclusion of more LGBT-related topics and LGBT persons in curriculum and instruction
- Professional development for faculty, civil service staff, and other employees
- Increase in LGBT-related events, programs, organizations, outreach, and support groups

The recommended next steps include sharing a review of the results with campus constituent groups (e.g. administrators, students, faculty, staff, and underrepresented groups) who will work together to create and support initiatives that will foster an inclusive, welcoming climate at the University of Illinois at Urbana-Champaign.

Introduction

One of the primary missions of higher education institutions is to produce and disseminate knowledge. Academic communities expend a great deal of effort fostering an environment where this mission is nurtured, with the understanding that institutional climate has a profound effect on the academic community's ability to excel in research and scholarship.⁴ The climate on college campuses not only affects the creation of knowledge, but also has a significant impact on members of the academic community who, in turn, contribute to the creation of the campus environment.⁵

Sexual minority students on college/university campuses encounter unique challenges because of how they are perceived and treated as a result of their sexual orientation, gender identity, or gender expression. Lesbian, gay, bisexual and transgender (LGBT)⁶ students and their Allies face challenges that may prevent them from achieving their full academic potential or participating fully in the campus community. Similarly, other campus community members, including LGBT faculty, staff and administrators, may also suffer as a result of these same prejudices, which limit their ability to achieve their career goals and to mentor or support students.

The hostile environment that LGBT students, faculty, staff and administrators often experience has been documented in numerous studies since the mid-1980s (see Rankin, 1998 for a review). Many LGBT campus members find that they must hide significant parts of their identity from peers and others, thereby isolating themselves socially or emotionally. Those who do not to hide their sexual orientation or gender identity have a range of experiences including discrimination,

⁴For more detailed discussions of climate issues see Bauer, 1998; Boyer, 1990; Peterson & Spencer, 1990; Rankin, 1994, 1998; Tierney & Dilley, 1996

⁵For further examination of the effects of climate on campus constituent groups and their respective impact on the campus climate see Bauer, 1998; Kuh & Whitt, 1988; Peterson & Spencer, 1990; Rankin, 1994, 1998, 1999; Tierney, 1990

⁶ This report uses the term "lesbian, gay, bisexual and transgender people" or "LGBT people" to describe individuals who share related experiences of bias based on sexual orientation or gender identity. However, this language is employed with the understanding that many individuals identified as LGBT may choose to use other self-identifying terms or none at all. Recent research (Rankin, 2003) suggests that many sexual minorities prefer choices such as "same-gender loving," "gender-queer," "pansexual," "queer," "woman-loving-woman," etc. Some considered the "gay," "lesbian," "bisexual," and "transgender" categories to be predominately white social constructs of identity, and therefore not relevant to their personal experiences. "Queer" was overwhelmingly not the self-identity choice of black LGBT people, in fact, most chose gay or lesbian. This report acknowledges the personal and political import of language and the need to recognize a broad range of self-identity choices.

verbal or physical harassment, and subtle or outright silencing of their sexual identities. While higher education provides a variety of opportunities for students and others, these are greatly limited for those who fear for their safety when they walk on campus, or feel they must censor themselves in the classroom, or are so distracted by harassing remarks that they are unable to concentrate on their studies, or are fearful every time they walk into a public restroom that they will be told to leave.

In a more recent investigation, nearly 1700 self-identified LGBT students, faculty, and staff (Rankin, 2003) suggest that the campus community is not an empowering place for LGBT people and that anti-LGBT intolerance and harassment are prevalent. A heterosexist climate inhibits the acknowledgment and expression of LGBT perspectives. It also limits curricular initiatives and research efforts, as seen in the lack of LGBT content in university course offerings. Furthermore, the contributions and concerns of LGBT people have often remained unrecognized. The research findings indicate that during the academic year 2001-2002:

- More than one-third (36%) of LGBT undergraduate students and nineteen percent of LGBT faculty and staff have experienced harassment.
- Derogatory remarks were the most common form of harassment (89%).
- Seventy-nine percent of those harassed identified students as the source of the harassment.
- Twenty percent of the respondents feared for their physical safety because of their sexual orientation/gender identity, and fifty-one percent concealed their sexual orientation/gender identity to avoid intimidation.
- Respondents felt that LGBT people were likely to be harassed on campus. Seventy-one percent felt that transgender people were likely to suffer harassment, and sixty-one percent felt that gay men and lesbians were likely to be harassed.
- Forty-three percent of the respondents rated the overall campus climate as homophobic.
- Forty-one percent of the respondents stated that their college/university was not addressing issues related to sexual orientation/gender identity.
- Forty-three percent of the participants felt that the curriculum did not represent the contributions of LGBT people.

The research further suggests that LGBT people of color⁷ were more likely than white LGBT people to conceal their sexual orientation or gender identity to avoid harassment. Many

⁷ While recognizing the vastly different experiences of people of various racial identities (e.g., Chicano(a) versus African-American or Latino(a) versus Asian-American), and those experiences within these identity categories (e.g. Hmong versus Chinese), it was necessary to collapse these identities into people of color and white people for statistical analyses and comparisons.

respondents said they did not feel comfortable being out in predominantly straight people of color venues, but felt out of place at predominantly white LGBT settings. Additionally, while the same proportion of non-transgender LGB men and women (28%) reported experiencing harassment, a significantly higher proportion of transgender respondents (41%) reported experiences of harassment.

Several colleges and universities, aware of the challenges facing LGBT members of their communities, and understanding their responsibility to provide a safe educational environment for all community members, initiated structural changes. For example, they created LGBT resource centers and LGBT studies programs. In addition, many revised or created LGBT-inclusive administrative policies, such as domestic partner benefits and nondiscrimination policies.

Procedures

The respondents consisted of 1,786 undergraduate students, 752 graduate students, and 1072 faculty/staff/administrators.⁸ These individuals responded to the survey during the Spring semester 2005.⁹ All electronic survey results were sent directly to the consultant's server where the IP addresses were immediately stripped from the submissions. Respondent's comments¹⁰ were also immediately separated from each the quantitative responses to ensure confidentiality.

The initial "invitation to participate" was sent to all students, faculty, and staff at UIUC via an e-mail from the co-chairpersons of the Campus Advisory Committee on Lesbian, Gay, Bisexual, and Transgender Concerns with approval and support from the Office of the Chancellor. This was followed up with three ads in the *Daily Illini* (student newspaper) and one in *Inside Illinois* (faculty/staff bi-weekly paper) that included the same invitation. Further, the invitation to participate was also sent through *E-Week*, a weekly e-mail message that announces campus events and services. Due to the difficulty in identifying lesbian, gay, bisexual, and transgender individuals, personal networks were also employed by members of the advisory committee.

⁸ The total number of surveys received is 3595 suggesting that at least 332 respondents identify more than one position.

⁹ The total number of surveys received was 3,595.

¹⁰ A thematic review of comments is provided in Appendix B. Some comments are provided throughout the narrative as they relate to the numeric data.

These networks are popular in the recruitment of LGB individuals, and include “volunteer distributors” who describe the study to friends or colleagues in hopes of recruiting LGB individuals from social and organizational contacts¹¹. To this end, contacts were made by advisory committee members with “out” LGBT individuals on campus who were asked to share the survey with other members of the LGBT community who were not as open about their sexual/gender identity. This method allowed for the responses from not only “out” LGBT persons, but also those LGBT individuals who chose to keep their sexual orientation, gender identity, or gender expression confidential. The use of electronic surveys also protected the confidentiality of respondents, and promoted increased accessibility of the survey to a larger and more representative sample¹²¹³.

Description of the Respondents

General Demographic Information

The majority of participants identified their gender as female (58%, n = 2090, Table 1, Appendix C)¹⁴, and sexual orientation as heterosexual (80.2%, n = 2884, Table 2, Appendix C). There were, however, a total of 491 respondents who identified as lesbian (2.9%, n = 103), gay (5.5%, n = 199), and bisexual (5.3%, n = 189). It is interesting to underscore that 2.4% (n = 85) of respondents indicated that they were “uncertain” about their sexual orientation, and 2.2% (n = 80) did not respond to this question.

Ages for the respondents were characterized according to the following age groups: 22 and under (48%, n = 1732), 23-32 (25%, n = 892), 33-42 (11%, n = 379), 43-52 (9%, n = 317), and 53 and over (6%, n = 210, Table 3, Appendix C). Half of the sample (50%) were undergraduate students (n = 1786), twenty-one percent were graduate students (n = 752), fourteen percent (n = 488) were academic professionals, nine percent were civil service staff (n = 305), six percent were faculty (n = 207), and two percent were administrators (n = 72, Table 4, Appendix C). Less

¹¹ Bradford, Ryan, & Rothblum, 1994.

¹² Mustanski, 2001.

¹³ It is important to note a limitation to the study such that technical service employees were less likely to respond than others in the UIUC population due to a lack of access to the survey.

¹⁴ All numbered tables noted in the text are provided in Appendix C. Tables within the narrative are labeled as per their numbers in Appendix C.

than two percent of participants reported having a disability (n = 64, Table 5, Appendix C), and the majority were U.S. born citizens (89%, n = 3215, Table 9, Appendix C). When asked “to whom are you most sexually attracted”, respondents indicated that they are most attracted to men (57%, n = 2045, Table A, below and Table 8 in Appendix C). The analysis below indicates this attraction by gender.

Table A. Attraction by Gender

Gender	Women (n)	Men (n)	Both (n)	Uncertain (n)
Female	137	1798	114	23
Male	1116	241	35	17
Transgender	3	1	1	4
TOTAL	1256	2040	150	44

Note: only n is provided

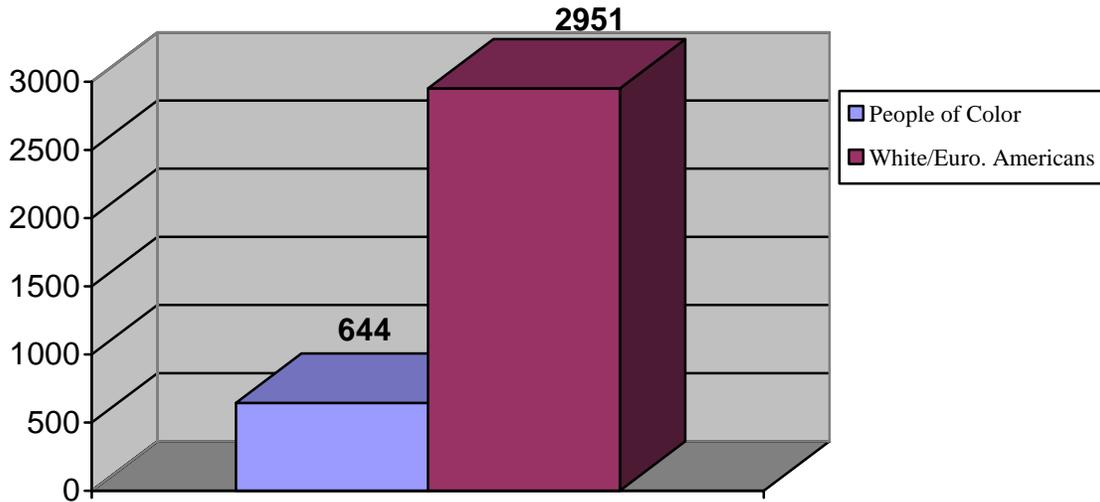
The majority of student participants live off campus (57%, n = 1452), or in residence halls/Private Certified Housing (38.2%, n = 974, Table 9, Appendix C). Only 5% of students live in fraternity or sorority housing (n = 115). The most cited college/school/administrative affiliations reported by all participants include the College of Liberal Arts and Sciences (37%, n = 1335), College of Agriculture, Consumer, and Environmental Sciences (10%, n = 348), College of Fine and Applied Arts (6%, n = 225), and College of Business (5%, n = 188, Table 10, Appendix C).

Demographics by Racial Identity

Participants were asked to indicate with what racial/ethnic group they identify. The majority of respondents were White or European American (82%, n = 2951), but 18% of the sample (n = 644) chose a “person of color”¹⁵ category (Table 6, Appendix C). Figure 1 below illustrates the “person of color” representation in the sample.

¹⁵ In this survey, the following were considered “people of color” identities: “Black/African American,” “Asian/Pacific Islander,” “Chicano(a)/Latino(a)/Hispanic,” “Native American,” “Middle Eastern,” and “South Asian.”

Figure 1: "People of Color" vs. White/European Americans (n)



Demographics by Racial Identity and Sexual Orientation

The majority of respondents identified their sexual orientation as heterosexual (n = 2884). Table B below illustrates that there were some lesbian (n = 14), gay (n = 46), and bisexual (n = 32) “people of color” who participated in this survey as well as some who were uncertain about their sexual orientation (n = 26).

Table B: Race/Ethnicity by Sexual Orientation

Sexual Orientation	People of Color		White/European American	
	%	(n)	%	(n)
Lesbian	2.0	(14)	3.0	(89)
Gay	7.0	(46)	5.0	(153)
Bisexual	5.0	(32)	6.0	(157)
Heterosexual	79.0	(507)	83.0	(2377)
Uncertain	4.0	(26)	2.0	(59)
TOTAL	100.0	(639)	100.0	(2876)

Note: Some respondents chose not to identify their sexual orientation so the n’s here may not be parallel to those in earlier tables.

Demographics by Position at University and Sexual Orientation

Table C below indicates that a considerable number of LGBT students and employees of the University (n = 539) participated in the survey. Of these, 334 were students¹⁶, 13 were administrators, 37 were civil service staff, 84 were academic professionals, 12 were tenured faculty, and 26 were non-tenured faculty.

Table C: LGBT Participants by Position at University

Position	%	(n)
Students	62.0	(334)
Administrators	2.0	(13)
Civil Service Staff	7.0	(37)
Academic Professionals	16.0	(84)
Tenured Faculty	2.0	(12)
Non-Tenured Faculty	5.0	(26)
Other	6.0	(33)
TOTAL	100.0	(539)

Approximately thirty percent (n = 1072) of the total number of respondents identified as campus employees. This has important implications for the campus climate that should be noted. In particular, the body of literature regarding institutional climate suggests that the attitudes, beliefs, and behaviors of campus employees contribute significantly to the climate of their institution.¹⁷ Although campus employees, identifying as LGB and heterosexual, account for only thirty percent of the total number of respondents for this project, their perceptions and experiences might disproportionately affect the campus as a whole. As subcultures within the institution, campus employees are the most enduring institutional members and thus can most directly influence organizational strategy or changes in academic management practices. In addition, faculty have a significant impact on the development, maintenance, and/or modifications of

¹⁶ For the purposes of this study, undergraduate students and graduate students were collapsed and identified as “students.”
¹⁷ Rankin, 1994.

student's attitudes and values and a direct impact on curriculum.¹⁸ Some respondents highlighted this influence.

"Since I went to school here in the 90s, I think the climate has improved. The faculty that I work with are all quite tolerant and understanding and open to LGBT people."

"I have been on campus for four years. The climate at the University has improved a little with the efforts of the Office of LGBT Concerns and the help of the administration."

"I was an undergrad in the 1980s and I am a graduate student in the new century. Things have definitely improved. In my department, there are safe zones and faculty that are openly supportive of LGBT situations. I fell safe wearing my tee-shirts that support the LGBT community."

"I've been on campus since 1985. LGBT issues seem to have become more visible, there are more courses offered, and there are more openly LGBT faculty and students."

"I have been on campus for five years. In that time, I have seen a consistent commitment on the part of the University of Illinois faculty and administration to provide an intellectually rigorous atmosphere, and yet one which is characterized by respect for all persons."

Other respondents suggest that the LGBT community needs more support from administrators, faculty, and other campus employees.

"...encourage LGBT curriculum development and a Queer Studies program, and make strong pro-LGBT statements from the top down."

"I would really like to see more LGBT history and authors put into the curriculum."

"I think getting staff/faculty support behind QueerGrads (or a similar group) would be of great help."

"I think we need to have academic departments be more proactive in educating their staff, faculty, and students about LGBT issues."

"I think we need to have a bigger place for the LGBT office, instead of sticking the Office of LGBT Concerns on the third floor of the union."

Demographics by Disclosure

LGBT persons and straight allies were asked to rate how "out" they were to their friends, nuclear and extended family, and colleagues. More than two-thirds of LGB individuals were out to most of their friends (68%, n = 332, Table 11, Appendix C), 58% (n = 281) were out to most of their

¹⁸ Austin, 1990; Kuh & Whitt, 1988; Pascarella, 1980, 1985.

nuclear family (Table 12, Appendix C), 31% (n = 152) were out to most of their extended family, and 38% (n = 183) were out to most colleagues. A majority of straight allies (57%-77%) were out to most of their friends, family, and colleagues (Table 13, Appendix C). It is important to underscore that a substantial number of LGB persons are totally closeted to their extended family (38%, n = 185), to their nuclear family (24%, n = 118), and to their colleagues (24%, n = 116).

Findings

The following section will review major findings of the project. It will examine the anti-LGBT experiences described by participants, their general perceptions of anti-LGBT sentiments and activities on campus, and their institution's actions, including administrative policies and academic initiatives, regarding LGBT concerns on campus.

Campus Experiences and Perceptions

Overall, many participants perceive the campus climate as non-homophobic (42%, n = 1423), but some perceive the climate as homophobic (26%, n = 879, Table D below). The campus climate was reported as being more positive for lesbians (39%, n = 1292) than gay men (35%, n = 1152), and not positive for transgender individuals (50%, n = 1518, Table 35, Appendix C).

Table D: Overall Climate

Overall Climate	%	(n)		%	(n)
Non-Homophobic (rating 1-2)	41.9	(1423)	Positive for Transgender Individuals (rating 1-2)	21.2	(701)
Neutral (3)	32.2	(1095)	Neutral (3)	32.9	(1089)
Homophobic (rating 4-5)	25.8	(879)	Transphobic (rating 4-5)	45.9	(1518)
Positive for Lesbians (rating 1-2)	38.6	(1292)	Positive for Gay Men (rating 1-2)	34.5	(1152)
Neutral (3)	38.1	(1276)	Neutral (3)	35.7	(1193)
Not Positive for Lesbians (rating 4-5)	23.3	(780)	Not Positive for Gay Men (rating 4-5)	29.8	(997)

When reviewing overall climate by sexual orientation, it becomes evident that LGB individuals and those who are uncertain about their sexual orientation perceive the campus climate as less positive and less affirming than their heterosexual counterparts (Table E below).

Table E: Overall Climate by Sexual Orientation

Overall Climate	Gay	Lesbian	Bisexual	Uncertain	Heterosexual
	% n	% n	% n	% n	% n
Non-Homophobic (rating 1-2)	36.0 (70)	19.0 (18)	28.0 (51)	31.0 (26)	45.0 (1221)
Neutral (3)	27.0 (53)	41.6 (42)	29.0 (53)	28.0 (24)	32.7 (896)
Homophobic (rating 4-5)	37.0 (73)	41.0 (41)	43.0 (79)	41.0 (35)	23.0 (626)
Positive for Transgender Individuals (rating 1-2)	12.0 (23)	7.0 (7)	11.0 (20)	16.0 (13)	23.0 (616)
Neutral (3)	18.0 (35)	21.0 (20)	24.0 (42)	26.0 (21)	35.0 (949)
Transphobic (rating 4-5)	70.0 (132)	72.0 (70)	65.0 (117)	58.0 (47)	42.0 (1110)
Positive for Lesbians (rating 1-2)	30.0 (57)	23.0 (24)	25.0 (45)	29.0 (24)	41.0 (1104)
Neutral (3)	35.0 (69)	40.0 (41)	40.0 (72)	43.0 (36)	38.0 (1032)
Not Positive for Lesbians (rating 4-5)	35.0 (67)	37.0 (38)	35.0 (62)	28.0 (23)	21.0 (567)
Positive for Gay Men (rating 1-2)	30.0 (58)	20.0 (20)	22.0 (40)	27.0 (22)	36.0 (977)
Neutral	29.0 (58)	37.0 (37)	36.0 (64)	30.0 (25)	37.0 (989)
Not Positive for Gay Men (rating 4-5)	41.0 (79)	43.0 (43)	42.0 (76)	43.0 (36)	27.0 (734)

When examining overall climate by gender identity, more transgender individuals perceived the overall campus climate as not positive for LGBT individuals than both females and males. However, due to the small number of transgender respondents, caution should be taken when interpreting the results. There are very small differences in perceptions of overall climate for males and females (Table F below).

Table F: Overall Climate by Gender Identity

Overall Climate	Female		Male		Transgender	
	%	n	%	n	%	n
Non-Homophobic (rating 1-2)	36.8	(736)	49.0	(665)	33.3	(3)
Neutral (3)	36.7	(733)	25.9	(351)	11.1	(1)
Homophobic (rating 4-5)	26.4	(528)	25.1	(341)	55.5	(5)
Positive for Transgender Individuals (rating 1-2)	18.8	(367)	24.3	(321)	22.2	(2)
Neutral (3)	34.9	(697)	30.1	(397)	11.1	(1)
Transphobic (rating 4-5)	46.2	(898)	45.6	(603)	66.7	(6)
Positive for Lesbians(rating 1-2)	34.2	(674)	44.6	(598)	22.2	(2)
Neutral (3)	40.8	(802)	34.5	(461)	22.2	(2)
Not Positive for Lesbians(rating 4-5)	24.9	(491)	20.8	(279)	55.5	(5)
Positive for Gay Men (rating 1-2)	32.1	(628)	37.7	(506)	22.2	(2)
Neutral (3)	39.0	(764)	31.2	(418)	22.2	(2)
Not Positive for Gay Men (rating 4-5)	28.9	(567)	31.0	(416)	55.5	(5)

When reviewing campus climate by race/ethnicity, more “people of color” perceive the climate as homophobic, transphobic, and less positive for lesbian and gay men than white people (Table G below).

Table G: Overall Climate by “People of Color” and White/European People

Overall Climate	People of Color % n	White/Euro % n
Non-Homophobic (rating 1-2)	34.0 (219)	40.8 (1204)
Neutral (3)	27.8 (179)	31.0 (916)
Homophobic (rating 4-5)	33.1 (213)	22.4 (660)
Positive for Transgender Individuals (rating 1-2)	17.4 (112)	20.0 (589)
Neutral (3)	30.3 (195)	30.3 (894)
Transphobic (rating 4-5)	45.8 (295)	41.4 (1223)
Positive for Lesbians (rating 1-2)	31.1 (200)	37.0 (1092)
Neutral (3)	36.0 (232)	35.4 (1044)
Not Positive for Lesbians (rating 4-5)	26.4 (170)	20.7 (610)
Positive for Gay Men (rating 1-2)	26.9 (173)	33.2 (979)
Neutral (3)	31.2 (201)	33.6 (992)
Not Positive for Gay Men (rating 4-5)	35.2 (227)	26.1 (770)

When reviewing campus climate by position (Table H below), both undergraduate students and tenured faculty respondents perceive the climate similarly, e.g. more non-homophobic than homophobic and conversely more transphobic than non-transphobic. Tenured faculty also perceived the campus climate as more positive for both lesbians and gay men.

Table H: Overall Climate by Position (Undergraduate Students and Tenured Faculty)

Overall Climate	Undergraduate Students % n	Tenured Faculty % n
Non-Homophobic (rating 1-2)	40.1 (703)	56.3 (54)
Neutral (3)	34.2 (600)	15.6 (15)
Homophobic (rating 4-5)	25.7 (452)	28.1 (27)
Positive for Transgender Individuals (rating 1-2)	20.5 (355)	28.9 (18)
Neutral (3)	32.4 (560)	32.2 (29)
Transphobic (rating 4-5)	47.1 (814)	38.9 (35)
Positive for Lesbians (rating 1-2)	38.0 (662)	51.6 (48)
Neutral (3)	39.0 (679)	23.7 (22)
Not Positive for Lesbians (rating 4-5)	23.0 (400)	24.7 (23)
Positive for Gay Men (rating 1-2)	33.0 (572)	48.4 (45)
Neutral (3)	35.6 (618)	29.0 (27)
Not Positive for Gay Men (rating 4-5)	31.5 (547)	22.6 (21)

The results when reviewing campus climate by college/unit affiliation is reported in Table I below. All but one college/unit suggest that the climate is more non-homophobic than homophobic. The notable exception is the respondents who work in Student Affairs.

Table I: Overall Climate by College/Unit Affiliation

College/School	Non-Homophobic (ratings 1-2)		Homophobic (ratings 4-5)	
	%	(n)	%	(n)
College of Agriculture, Consumer, and Environmental Sciences	40.2	(134)	27.5	(90)
College of Applied Life Studies	42.6	(46)	15.8	(17)
Armed Forces	50.0	(4)	12.5	(1)
Institute of Aviation	60.8	(14)	39.1	(9)
College of Business	49.5	(90)	14.8	(27)
College of Communications	32.7	(35)	29.0	(31)
College of Education	36.1	(62)	29.6	(51)
College of Engineering	51.3	(278)	21.0	(114)
College of Fine and Applied Arts	42.6	(94)	24.9	(55)
Institute of Government and Public Affairs	30.0	(3)	0.0	(0)
Institute of Labor and Industrial Relations	70.0	(7)	0.0	(0)
College of Law	40.0	(12)	23.3	(7)
College of Liberal Arts and Sciences	38.1	(496)	28.9	(376)
Graduate School of Library and Information Science	39.3	(31)	22.8	(18)
Graduate College	36.2	(49)	30.7	(50)
College of Medicine	43.5	(20)	23.9	(11)
College of Nursing	Too few to report		Too few to report	
School of Social Work	43.3	(13)	20.0	(6)
University Library	44.3	(31)	27.2	(19)
College of Veterinary Medicine	53.7	(29)	11.1	(6)
Unit Reporting to the Chancellor or Associate Chancellor	32.5	(17)	19.5	(8)
Unit Reporting to the Vice Chancellor for Academic Affairs	50.0	(16)	28.1	(9)
Unit Reporting to the Vice Chancellor for Administration	56.2	(18)	15.6	(5)
Unit Reporting to the Vice Chancellor for Public Engagement	Too few to report		Too few to report	
Unit Reporting to the Vice Chancellor for Research	61.7	(21)	26.5	(9)
Unit Reporting to the Vice Chancellor for Student Affairs	24.7	(22)	47.2	(43)

One aspect of campus climate for LGBT students, faculty, staff, and administrators is personal experience with conduct that has unreasonably interfered with their ability to work or learn on campus.¹⁹ Less than one percent of the respondents (n = 24) reported that they often feared for their physical safety because of their sexual orientation, gender identity, or gender expression, and four percent (n = 145) often concealed their sexual orientation, gender identity, or gender expression to avoid intimidation. In addition, approximately six percent (n = 198) of participants often avoided disclosing their sexual orientation, gender identity, or gender expression due to a fear of negative consequences, harassment, or discrimination (Table 15, Appendix C). When examining these responses according to sexual orientation, a small percentage of same-gender oriented individuals reported that they often feared for their physical safety. On the other hand, a substantial number of same-gender oriented individuals often concealed and avoided self-disclosing their sexual orientation, gender identity, or gender expression for fear of the consequences (see Table J below).

Table J: Behaviors by Sexual Orientation

Behaviors	Gay	Lesbian	Bisexual	Uncertain	Heterosexual
	% n	% n	% n	% n	% n
Often feared for physical safety	3.5 (7)	3.9 (4)	1.6 (3)	0.0 (0)	<1.0 (6)
Often concealed sexual orientation/gender identity/gender expression to avoid intimidation	30.8 (61)	15.5 (16)	22.2 (42)	18.8 (16)	<1.0 (5)
Often avoided disclosing their sexual orientation, gender identity, or gender expression due to fear of negative consequences	37.6 (75)	29.1 (30)	29.6 (56)	25.8 (22)	<1.0 (7)

¹⁹ Under the United States Code Title 18 Subsection 1514(c)1, harassment is defined as “a course of conduct directed at a specific person that causes substantial emotional distress in such a person and serves no legitimate purpose” (<http://www.eeoc.gov/laws/vii.html>). In higher education institutions legal issues discussions define harassment as any conduct that unreasonably interferes with one’s ability to work or learn on campus. The questions used in this survey to uncover participants’ personal and observed experiences with harassment were designed using these definitions.

As demonstrated in the Table K below, most transgender individuals reported fearing for their physical safety due to their sexual orientation, gender identity, or gender expression.²⁰ Females also reported that they more frequently fear for their physical safety than males.

Table K: Gender by Fear for Physical Safety Due to Sexual Orientation

Gender	Often % (n)	Sometimes % (n)	Never % (n)
Female	<1.0 (11)	6.3 (132)	77.0 (1610)
Male	<1.0 (11)	4.7 (67)	81.0 (1154)
Transgender	22.2 (2)	33.3 (3)	33.3 (3)

Experiences as a Victim of Harassment

Nine percent of all respondents (n = 336) indicated they were “victims of harassment due to [their] sexual orientation, gender identity, or gender expression” (Table 16, Appendix C).

Harassment was defined as “conduct that has interfered unreasonably with your ability to work or learn on this campus or has created an offensive, hostile, intimidating working or learning environment.”

As indicated in the Table L below, participants who identified as lesbian, gay, bisexual or uncertain experienced significantly more harassment due to their sexual orientation, gender identity, or gender expression than participants who identified as heterosexual. Lesbians (39.8%, n = 41) experienced the most harassment out of all other sexual orientation minority groups.

²⁰ Caution must be used when interpreting the findings as they pertain to transgender persons due to the small number responding to the survey (n = 9).

Table L: Experienced Harassment by Sexual Orientation

Sexual Orientation	% (n)
Gay	32.8 (65)
Lesbian	39.8 (41)
Bisexual	22.7 (43)
Uncertain	23.5 (20)
Heterosexual	6.0 (149)

Of those LGB respondents who experienced this harassment, undergraduate students respondents experienced this conduct more than respondents in other positions (Table M below). Of the 78 LGBT undergraduate respondents who reported experiencing this conduct, 44 lived off-campus and 34 lived on campus.

Table M: LGB Respondents Experienced Harassment by Position

Position	% (n)
Undergraduate student	52.3 (78)
Graduate student	23.5 (35)
Academic Professional	15.4 (23)
Civil Service Staff	6.7 (10)
Non-tenured Faculty	5.4 (8)
Administrator	1.3 (2)
Tenured Faculty	0.7 (1)

More than half of transgender participants reported being victims of harassment due to their sexual orientation, gender identity, or gender expression. Female participants experienced slightly more harassment than male participants (Table N below).²¹

Table N: Experienced Harassment by Gender Identity

Gender Identity	% (n)
Female	10.0 (208)
Male	8.3 (117)
Transgender	55.5 (5)

In addition, “people of color” (11%, n = 71) reported experiencing slightly more harassment due to their sexual orientation, gender identity, or gender expression than white participants (9%, n = 265, Table O below, Table 16, Appendix C).

Table O: Experienced Harassment by Racial/Ethnic Identity

Race/Ethnicity	% (n)
People of Color	11.0 (71)
White or European American	9.0 (265)

Participants were asked to describe the forms of this harassment. Derogatory remarks were the most common form of harassment (79.5%, n = 267) followed by direct or indirect verbal harassment or threats (39.9%, n = 134). Other types of harassment included pressure to be silent about one’s sexual orientation, gender identity, or gender expression (20.2%, n = 68), and anti-LGBT graffiti (17.6%, n = 59, Table 17, Appendix C). Approximately ten percent of participants (n = 31) indicated “other” forms of harassment, which included “exclusion from professional departmental activities,” “friendly jokes,” and “a bottle of urine” being leaned up against one participant’s door.

²¹ Caution must be used when interpreting the findings as they pertain to transgender persons due to the small number responding to the survey (n = 9).

Harassment occurred most frequently in a public space on campus (37.5%, n = 126), in a public space off campus (28.6%, n = 96), while walking on campus (27.7%, n = 93), in a residence hall (17.3%, n = 58), and while working at a University job (17%, n = 57, Table 18, Appendix C). “Other” places of harassment included the “*Daily Illini Editorials*” and “McKinley Health Center.” LGBT respondents and all respondents of color indicated that the harassment occurred in locations as illustrated in Table P below.

Table P: Location of Harassment

Location by Selected Demographics	LGB Participants (n)	All People of Color (n)
In a class	28	13
In a public space on campus	75	24
In a residence hall	38	15
In off-campus housing	20	5
In a fraternity or sorority house	20	7
In a campus office	12	2
While working at a University job	27	9
While walking on campus	46	20
At a UIUC event on campus	19	9
At a UIUC event off campus	4	4
In a public space off campus	54	20
Other	15	11

Students were identified as being the primary source of harassment (56.8%, n = 191), followed by unknown individuals (26.8%, 90), colleague/co-workers (12.5%, n = 42), and staff members (10.1%, n = 34, Table 19, Appendix C). Nine percent of respondents (n = 31) indicated other sources of harassment, who included “the *Daily Illini* staff” and a “resident doctor.”

The most common reactions to experiencing this conduct were ignoring it (43.2%, n = 145), feeling embarrassed (36.9%, n = 124), telling a friend (33.3%, n = 112), and avoiding the harasser (31.3%, n = 105, Table 20, Appendix C). “Other” reactions included:

“I told the TA who responded he wouldn’t stop people from expressing their opinion...even though it had nothing to do with the class or topic being discussed.”

“I wrote a letter to the Daily Illini.”

Experiences as a Witness of Discrimination or Harassment

Campus climate for LGBT people is not only a function of personal experience, but also is influenced by the perceptions of how LGBT people are treated on campus. Thirty percent of the respondents (n = 1047) stated they had witnessed an event or events of discrimination or harassment due to an individual’s sexual orientation, gender identity, or gender expression (Table 21, Appendix C). Of those who had witnessed such events by position at the University, students (77.7%, n = 814) and academic professionals (11%, n = 116) more often witnessed these events than did faculty or administrators (Table Q below).

Table Q: Witnessed Discrimination/Harassment by Position at University

<u>Position at University</u>	<u>% (n)</u>
Students	77.7 (814)
Administrator	2.0 (22)
Civil Service Staff	5.0 (54)
Academic Professional	11.0 (116)
Faculty	3.9 (41)

Derogatory remarks were the most common form of observed harassment (90.4%, n = 946), followed by direct or indirect verbal harassment or threats (38.5%, n = 403), anti-LGBT graffiti (25.1%, n = 263), written comments (22%, n = 230), and pressure to be silent about one’s sexual orientation, gender identity, or gender expression (15.5%, n = 162, Table 22, Appendix C).

“Other” forms of harassment that were noted included a situation with “sleeping arrangements in a tent at relay for life,” and “less than adequate healthcare given.”

Observed harassment occurred most frequently in a public space on campus (50.4%, n = 528), while walking on campus (29.2%, n = 306), in a public space off campus (25.9, n = 271), in a residence hall (25.6%, n = 268), or in a class (17.8%, n = 186, Table 23, Appendix C). Six percent of participants indicated “other” locations such as “*The Daily Illini*,” “off-campus health facility,” and “on a school-related trip.”

Students were reported as being the primary targets of harassments (73.1%, n = 765). Twenty-three percent of the respondents (n = 238) indicated that they did not know the individual who was the target of the harassment (Table 24, Appendix C). Eight percent of respondents reported “other” targets such as “a visitor to open house,” “prospective employee,” and “public speaker.”

Students were also reported as the primary sources of the harassment (72.1%, n = 755, Table 25, Appendix C). Twenty-four percent of participants (n = 252) did not know the individual who was the source of harassment, and 5.7% reported “other” sources such as “a teacher I was observing at a middle school,” “bus driver,” and “The Red Cross.” When asked about reactions to observing this conduct, respondents indicated that they felt embarrassed (35.7%, n = 374), ignored it (25.1%, n = 263), told a friend (23.9%, n = 250), avoided the harasser (22.2%, n = 232) or confronted the harasser at the time (18.8%, n = 197). Seventeen percent of respondents (n = 177) reported that they “didn’t know to whom to go” (Table 26, Appendix C). “Other” reactions included:

“I comforted the victim of the harassment.”

“I did not file a report because I knew it would be ignored since the harassment was done by a protected group.”

“I removed offensive flyers when I knew it was safe.”

Participants were also asked to indicate how often they have experienced negative treatment due to their sexual orientation, gender identity, or gender expression or ally status by various people. The majority of respondents (55% - 80%) reported that they never experienced negative treatment, and many respondents (17% - 42%) indicated that this question did not apply to them.

Contrary to these findings, 14% of respondents reported that they had experienced negative treatment at least once by another UIUC student (n = 474), an unknown person on campus (10.4%, n = 352), or an unknown person in Urbana or Champaign (10.2%, n = 348, Table 27, Appendix C).

Transgender persons were identified as being the most likely targets of harassment on campus (52.9%), followed by gay men (40.8%), lesbians (30.5%), and bisexual persons (23.5%, Table 28, Appendix C). The data suggest that the perceived campus climate is one where harassment is likely due to one's sexual/gender identity. Actual reported experiences of harassment support that perception.

The majority of participants (at least 85%) "rarely" or "never" fear for their physical safety because of their sexual orientation, gender identity, or gender expression, or conceal their sexual minority identities to avoid harassment or discrimination. Almost 10% of all participants stay away from areas of campus where lesbian, bisexual, or transgender people congregate for fear of being labeled (Table 29, Appendix C).

When asked about participants' perceptions of safety at a variety of campus locations, respondents felt most safe at the Illinois Union (83.5%, n = 2794), Main Quad (78.2%, n = 2592), Classroom Buildings (76%, n = 2517), Krannert Center for Performing Arts (72.4%, n = 2407), and in Campus Libraries (67.5%, n = 2238). The least safe places were parking lots (20.2%, n = 669) and fraternity and sorority houses (12.2%, n = 407, Table 30, Appendix C).

It is worth noting that participants rated the parking lots as not feeling safe due to uncomfortable perceptions about those areas (17.5%, n = 579) or due to actual experiences of negative treatment (2.7%, n = 90, Table 30, Appendix C). When reviewing this data by gender, sixty-three females (3.2%) reported that the parking lots are not safe due to experienced harassment. A higher percentage of all females (22.1%, n = 434) also perceived the parking lots to be unsafe compared to males (10.6%, n = 138) (Table R below).

Table R: Safety of Parking Lots by Gender Identity of All Respondents

Gender Identity	Not safe, but no incident % (n)	Not safe; experienced harassment % (n)
Female	22.1 (434)	3.2 (63)
Male	10.6 (138)	1.9 (25)
Transgender	11.1 (1)	11.1 (1)

When reviewing this data by sexual orientation, more LGB persons (32.6%, n = 155) felt as though the parking lots were unsafe even though they have never experienced an incident of harassment in those areas than heterosexual persons (14.7%, n = 387) and those who identified as uncertain (24.1%, n = 20). In contrast, 8.4% of those who identified as uncertain (n = 7) indicated that the parking lots were unsafe due to experienced harassment, compared to 6.5 % of LGB persons (n = 30) and 1.8% of heterosexual persons (n = 50) (Table S below).

Table S: Safety of Parking Lots by Sexual Orientation

Sexual Orientation	Not safe, but no incident % (n)	Not safe; experienced harassment % (n)
LGB	32.6 (155)	6.5 (30)
Uncertain	24.1 (20)	8.4 (7)
Heterosexual	14.5 (387)	1.8 (50)

Fraternity and sorority houses were indicated as being unsafe in both the close-ended and open-ended questions of this survey. A few comments from participants support this finding.

“I’ve experienced numerous encounters with harassment at fraternity functions (houses, charity events) to the point where I will not walk by a Frat house anymore”

“Fraternities are where I have heard of and seen the most homophobia and prejudice.”

“Most of the intolerance that I hear vocalized about the gay community in classrooms comes from Greek affiliated individuals, especially fraternity members.”

And other comments dispute this finding.

“As a sorority member, I know many gay males in the fraternity system who are welcomed and treated equally among their peers.”

“...we are a business fraternity that is open to any person with any sexual preference. We have many homosexual members that are completely welcomed and respected.”

“I was afraid to join a fraternity when I got here, even though I wanted to, because of possible discrimination. That has not happened however. My brothers have been very positive and accepting of me. This has made the campus better for me.”

The campus climate was described as more positive than negative for the variables listed in Table 35, Appendix C). Significant findings include that the campus is non-racist (44.4%, n = 1502), non-sexist (44.7%, n = 1501) and positive for lesbians and gay men (38.6%, n = 1292, 34.5%, n = 1152, respectively). The climate was least likely to be positive for people who are transgender (21.2%, n = 701). Noteworthy, many respondents chose median responses, which may indicate either indifference or uncertainty about the campus climate.

Impact of Anti-LGBT Acts of Intolerance

Victims of anti-LGBT crimes face the same negative psychosocial consequences as the victims of other hate crimes. Victimization shatters three basic assumptions: the illusion of invulnerability, the view of oneself in a positive light, and the perception of the world as a meaningful place.²² The impact of victimization on LGBT students is related to the amount of support that the student has had throughout her or his life.²³ Those who have had little support have more trouble coping with negative situations and experiences than those who have previously received understanding and assistance in dealing with issues related to their sexual orientation.

Common problems experienced by victims of anti-LGBT violence include a heightened sense of vulnerability and fear for their safety; chronic stress; depression, feelings of helplessness,

²² Janoff-Bulman & Frieze, 1983.

²³ Slater, 1993.

anxiety, and anger; sleep disturbances; low self-esteem; and internalized homophobia.²⁴ In addition, criminal victimization is often followed by post-traumatic stress disorders.²⁵

Individuals who have been targets of violence often experience further victimization in the form of accusations that they deserved what happened to them.²⁶ They may also experience additional harassment and discrimination if their sexual orientation becomes known as a result of the crime.²⁷

Lack of support from others is a common occurrence that leads victims to isolate themselves and avoid reporting or talking about what they have experienced.²⁸ The impact of acts of intolerance upon their LGBT victims include higher levels of depression and withdrawal, more sleep difficulties, increased anxiety, and loss of confidence. In addition, a high percentage of victims report serious interpersonal difficulties with friends and significant others following an incident of intolerance.²⁹

Institutional Inclusion and/or Response

Another factor influencing campus climate for LGBT people is how the institution addresses campus issues related to sexual orientation and gender identity. Participants were asked to respond to several questions about institutional actions regarding different concerns on campus. Respondents' comments indicate that the University leaders must acknowledge LGBT people, address LGBT issues and concerns, and promote LGBT-inclusive activities.

Between 55% and 92% of faculty and student respondents suggested that issues related to lesbians, gay men, bisexual persons, transgender persons, intersex persons, or homophobia/heterosexism were never addressed in academic classes. Thirty-one percent (n = 799) of respondents reported that readings about homophobia/heterosexism are often or sometimes used in classes, and more than half of the participants (55.4%, n = 1421) indicated

²⁴ D'Augelli, 1992; Herek, 1994, 1995; Hershberger & D'Augelli, 1995; Norris & Kaniasty, 1991; Savin-Williams & Cohen, 1996; Slater, 1993.

²⁵ Herek, 1994, 1995.

²⁶ Berrill, 1992; Markowitz, 1998.

²⁷ D'Augelli, 1992.

²⁸ Savin-Williams & Cohen, 1996.

²⁹ Norris & Kaniasty, 1991.

that non-heterosexist language is never included in their classes. Transgender authors or readings about transgender issues were the least likely to be included in classes, while lesbian and gay issues were the most likely. Presentations by lesbian, gay, bisexual, or transgender persons were very rare in the classes at UIUC (Tables T, U, V, and W below).

Table T: Inclusion of LGBT Authors in Classes

Authors	Often or Sometimes	
	%	(n)
Lesbian authors	27.4	(686)
Gay authors	28.9	(732)
Bisexual authors	17.1	(427)
Transgender authors	9.2	(230)

Table U: Inclusion of LGBT Issues in Class Lectures

Class Lectures	Often or Sometimes	
	%	(n)
Lesbian issues	30.7	(792)
Gay issues	26.4	(808)
Bisexual issues	19.3	(492)
Transgender issues	14.1	(360)

Table V: Readings about LGBT Issues

Readings	Often or Sometimes	
	%	(n)
Lesbian issues	25.2	(648)
Gay issues	26.3	(677)
Bisexual issues	16.8	(428)
Transgender issues	12.9	(329)

Table W: Presentations by LGBT Guest Speakers

Presentations	Often or Sometimes	
	%	(n)
Lesbian presentations	11.9	(304)
Gay presentations	12.5	(320)
Bisexual presentations	8.4	(212)
Transgender presentations	5.1	(128)

Several of the participants’ comments underscored the need for more LGBT-related topics in the curriculum.

“I think just integrate more issues into the classroom. Students may not seek out knowledge on their own, but if LGBT issues come up more frequently in classes, people may come to understand these issues more.”

“...more LGBT guest speakers should come to campus and/or speak in classes.”

“Definitely bring LGBT concerns into the classroom.”

“Require a gen-ed class about it. It isn't a political issue, it is an issue of human rights. So just as we should be taking classes about other races, ethnicities, and cultures, we should also be learning about LGBT concerns.”

With regard to the academic areas that provided information related to LGBT people and issues, the most common areas were the Humanities (28.8%, n = 1036) and the Social Sciences (28%, n = 1005). Only 8.6% of participants described the Arts as a LGBT-inclusive area of study (table 32, Appendix C).

Participants also reported their knowledge of specific issues related to the LGBT community. Overall, the majority of participants (61.6% – 65.6%) were somewhat knowledgeable about sexual orientation, gender identity, gender expression, and transgender issues (Table 33, Appendix C).

Respondents were also queried regarding their knowledge of out faculty, teaching assistants, staff members and students at UIUC. Many respondents (42.3%; n = 1482) had no knowledge of any out faculty, teaching assistants, or staff members; 44.6% (n = 1563) stated that they know

anywhere from one to five on campus. Seventy-three percent of participants (n = 2571) know less than 5 out LGBT students on campus, and 12.1% (n = 423) know more than 12 (Table 34, Appendix C).

More than 50% of participants (n = 1964) strongly agreed or agreed that UIUC addresses campus issues related to sexual orientation, and approximately 44% (n = 1524) strongly agreed or agreed that the institution addresses issues related to gender identity/gender expression. Over one-third of the respondents did not believe that UIUC has visible leadership from the administration regarding sexual orientation, gender identity, or gender expression issues. The majority of the sample was unable to comment on whether the campus academic requirements for undergraduate students represent the contributions of LGBT people, and 43% were unable to comment whether their specific department represents such contributions (Table 36, Appendix C).

Close to three-quarters of the student participants (n = 1860) “strongly agreed” or “agreed” that the climate of classes at UIUC is accepting of LGBT people, and 67% of employee respondents the majority (n = 124) also believed the climate of campus jobsites are accepting of LGBT people. Two-thirds of participants indicated that they were uncertain whether or not UIUC responds to incidents of LGBT harassment and discrimination. Approximately 25% of the sample strongly agreed or agree that UIUC responds to such incidents (Table 36, Appendix C).

Forty-four percent of faculty and staff members (n = 630) strongly agreed or agreed that UIUC provides the same support for career advancement for LGBT faculty and staff, and almost 40% (n = 511) strongly agreed or agreed that UIUC provides the same benefits for LGBT faculty and staff (Table 36, Appendix C). Table V below presents the faculty and staff responses to these statements by their sexual orientation and gender identity.

Fewer LGB individuals and those who are uncertain about their sexual orientation indicated that they believe UIUC supports LGBT faculty and staff than their heterosexual counterparts (Table X below).

Table X: UIUC Support by Sexual Orientation

Sexual Orientation	LGB % (n)	Uncertain % (n)	Heterosexual % (n)
UIUC supports career advancement for LGBT faculty and staff.	33.2 (76)	43.6 (7)	46.7 (531)
UIUC provides same benefits for LGBT faculty and staff.	25.3 (56)	40.0 (6)	41.1 (437)

More males and transgender individuals believe that the campus supports LGBT faculty and staff than females (Table Y below)

Table Y: UIUC Support by Gender Identity

Sexual Orientation	Female % (n)	Male % (n)	Transgender % (n)
UIUC supports career advancement for LGBT faculty and staff.	40.7 (329)	48.2 (289)	57.1 (4)
UIUC provides same benefits for LGBT faculty and staff.	33.2 (252)	44.5 (249)	42.9 (3)

Participants felt as though the general campus climate for LGBT people at UIUC is friendly (50%, n = 1632), communicative (44.5%, n = 1438), neither concerned nor indifferent (36.4%, n = 1172), respectful (48.8%, n = 1574), cooperative (48.8%, n = 1578), and improving (56%, n = 1806, Table 37, Appendix C).

To improve the climate for LGBT people, several respondents noted that more staff and faculty development as well as resources for LGBT staff are needed

"We need LGBT training for all employees, including faculty & Civil Service."

"Hold open discussions about the climate of the campus that are open to all students/faculty/staff to promote a culture of understanding about the issues of LGBT people."

"Random staff should go through sensitivity training. It isn't an uneducated thing at all, it's mainly an unassociated thing. Many civil service personnel did not attend a large 4 year college as liberal as this one, therefore were not exposed to the LGBT community."

"As a civil service staff member, I would like to see more programs for UIUC LGBT staff. There seems to be a lot of supportive groups for students."

"Discourage staff and students from using offensive terms casually by sponsoring a campus wide awareness campaign"

"...I think educating straight students and staff - particularly those who have had little exposure to LGBT culture - is an important measure of improvement. Those who are ignorant are most likely to be perpetrators of discrimination or even violence."

Participants were also asked to identify the level of importance of activities, events, or organizations currently sponsored by UIUC or which may be sponsored in the future. The majority of respondents (50.7%-73.3%) expressed a level of importance for all the options listed, except for LGBT graduation events (26.9%, n = 784) and LGBT religious events (41.6%, n = 1300). Slightly higher responses suggested that LGBT counseling/support groups (73.3%, n = 2305), Coming Out support group (71.5%, n = 2242), the Office of LGBT Concerns (69%, n = 2172), and safer-sex workshops for LGBT people (67.8%, n = 2129) are the most important (Table 38, Appendix C).

Several participants commented that the University could improve the climate for LGBT people if they supported more events, programs, and organizations.

"The LGBT offices and facilities should continue to work together to create positive programs for the community."

"Continue to support the Ally Programs at the Student and Faculty/Staff level. Also encourage people to go as part of professional development."

“Hire more administrators and graduate students for the GLBT office in the Illini Union--in that way there will be people that could dedicate full time to planning events and programs... and it will not depend on the free time of faculty and students to plan activities.”

“The University could sponsor more support groups, or show films involving LGTB issues...”

One participant concluded the survey by sharing this positive statement:

“I would like to say that this survey alone is a great step in assessing the LGTB status and I am glad that UIUC is taking some initiative. It allows the LGTB community to see that change is possible, if not happening already.”

Future Directions

Institutions of higher education seek to create an environment characterized by equal access for all students, faculty and staff regardless of cultural, political or philosophical differences, where individuals are not just tolerated but also valued. Creating and maintaining a community environment that respects individual needs, abilities and potential is one of the most important functions of universities and colleges. A welcoming and inclusive climate is grounded in respect, nurtured by dialogue and evidenced by a pattern of civil interaction.

The University of Illinois at Urbana-Champaign, to review the climate for the LGBT people and Allies in their campus community, initiated this campus climate assessment. The results reported here can be used to identify specific strategies for addressing the challenges facing the community and support positive initiatives on campus. Specifically, the comments provided by respondents (Appendix B) suggest ways in which the University could improve the climate for LGBT people. The themes, which emerged from the comments, include the following:

- Visible representation and action from University administration
- Require General Education courses that are inclusive of LGBT issues
- Inclusion of more LGBT-related topics and LGBT people in curriculum and instruction
- Professional development for students, faculty, civil service staff, and other employees
- More LGBT-related events, programs, organizations, outreach, and support groups
- More visible and inclusive partner benefits plans

The recommended next steps include sharing the results with campus constituent groups (e.g. administrators, students, faculty, staff, and underrepresented groups). Together, these groups can work to build on current successful initiatives and create/support new strategies to continue to improve the climate for LGBT people on campus.

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Appendix A

UIUC Survey

University of Illinois at Urbana-Champaign

Assessment of Campus Climate for Lesbian, Gay, Bisexual, & Transgender Persons

Rationale

Thank you for participating in this confidential survey to assess the climate at the University of Illinois at Urbana-Champaign (UIUC) for lesbian, gay, bisexual, and transgender (LGBT) students, faculty, and staff, as well as allies. This survey is being conducted by the Campus LGBT Advisory Committee in collaboration with survey consultant, Rankin and Associates (R&A).

The results of the survey will provide important information about the climate at UIUC and will identify areas to improve the environment for working, living, and learning on campus. Participation in this research is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. There are no risks in participating in this project beyond those experienced in everyday life. You do not need to submit your responses to the survey if you decline to participate.

By completing the survey, your informed consent will be implied. You may print this page of the survey as a record of your consent to participate. Individuals will not be identified and only group data will be reported. The survey will take about 20 minutes to complete. You must be 18 years of age or older to participate. You will not be asked to provide any identifying information and information you provide on the survey will remain confidential. You may print a copy of this consent form for your records.

Confidentiality

If you are concerned that your confidentiality will be compromised by some (or all) of the questions, please keep in mind that the external consultant (R&A) will not report any “group” data for groups that may be small enough to compromise identity. Instead, R&A will combine the groups to eliminate any potential for identifiable demographic information. Please remember that you do not have to answer any question or questions about which you are uncomfortable.

To further assure anonymity and confidentiality, the survey results will be submitted directly to R&A’s server where R&A’s testing service will strip IP addresses from the submissions and also separate the short answer section (Part 5) from the multiple choice, quantitative section.

The University’s blue stem authentication system will be used as a means of ensuring that only University students, faculty, and staff respond to this survey, to ensure that participants may submit the survey only once, and to ensure anonymity.

Directions

Please read and answer each question carefully and for each answer, click on the appropriate oval. If you want to change an answer, click on the oval of your new answer and your previous response will be erased.

You may decline to answer specific questions.

Please also keep in mind that these questions are specific to experiences on the UIUC campus, or at UIUC-affiliated functions.

Survey terms and definitions

Climate: Current attitudes, behaviors, and standards of faculty, staff, and students concerning the level of respect for individual needs, abilities, and potential.

Disability: A physical or mental attribute that substantially limits one or more major life activities. Some examples include, but are not limited to, blindness, learning disabilities, and deafness.

Discrimination: A prejudicial bias.

Gender Identity: The inner sense of being male or female, which includes one's sense of self and the image that one presents to the world.

Harassment: Conduct that has interfered with your ability to work or learn on this campus or has created an offensive, hostile, intimidating working or learning environment

LGBT: Lesbian, Gay, Bisexual, Transgender.

LGBT Ally: A heterosexual person who supports the issues and concerns of the LGBT community.

Sexual Orientation: This term includes lesbians (women who are emotionally, physically and sexually attracted to women), gay men (men who are emotionally, physically and sexually attracted to men), bisexual people (individuals who are emotionally, physically, and sexually attracted to those of either gender), and heterosexual people (those who are emotionally, physically and sexually attracted to the opposite sex).

Transgender: Individuals who bend or blend gender including cross-dressing, transsexual, inter-sexual, and androgynous persons.

Gender Expression: The manner in which a person outwardly represents their gender, regardless of the physical characteristics that might typically define them as male or female.

Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.
Senior Research Associate
Rankin and Associates, Consulting
PO Box 576
Howard, PA 16841
sue@rankin-consulting.com

Questions concerning the rights of research participants should be directed to:

Institutional Review Board (Human Subjects in Research)
417 Swanlund Administration Building
601 E. John Street
Champaign, IL 61820
(217) 333-2670
irb@uiuc.edu

Part 1. Campus Experiences

1. Overall, how comfortable are you with people of varying sexual minorities (e.g., lesbian, gay, bisexual, transgender)?

Very comfortable Comfortable Unsure Uncomfortable Very uncomfortable
 1 2 3 4 5

2. Overall, how comfortable are you with the climate at UIUC?

Very comfortable Comfortable Unsure Uncomfortable Very uncomfortable
 1 2 3 4 5

3. Overall, how comfortable are you with the climate in your academic or administrative unit (e.g., Liberal Arts and Sciences, Academic Affairs, Residential Life, Department of Electrical & Computer Engineering)?

Very comfortable Comfortable Unsure Uncomfortable Very uncomfortable
 1 2 3 4 5

4. **Students only:** Overall, how comfortable are you with the climate where you live (residence hall, apartment, etc.)?

Very comfortable Comfortable Unsure Uncomfortable Very uncomfortable
 1 2 3 4 5

Within the past year, have you:

5. Feared for your physical safety because of your sexual orientation, gender identity, or gender expression?

never rarely sometimes often don't know
 1 2 3 4 5

6. Concealed your sexual orientation, gender identity, or gender expression to avoid intimidation?

never rarely sometimes often don't know
 1 2 3 4 5

7. Avoided disclosing your sexual orientation, gender identity, or gender expression to due to a fear of negative consequences, harassment, or discrimination.

never rarely sometimes often don't know
 1 2 3 4 5

8. Been denied University employment or advancement, or given unfair consideration in salary due to your sexual orientation, gender identity, or gender expression?

Yes No Not applicable Don't know

Within the past year, have you:

9. Been a victim of harassment due to sexual orientation, gender identity, or gender expression?
 Yes No (skip to question 14)
10. In what form(s) was this harassment? (Mark all that apply)
 Derogatory remarks
 Threats to expose your sexual orientation, gender identity, or gender expression
 Pressure to be silent about your sexual orientation, gender identity, or gender expression
 Direct or indirect verbal harassment or threats
 Denial of services
 Written comments (e.g., anti-LGBT flyers, publications)
 Anti-lesbian, gay, bisexual, or transgender graffiti
 Threats of physical violence
 Physical property damaged or destroyed
 Actual physical assault or injury
 Other (please specify) _____
11. Where did this harassment occur? (Mark all that apply)
 In a class
 In a public space on campus (e.g., Illini Union)
 In a residence hall or University-owned apartment
 In off-campus housing
 In a fraternity or sorority house
 In a campus office
 While working at a University job
 While walking on campus
 At a UIUC event on-campus
 At a UIUC event off-campus
 In a public space off-campus
 Other (please specify) _____
12. Who was the source of this harassment? (Mark all that apply)
 student
 administrator
 faculty
 staff
 academic advisor
 teaching assistant
 colleague/co-worker
 supervisor
 don't know
 Other (please specify) _____

13. Please describe your reactions to experiencing this conduct. (Mark all that apply)
- I felt embarrassed
 - I told a friend
 - I avoided the person who harassed me
 - I ignored it
 - I left the situation immediately
 - I confronted the harasser at the time
 - I confronted the harasser later
 - I made a complaint to a UIUC employee/official
 - I filed a grievance with a campus intake officer
 - I didn't report it for fear of retaliation
 - I didn't know to whom to go
 - Other (please describe your reaction) _____
14. Witnessed an event or events of discrimination or harassment due to an individual's sexual orientation, gender identity or gender expression?
- Yes No (skip to question 20)
15. In what form(s) was the incident(s) of harassment that you witnessed? (Mark all that apply)
- Derogatory remarks
 - Threats to expose his/her sexual orientation, gender identity or gender expression
 - Pressure to be silent about his/her sexual orientation, gender identity, or gender expression
 - Direct or indirect verbal harassment or threats
 - Denial of services
 - Written comments (e.g., anti-LGBT flyers, publications)
 - Anti-lesbian, gay, bisexual, or transgender graffiti
 - Threats of physical violence
 - Personal property damaged or destroyed
 - Actual physical assault or injury
 - Other (please specify) _____
16. Where did these incidents of harassment occur? (Mark all that apply)
- In a class
 - In a public space on campus (e.g., Illini Union)
 - In a residence hall or University-owned apartment
 - In off-campus housing
 - In a fraternity or sorority house
 - In a campus office
 - While working at a University job
 - While walking on campus
 - At a UIUC event on-campus
 - At a UIUC event off-campus
 - In a public space off-campus
 - Other (please specify) _____

17. Who was the target(s) of this harassment? (Mark all that apply)
- student
 - administrator
 - faculty
 - staff
 - academic advisor
 - teaching assistant
 - colleague/co-worker
 - supervisor
 - don't know
 - Other (please specify) _____
18. Who was the source(s) (i.e., perpetrator[s]) of this harassment? (Mark all that apply)
- student
 - administrator
 - faculty
 - staff
 - academic advisor
 - teaching assistant
 - colleague/co-worker
 - supervisor
 - don't know
 - Other (please specify) _____
19. Please describe your reactions to observing this conduct. (Mark all that apply)
- I felt embarrassed
 - I told a friend
 - I avoided the person who harassed the individual(s)
 - I ignored it
 - I left the situation immediately
 - I confronted the harasser at the time
 - I confronted the harasser later
 - I made a complaint to a UIUC employee/official
 - I filed a grievance with a campus intake officer
 - I didn't report it for fear of retaliation
 - I didn't know to whom to go
 - Other (please describe your reaction) _____

Within the past year, how often have you:

20. Experienced negative treatment due to your sexual orientation/gender expression or LGBT/ally status by the following people?

	More than Once	Once	Never	Not Applicable
Roommate	1	2	3	4
Professor/Faculty Member	1	2	3	4
Teaching Assistant	1	2	3	4
Administrator	1	2	3	4
Staff Member	1	2	3	4
College Dean	1	2	3	4
Department Head/Chair	1	2	3	4
Supervisor at an On-Campus Job	1	2	3	4
Police/Security	1	2	3	4
Athletic Team Members	1	2	3	4
Fraternity Members	1	2	3	4
Sorority Members	1	2	3	4
Other UIUC Student	1	2	3	4
Coach	1	2	3	4
Colleague/Co-worker	1	2	3	4
Academic Advisor	1	2	3	4
Unknown Person on Campus	1	2	3	4
Unknown Person in Champaign-Urbana	1	2	3	4
Other (please specify)_____	1	2	3	4

Part 2. Perceptions of Campus Climate

How likely are the following to occur on campus?

- 21. Gay men are harassed on campus due to their sexual orientation, gender identity, or gender expression.
 very likely likely unlikely very unlikely don't know
- 22. Lesbians are harassed on campus due to their sexual orientation, gender identity, or gender expression.
 very likely likely unlikely very unlikely don't know
- 23. Bisexual persons are harassed on campus due to their sexual orientation, gender identity, or gender expression.
 very likely likely unlikely very unlikely don't know
- 24. Transgender persons are harassed on campus due to their sexual orientation, gender identity, or gender expression.
 very likely likely unlikely very unlikely don't know
- 25. I fear for my physical safety because of my sexual orientation, gender identity, or gender expression.
 always very often often rarely never

26. I conceal my sexual orientation, gender identity, or gender expression to avoid harassment.
 always very often often rarely never
27. I conceal my sexual orientation, gender identity, or gender expression to avoid discrimination.
 always very often often rarely never
28. I stay away from areas of campus where gay, lesbian, bisexual, or transgender people congregate for fear of being labeled.
 always very often often rarely never
29. Based on real or perceived sexual orientation or gender identity/expression, how safe do you feel at the following locations?

	Very safe	I do not feel safe, but nothing has happened to me or anyone I know there	I do not feel safe because I, or someone I know experienced harassment or mistreatment there	I do not spend time at this location
Allen/Lincoln / Busey-Evans Avenue Residence Halls	1	2	3	4
Illinois Street Residence Halls	1	2	3	4
Gregory/Peabody Residence Halls (six pack, Taft/Van Doren)	1	2	3	4
Florida Avenue / Pennsylvania Avenue Residence Halls	1	2	3	4
Daniels/ Sherman Residence Hall	1	2	3	4
Orchard Downs Apartments	1	2	3	4
Goodwin Green Apartments	1	2	3	4
Private Certified Housing (e.g., Bromley, Newman, Europa)	1	2	3	4
Fraternity House / Sorority House	1	2	3	4
Division of Campus Recreation (e.g., IMPE)	1	2	3	4
Illini Union	1	2	3	4
McKinley Health Center	1	2	3	4
Turner Student Services Building	1	2	3	4
Main Library	1	2	3	4
Undergraduate Library	1	2	3	4
Other Campus Libraries	1	2	3	4
Intercollegiate Athletics Facilities	1	2	3	4
Krannert Center for Performing Arts	1	2	3	4
Levis Faculty Center	1	2	3	4
Foellinger Auditorium	1	2	3	4
Office of Lesbian, Gay, Bisexual, and Transgender Concerns	1	2	3	4
African-American House	1	2	3	4
La Casa Cultural Latina	1	2	3	4
Asian-American House	1	2	3	4
Native American House	1	2	3	4
Administration Buildings	1	2	3	4
Classroom Buildings	1	2	3	4
Main Quad	1	2	3	4
Engineering (North) Quad	1	2	3	4
South Quad	1	2	3	4
Parking Lots	1	2	3	4
Other	1	2	3	4

30. For faculty/instructors and students, how often in your classes are any of the following included?

	Often	Sometimes	Once	Never
Lesbian authors	1	2	3	4
Inclusion of lesbian issues in class lectures	1	2	3	4
Readings about lesbian issues	1	2	3	4
Presentations by lesbian guest speakers	1	2	3	4
Gay male authors	1	2	3	4
Inclusion of gay male issues in class lectures	1	2	3	4
Readings about gay male issues	1	2	3	4
Presentations by gay male guest speakers	1	2	3	4
Bisexual authors	1	2	3	4
Inclusion of bisexual issues in class lectures	1	2	3	4
Readings about bisexual issues	1	2	3	4
Presentations by bisexual guest speakers	1	2	3	4
Transgender authors	1	2	3	4
Inclusion of transgender issues in class lectures	1	2	3	4
Readings about transgender issues	1	2	3	4
Presentations by transgender guest speakers	1	2	3	4
Readings about homophobia/heterosexism	1	2	3	4
Non-heterosexist language (e.g., using same-sex couples in examples)	1	2	3	4

31. With regard to question 30, in what academic area(s) was this information offered? (Mark all that apply).

- Humanities
 Social Sciences
 Arts
 Science and Technology

32. With regard to issues concerning sexual orientation (e.g., lesbian, gay, bisexual), I am:

- Very knowledgeable
 Somewhat knowledgeable
 Not at all knowledgeable

33. With regard to issues concerning gender identity, gender expression, and transgender (e.g. transsexual, intersexual), I am:

- Very knowledgeable
 Somewhat knowledgeable
 Not at all knowledgeable

34. How many openly LGBT professors, teaching assistants, and/or staff members do you know on campus?

- None
 1-3
 3-5
 6-8
 9-11
 12 +

35. How many openly LGBT students do you know on campus?
 None
 1-3
 3-5
 6-8
 9-11
 12 +

Part 3. Campus Response

36. Within the past year, please rate the campus climate in general according to the following scales:

	Favorable	Non-favorable	
Non-homophobic	1.....2.....3.....4.....5		Homophobic
Non-racist	1.....2.....3.....4.....5		Racist
Non-sexist	1.....2.....3.....4.....5		Sexist
Positive for people who are transgender	1.....2.....3.....4.....5		Transphobic
Positive for people who are bisexual	1.....2.....3.....4.....5		Biphobic
Positive for bisexual and gay men	1.....2.....3.....4.....5		Not positive for bisexual and gay men
Positive for bisexual and lesbian/gay women	1.....2.....3.....4.....5		Not positive for bisexual and lesbian/gay women

Please indicate your agreement or disagreement with the following statements.

37. The campus addresses issues related to sexual orientation.
 strongly agree agree disagree strongly disagree don't know
38. The campus addresses issues related to gender identity/gender expression.
 strongly agree agree disagree strongly disagree don't know
39. The campus has visible leadership from the administration regarding sexual orientation.
 strongly agree agree disagree strongly disagree don't know
40. The campus has visible leadership from the administration regarding gender identity/gender expression issues on campus.
 strongly agree agree disagree strongly disagree don't know
41. The campus requirements for undergraduates represent the contributions of LGBT people.
 strongly agree agree disagree strongly disagree don't know
42. My departmental curriculum represents the contributions of LGBT people.
 strongly agree agree disagree strongly disagree don't know

43. **Students only:** The climate of the classes I have taken is accepting of LGBT people.
 strongly agree agree disagree strongly disagree don't know
44. **Faculty and Staff only:** The climate of the campus jobsite where I work is accepting of LGBT people.
 strongly agree agree disagree strongly disagree don't know
45. The campus provides adequate resources to address LGBT issues and concerns.
 strongly agree agree disagree strongly disagree don't know
46. The University responds to incidents of LGBT **harassment**.
 strongly agree agree disagree strongly disagree don't know
47. The University responds to incidents of LGBT **discrimination**.
 strongly agree agree disagree strongly disagree don't know
48. **Faculty/Staff only:** The campus provides the same support for career advancement for LGBT faculty and staff as is provided for non-LGBT faculty and staff.
 strongly agree agree disagree strongly disagree don't know
49. **Faculty/Staff only:** The campus provides the same benefits for LGBT faculty and staff as is provided for non-LGBT faculty and staff.
 strongly agree agree disagree strongly disagree don't know
50. Please rate the campus climate for LGBT people at UIUC using the following scales
- | | | |
|---------------|---------------------------|---------------|
| Friendly | 1.....2.....3.....4.....5 | Hostile |
| Communicative | 1.....2.....3.....4.....5 | Reserved |
| Concerned | 1.....2.....3.....4.....5 | Indifferent |
| Respectful | 1.....2.....3.....4.....5 | Disrespectful |
| Cooperative | 1.....2.....3.....4.....5 | Uncooperative |
| Improving | 1.....2.....3.....4.....5 | Worsening |

51. The following is a list of activities, events, or organizations that UIUC sponsors or may sponsor in the future. Please rank the importance of each using the following scale.

	Very Important	Important	Not Important	Don't Know
Campus Advisory Committee on LGBT Concerns	1	2	3	4
Office of LGBT Concerns	1	2	3	4
Gay/ Bisexual/ Questioning men's group	1	2	3	4
Lesbian/ Bisexual/ Questioning women's group	1	2	3	4
Transgender group	1	2	3	4
LGBT People of Color groups	1	2	3	4
LGBT counseling/ support groups	1	2	3	4
Coming Out Support Group				
LGBT Faculty and Staff group	1	2	3	4
LGBT Graduate Student group	1	2	3	4
LGBT Undergraduate Student group(s)	1	2	3	4
LGBT Alumni events	1	2	3	4
Political/Social Awareness events	1	2	3	4
LGBT religious events	1	2	3	4
LGBT graduation events	1	2	3	4
Ally training workshops	1	2	3	4
Ally brown bag discussions	1	2	3	4
LGBT-themed films	1	2	3	4
LGBT-themed educational lectures	1	2	3	4
LGBT-themed social events	1	2	3	4
LGBT-themed co-programming with other student program offices (e.g., African-American Cultural Programs, Women's Resource Center, McKinley Health Center, Career Center)	1	2	3	4
LGBT-themed events in the residence halls	1	2	3	4
LGBT-themed events during Welcome Week	1	2	3	4
LGBT-themed events in fraternities/sororities	1	2	3	4
Safer-sex workshops for LGBT people	1	2	3	4

Part 4. Demographic Information

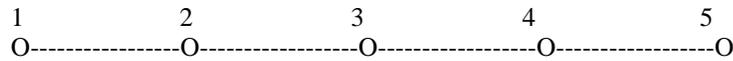
Please keep in mind that R&A will not report any group data for groups that may be small enough to compromise identity. Instead, R&A will combine the groups to eliminate any potential for identifiable demographic information. Please remember that you do not have to answer any question or questions about which you feel uncomfortable.

52. What is your gender?
 female
 male
 transgender
53. What is your sexual orientation?
 bisexual
 gay
 lesbian
 heterosexual
 uncertain
 other (please specify) _____
54. What is your age?
 22 and under
 23-32
 33-42
 43-52
 53 and over
55. What is your position? (check all that apply)
 undergraduate student
 graduate student
 administrator
 civil service staff
 academic professional
 tenured faculty
 non-tenured faculty
 other
56. Do you have a disability that substantially limits a major life activity (such as seeing, hearing, learning, walking)?
 Yes
 No
57. With what racial/ethnic group do you identify? (If you are of a multi-racial/multi-ethnic background, please mark all that apply.)
 Black or African
 Asian Pacific Islander
 Chicano/a or Latino/a or Hispanic
 White or European
 Native American (tribal affiliation _____)
 Middle Eastern
 South Asian
 Other- (please specify) _____

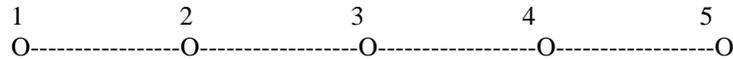
58. What is your citizenship status?
 US citizen - born in the United States
 US citizen – naturalized
 permanent resident (immigrant)
 international (non-permanent resident)
59. To whom are you most sexually attracted?
 women
 men
 both men and women
 uncertain
60. If you are a student, where do you live?
 Graduate Residence Hall (Sherman/Daniels)
 Orchard Downs
 Goodwin Green Apartments
 Urbana Residence Hall
 Champaign Residence Hall
 Private Certified Housing (Bromley, IT, Europa House, Newman)
 Fraternity/Sorority
 Off Campus with Family
 Off Campus
61. With what college/school/administrative unit are you affiliated? (Mark all that apply.)
 College of Agricultural, Consumer, and Environmental Sciences
 College of Applied Life Studies
 Armed Forces
 Institute of Aviation
 College of Business
 College of Communications
 College of Education
 College of Engineering
 College of Fine and Applied Arts
 Institute of Government and Public Affairs
 Institute of Labor and Industrial Relations
 College of Law
 College of Liberal Arts and Sciences
 Graduate School of Library and Information Science
 Graduate College
 College of Medicine
 College of Nursing
 School of Social Work
 University Library
 College of Veterinary Medicine
 Unit reporting to the Chancellor or an Associate Chancellor
 Unit reporting to the Vice Chancellor for Academic Affairs
 Unit reporting to the Vice Chancellor for Administration
 Unit reporting to the Vice Chancellor for Public Engagement and Institutional Relations
 Unit reporting to the Vice Chancellor for Research
 Unit reporting to the Vice Chancellor for Student Affairs
 Other Please Specify _____

If you do not identify as LGBT or straight LGBT Ally, please skip to question 66.

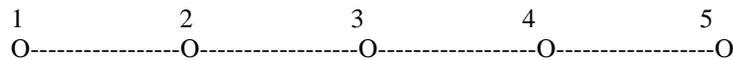
62. Place yourself on the following continuum with 5 being “out” to all of your friends as an LGBT person or as a straight LGBT ally, 4 being out to most of your friends, 3 being out to some friends, 2 being out to only a few close friends, and 1 being totally closeted.



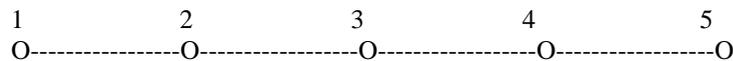
63. Place yourself on the following continuum with 5 being out to your nuclear family (e.g., parents and siblings) as an LGBT person or as a straight LGBT ally, 4 being out to most of your family, 3 being out to some family members, 2 being out to only a few family members, and 1 being totally closeted.



64. Place yourself on the following continuum with 5 being out to your extended family (e.g., grandparents, aunts, uncles, and cousins) as an LGBT person or as a straight LGBT ally, 4 being out to most of your family, 3 being out to some family members, 2 being out to only a few family members, and 1 being totally closeted.



65. Place yourself on the following continuum with 5 being out to everyone professionally as an LGBT person or as a straight LGBT ally, 4 being out to most colleagues, 3 being out to some colleagues, 2 being out to a few colleagues, and 1 being totally closeted.



Part 5. Short Answer Questions

Please answer the following questions about particular aspects of the climate at UIUC. Please respond to these questions with regard to how they are impacted by one's gender expression/gender identity and/or one's actual/perceived sexual orientation.

66. During your time on the UIUC campus, has the climate for LGBT people improved, stayed the same, or deteriorated? In what ways? (Please specify how long you have been on the UIUC campus.)
67. During your time on the UIUC campus, which facilities, programs, and organizations have **positively** contributed to the climate for the LGBT community? How?
68. During your time on the UIUC campus, which campus offices, facilities, programs, and organizations **negatively** contributed to the climate for the LGBT community? How?
69. What could UIUC do to improve the climate for LGBT people?
70. Would you recommend UIUC to a prospective LGBT prospective student, faculty member, or staff member? Why or why not?
71. This survey has raised a large number of issues. If you would like to offer your own suggestions on how the campus may move forward to improve the campus climate for LGBT people, please use the space below to write your comments.

Thank you for your participation in this survey.

Appendix B

UIUC Review of Comments³⁰

³⁰ Bulleted comments in this section are reported verbatim from respondents' completed surveys.

More than 2200 students, faculty, and staff members provided additional comments, which offer a more comprehensive and intimate portrayal of campus climate for LGBT persons and allies at the University of Illinois at Urbana-Champaign. These comments are presented to augment the findings reported in the narrative. Participants responded to seven questions about particular aspects of campus climate at UIUC. The questions are listed below along with the most salient “voices,” coded by themes and with a brief analysis.³¹

During your time on the UIUC campus, has the climate for LGBT people improved, stayed the same, or deteriorated? In what ways? (66)

The majority of participants’ responses indicated that the climate for LGBT people has improved over time. Some respondents, however, suggested that the climate has stayed the same since they first arrived on campus. Few respondents felt as though the climate for LGBT people had significantly deteriorated.

The climate has improved.

Some reasons, which emerged from respondents’ comments, include the creation of the LGBT Concerns office, more visibility on the part of the LGBT campus organizations, more LGBT programs and events (e.g., Day of Silence), increased efforts to research LGBT needs, provision of partner health insurance, support from the administration with regard to non-discrimination policies, and a more diversity-aware society.

- *I have been on campus since early 1980s as student, staff, faculty, and I believe the climate has improved considerably since then.*
- *Since 1998, the climate has improved. Office of LGBT Concerns, lectures, social events, and more inclusion in class materials...*
- *I have been associated with this campus my entire life (40 years), went to school here and have worked on campus since graduation. I think the climate for LGBT people has improved markedly over the past 10 years or so.*
- *I believe the climate for LBGT people has improved, especially as more money is provided from campus for leadership, resources, an office in the union, etc.*

³¹ The number of the question on the survey is repeated after the question in parentheses.

- *I've only been on campus for a year since I'm a freshman, and I do think that LGBT organizations and events are making the climate better and raising awareness.*
- *It seems to have improved since there is dialogue about the needs and status of LGBT people.*
- *It seems to have improved. I've been here for 4 years. I think a lot of this has to do with general societal shifts. Also, I think it was really important that UIUC has domestic partner benefits. It was also really great that the GEO got these benefits for graduate students in the recent contract negotiations.*
- *I have been here 4 years, and at the beginning I knew nothing about LGBT issues. Now I am involved in many liberal organizations and the climate that I am part of is very accepting. I tend not to associate with homophobic people or groups.*
- *The climate has improved over the past 24 years. It is at least openly discussed and procedures are in place to correct a incident if you know who to contact.*
- *I've been around UIUC for 5 years, and I really believe the climate has gotten better. The programs and opportunities for LGBT folks have increased and are more publicized, and it is the norm to see even the phrase LGBT around on fliers, etc*
- *Improved: creation of LGBT Concerns office, large increases in staffing and space there, creation of IUB Drag Show, creation & expansion of ally program. It seems less socially acceptable among students, faculty, and staff, to make heterosexist/homophobic comments.*
- *I've been on the UIUC campus since the fall of 2001. I believe that the climate is improving due to more visibility on the part of the LGBT campus organizations.*
- *I was an undergrad here from 1983-1989 and have been employed here from 1996-present. The climate has improved drastically in that when I was a student, there were no programs for LGBT like there are today. I didn't even personally know any LGBT then like I do now.*
- *Improved. LGBT now can get health insurance for their partners.*
- *I believe that it has improved due to the increase in media attention that LGBT issues are getting and the increase in LGBT programs.*
- *Improved somewhat over the 5 years I've been here. Number of events as well as people attending them has increased, but a large body of students are strongly biased against LGBT students.*
- *Improved with the expansion of the Office of LGBT Concerns.*

- *It has definitely improved in the 32 years that I have been on campus. The main improvement is the institutional commitment to non-discrimination*
- *Since I went to school here in the 90s, I think the climate has improved. That being said, I am not around undergraduates as much (especially the Greek system) so I can't say that those attitudes have changed. But the faculty that I work with are all quite tolerant and understanding and open to LGBT people. So perhaps it's only my limited sphere that seems to have improved.*
- *I think it has improved in that there have been efforts to research glbt needs at UIUC, via task groups, etc.*
- *I've been associated with the University on-and-off since 1989. The climate has improved in that time. In 1989, I knew one openly gay man and two lesbians. The lesbians I knew were very fearful of life on campus. Now, I know many more people who are out and are able to live without fear.*
- *I've been on campus for 32 years and the climate has improved. There is much more open communication, information, and support mechanisms in place.*
- *I have not been at UIUC very long, this is only my second semester, however I believe that things are improving on the campus. with the LGBT concerns full time staff and with their coordinating events things will continue to get better. if i could offer a suggestion, I would ask that there be more readily available courses in LGBT themes, for me this campus does not have enough course support for the community.*
- *I have been here almost 16 years. The climate has improved. It is nice to see public discussions and events, along with articles in the newspaper, and surveys like these. I think educating the public and making them aware that gay people are, in all other respects, just like the rest of us. I hope the exposure and outreach continues.*
- *Improved over the last 20 years. I see this primarily as a consequence of improvement in the general society, not because of efforts made by UIUC.*
- *I've been on campus for three years now and I can definitely say that the campus climate with respect to LGBT issues has improved. But I think that much much more needs to be done before we can reach a place where people who identify with LGBT issues can be reassured some safety. A big target that has yet to be penetrated by sensitivity to LGBT issues is the Greek system, with special emphasis on fraternities.*
- *I feel the climate has improved, with the implementation of a professional, full time position for the Office of LGBT concerns, and new space for this office. I also feel that improvements have been made to the Health Center to offer more services / materials for LGBT persons.*

- *Improved. I live at Allen and there are always more and new programs in support of LGBT.*

The climate has stayed the same.

Justifications for why some respondents suggested that the climate has remained constant include lack of/limited outreach and advertising of LGBT programs and events, the departure of an LGBT mentor, lack of inclusion of LGBT issues in curriculum, lack of unisex bathrooms, and the continuation of verbal and physical forms of harassment.

- *It has stayed the same, heterosexist and homophobic*
- *I have been here for a year. I think the climate has stayed the same. Only lesbians and gay men know about LGBT events- straight people and "straight" people need to hear about our activities, hard work, and the people involved to help progress our campus in terms of acceptance.*
- *In 4 years, I feel that the climate has stayed the same. LGBT activities are not very well publicized.*
- *I've been on campus for about three years. Things have stayed about the same. A friend once got jumped on suspicions he was gay, and I've heard similar stories since.*
- *Been the same. I'm a grad student (for 5 years) so I'm probably a little sheltered on this - but there have been multiple LGBT people come through the program that were treated no different than any other student. Treated fairly by faculty, were in the same social groups as everyone else and graduated with a great job.*
- *I think it is mixed. There were periods when visibility was greater. I think while policies are slowly improving (e.g. starting to address DP Benefits, adding gender identity to the non-discrimination policy) positive attitudes towards LGBT people have deteriorated.*
- *Stayed the same; I had one LGBT tolerance orientation presentation and that was it.*
- *I have been on the University of Illinois campus for 5 years, and the climate for LGBT people seems to have stayed the same. I have not noticed any new programs or activities.*
- *7 years...I think it is about the same, although I was very disappointed by the departure of Nancy Cantor. I perceived her as very much a leader in helping LGBT people on campus.*
- *I have been at UIUC for 6 1/2 years and have heard very little information about LGBT issues during this time*

- *In my four years, the climate seems to have stayed the same. Issues are discussed in women's studies classes and in non-academic events, but almost nowhere else.*
- *For the 2 years I have attended UIUC, the climate for LGBT people has stayed the same. Continuing undergraduate harassment of other students, lack of transgender bathrooms, and reluctance of administration to address transgender issues in terms of working conditions in negotiations with the Graduate Employees' Organization.*
- *I have been on campus for two years and continue to hear comments everywhere I go such as "you faggot", or "Fuck off, homo" and things of this nature. For this reason I believe this campus is hostile to LGBT and has not improved.*
- *I've been on campus over 33 years. It appears that dialogue with respect to LGBT has increased, but whether or not the climate has improved, I haven't noticed much of any improvement or deterioration over the years.*
- *I've been on campus for 3 years and I feel that the climate hasn't really improved during this time. I still constantly hear about how "it's wrong" and "that ain't right" and whatever. Course material almost never (in all my years here, there has been only one exception) focuses on LGBT issues or anything remotely pertaining to them.*
- *I've been here 2 years. Nothing much seems to have changed climate-wise, but there are more events for LGBT, bi-and- transgender persons that I'm noticing.*
- *I think it has remained just as tense and negative towards the LGBT community for the past four years.*

The climate has deteriorated.

Participants' explained that the climate has deteriorated because there are limited safe zones for the LGBT community, recent anti-gay publications in the *Daily Illini*, anti-LGBT graffiti on campus, increased harassment, physical violence, and discrimination, and sustained homophobia and heterosexism, especially in the fraternities and sororities.

- *I find it absolutely baffling that a school of this size has NO queer presence at all. This speaks to the need for the campus administration to make concerted efforts to create a safe environment for queer people to come out in the open on this campus without fear of repercussion.*
- *I've been here since fall 2004, but the recent column in the DI and the graffiti when Jamison Greene spoke last week makes me feel like the climate has deteriorated.*

- *It seemed to be improving until I began to work for in the administration departments. Here, I have found that most people are very homophobic and are quick to share negative comments when they feel they are among like minded individuals. After getting to know those who hired me, I do not believe that I would have been hired if they thought I was part of the LGBT community.*
- *In my three years on campus I have always known LGBT people, but have only recently become aware of the general negative attitude towards them. That is not to say it was not the same before.*
- *I have been here for two years, and have found the climate to be unaccepting and unwelcoming the entire time.*
- *It's my third year, and I've begun noticing harassment aimed at one of my friends only this year because of his perceived sexual orientation, so in my direct experience it is deteriorating.*
- *It has worsened. The opinions page in the Daily Illini is getting particularly bad in this respect.*
- *I believe the climate has deteriorated. For example, there was transgender-degrading vandalism at Allen Hall recently, and recently the Daily Illini ran a tasteless, insensitive, misinformed, derogatory article on transgender people and the idea of unisex bathrooms on campus.*
- *Deteriorated, more harassment and physical violence; fraternities and sororities are overly homophobic and not accepting to others.*
- *Deteriorated. overall backlash against gender, sexual and racial minorities under current political regime.*
- *Deteriorated--it is no longer possible to engage people in honest intellectual debate on issues of sexuality without being labeled "homophobic" or worse.*
- *Overall climate has improved but recent backlash by religious and political conservatives has created some backlash making it once again okay to be heterosexist/homophobic without serious consequence.*
- *Deteriorated: fewer visible options for cross-campus socialization (be it academic-related or purely social), especially for non-undergraduates.*
- *...it seems to me that it has gotten worse. While the efforts of the administration appear to have improved, there seems to me more harassment and discrimination. I've been on campus for four years.*

- *I feel like it has somewhat deteriorated. The reason for this deterioration I believe was largely due to the last presidential election. I feel that the election clearly delineated between those who support LGBT issues and those that do not. The University, I feel has done very little to address this division as well as other social issues (specifically the Chief-mascot issue).*

Which UIUC campus offices, facilities, programs, and organizations have positively contributed to the climate for the LGBT community? How? (67)

The themes, which emerged from respondents' comments, include the Office of LGBT Concerns/Student Services, Counseling Center/Support Groups/McKinley Health Center, religions groups, Illini Union Board, Student Groups/Organizations, Gender and Women's Studies, other academic departments, individual contributions, fraternities/sororities, residence halls, Rainbow Coffeehouse, campus events, and athletics.

Office of LGBT Concerns/Student Services

- *The office of GLBT concerns because they offer many resources to help both the GLBT community and allies.*
- *LGBT Concerns Office - they try to bring in really good programming.*
- *I think that the programming done by the Office of LGBT Concerns has helped the campus become more aware of the 'existence' of the LGBT community.*
- *Office of LGBT concerns was added - this is probably the most significant contribution.*
- *Curt McKay and the LGBT Office are a wonderful resource. I like Curt's demeanor.*
- *Office for LGBT Concerns: a safe place to congregate, ask questions, and educate yourself on issues you may not know about without feeling self conscious. Supportive staff.*
- *I have had at least 2 occasions to ask representative from the LGBT office to participate in seminars to educate students with whom I have worked (and to educate me) about what services are available on campus. The motivation for these discussions was to learn more about diversity on this campus.*
- *The office of LGBT concerns have allowed me the safe space to be able to talk about my encounters with harassment as well as the difficulty one faces while coming out.*
- *Office for glbt: just their presence is very comforting, knowing there is some help when trouble arises.*

- *Office of LGBT Concerns is outstanding. I found it on the internet when evaluating climate before accepting a job at UI. Both then co-directors spoke with me at length and were very helpful. ALLY program is good but does not seem to have the reach it should/could. Would like more programming but still not sure how big the gay community is here.*
- *The Office of LGBT Concerns does a great job at mentoring, educating, and providing programs. A lot of people would be lost without the office.*
- *Curt McKay's office--very welcoming, helpful with personal concerns, and a safe place to be.*
- *Office of LGBT Concerns - especially Curt McKay. He's awesome!*
- *The Office for LGBT Concerns has been a great resource for me. It provides a great, safe environment to gather with friends, get educational material, and is an important space for many of the LGBT groups on campus to hold meetings.*
- *Student services has reached out to support LGBT students in crisis.*
- *Units within student affairs have contributed positively to the climate.*
- *Dean of Students office with having an outlet to reporting all types of harassment.*
- *The Office of the Dean of Students and the Office of Lesbian, Gay, Bisexual, Transgender Concerns do a tremendous amount to promote tolerance and understanding, as do the various campus organizations devoted to LGBT concerns. Just talking about LGBT people, issues, rights, concerns, etc., seeing rainbow flags on any display other than one specifically for LGBT organizations are so important for mainstreaming tolerance as the norm.*
- *Because of the Office for LGBT Concerns, the director there, and because of the gay and bi men's group at the counseling center, I have been able to come out to my family and friends and face the rejection and removal of support from them because I am gay.*
- *Office of LGBT Concerns & especially Curt McKay. He has such integrity and caring. What a treasure for our community.*
- *I believe the LGBT student affairs office helped, as did Housing, as these are very much "first line" services for students and are very visible and welcoming.*
- *The Student Affairs unit has actively been in the forefront of promoting diversity and understanding of LGBT ways of life.*

- *Student Affairs definitely, by have a separate unit devoted to LGBT and Women's Programs for collaboration and support.*
- *Housing has worked hard to provide a safe, welcoming atmosphere for undergraduate students.*
- *Housing has done a great job of being privy to these subject matters. I'm so proud of them. They're always eager to follow up with people.*

Counseling Center/Support Groups/McKinley Health Center

- *The counseling center staff have been great and supportive, really great group of folks there.*
- *I think the counseling center and McKinley are doing good jobs of helping improve the climate of LGBT individuals.*
- *Counseling center, McKinley by providing information and assistance to LGBT community.*
- *The Counseling Center has played a significant role in helping me become adjusted to campus life as a gay man.*
- *Coming Out Support Group (COSG) were nice because they allowed me to meet allies and other gay/lesbian students to whom I could relate.*
- *Coming Out Support Group helped my roommate a lot when she was preparing to come out to her parents.*
- *The Counseling Center does outreach and the Counseling Psychology program is active as well.*
- *McKinley Health center has been wonderful!*
- *The counseling center is a great resource and positive contributor.*
- *Gay men's support group - helped me feel less alone on campus.*
- *The Counseling Center and McKinley Health Center through education materials, latex barriers being distributed, support groups, ally meetings, etc.*

Religious Groups

- *I am most familiar with the United Church Foundation and their pastor Karen Bush and her efforts to assist the LGBT community. It is her efforts that have helped broaden my awareness and support.*
- *McKinley Church and Foundation, first in community to become "more light" church and welcome LGBT people to fully participate, discuss issues and socialize.*
- *It has also been helpful that Karen Bush of Community United Church of Christ and the staff of McKinley Presbyterian Church and Foundation are known to be allies on this very conservative religious campus.*
- *McKinley Church and Foundation - protection against job discrimination on the basis of sexual orientation.*
- *Campus Christian groups such as Illinilife, Twin City Bible Church, InterVarsity have done the best job as reaching out to those struggling. I hope that these groups are able to show more love and support and counseling to LGBT people, a number who are my friends and colleagues.*

Illini Union Board

- *The Illini Union Board has many programs designed to integrate the LGBT community into campus life. The Illini Union Board should be the spearhead of the University's effort to reach out to the LGBT community as well as the non-LGBT community in an effort to create understanding and acceptance between the groups.*
- *The Illini Union Board has had programs with the LGBT community in mind through art gallery exhibits and the annual Drag Show.*
- *The Illini Union continues to sponsor/provide space for LGBT activities.*
- *The Illini Union Staff. There always there to help spread awareness.*
- *University-sponsored drag show in the union: made us more visible and in a fun atmosphere that straight people could also enjoy.*
- *I think the DI has actually helped at times by hiring openly gay opinions writers. While the DI doesn't always have the best writing, it seems the writers are able (at times) to get people talking about the issues.*
- *Various programs & events organized and sponsored through the Dean's office and the Illini Union*

Student/Campus Organizations

- *Grad student GLBT listserv: Welcoming to faculty/staff too and has announcements not issued anywhere else.*
- *PRIDE and other groups like COSG have allowed me to meet other LGBT students.*
- *PRIDE has contributed positively with the many activities they have run during the year.*
- *PRIDE, by creating a safe place to be who you are and Feminist Majority for sponsoring Sex Out Loud which encourages all types of sexual activity.*
- *Pride, Q, and any LGBT organization. They make me feel like I belong. I really think that these organizations need to be expanded and that we desperately need them!!!! They also give me a support system and a way to make LGBT friends, which is hard to find in the first place.*
- *The student organization PRIDE has been very important to raising awareness and facilitating support for members of the LGBT community. In my 5 years on campus, I have watched PRIDE reach out to a number of students and offer the support/social/educational opportunities students need.*
- *Pride group has sponsored a variety of lectures, workshops, and support groups for LGBT as well as LGBT supporters.*
- *Last spring Amnesty International supported a film and lecture series in conjunction with PRIDE that I found enlightening, concerning and a certain sense of inspiration.*
- *Queer Grads is my link to queer life on campus.*
- *La Casa has always sent me links to LGBT information and the Day of Silence event. The Native American House has made efforts to send staff to ally information training as well.*
- *The African American Cultural program*

Gender and Women Studies

- *I think SORF sponsored programs and the 'sex out loud' have positively contributed to the climate for the LGBT. Having safe sex programs for not only heterosexual couples but also for same sex couples is one of the most important issues for the LGBT community.*
- *I'm really proud of the fact that Gender & Women's Studies is now an official major, and that we're brainstorming ways to make the rest of the campus, as well as incoming freshmen, aware of our program.*

- *The Women's Studies House and programming has been pivotal in allowing me to see LGBT staff in a professional manner.*
- *GWS or gender and women's studies- I took a class in this curriculum and it openly addressed many issues of the LGBT community.*
- *Gender/Women Studies. They've made it OK to study the subject matter and not feel bad about it.*
- *The Gender and Women's Studies Program continues to make a significant contribution by scheduling speakers on topics of concern to the LGBT community*

Other Academic Departments

- *The English department is very supportive.*
- *One teacher in the English department included the play Angels in America in class.*
- *In the theatre program we positively examine LGBT influence in modern and classic theatre, their contributions and their analysis of theatre literature/history. We feel comfortable portraying LGBT characters and presenting/discussing their issues.*
- *The Dept. of Theatre, Armory Free Theatre, Inner Voices Social Issues Theatre, for their positive climate created for members within the organizations from the LGBT community, and for their productions which often address LGBT issues.*
- *The arts (theater, art department) have always been a safe haven for me.*
- *Programs in the arts have positively contributed to the climate of LGBT. Especially Krannert's "Come as you are" campaign.*
- *The Dance Dept. and the rest of FAA encourages the LGBT community to contribute*
- *Dance 100- we've studied choreographers and discussed some of their lives and they've been gay or lesbians.*
- *I think the Humanities and Fine and Applied Arts colleges have both contributed to the positive climate.*
- *I'm in the EPS department and this is the only place that I have experienced the inclusion of any LGBT relevant scholarly work, and we also had a guest speaker, in my entire graduate study career.*
- *I have been impressed by the strong response from the Dept of Psychology to defamation of posters, and harassment issues.*

- *I am a psychology/sociology double major - studying inequality - a good portion of my sociology courses have discussed sexual orientations and gender related issues as a part of their curriculum*
- *The Roisman Lab in the Psychology department has and is currently contributing by discussing problems facing the LGBT community among its lab members.*
- *During studies in Department of Educational Psychology, Counseling Division, I felt that there was positive contribution in daily treatment, and also in teaching issues, and in practical where training of counselors about these issues was important.*
- *I think classes such as human sexuality have positively contributed to the climate. The students listened to guest speakers and I was more aware about the issues that the LGBT community has to deal with.*
- *Human sexuality (CHLH 206) introduced the class to gay/lesbian students which was helpful, as many of the people in the class are underclassmen.*
- *My human sexuality class. [My professor] was open about topic and brought in a group to talk about it.*
- *I think being a sociology major has helped me see a lot more people who are open-minded to LGBT's, because they tend to be a lot more liberal and accepting of social inequalities.*
- *The Latino/Latina Studies Program: by including topics related to LGBT issues in their colloquia and other presentations.*
- *School of Social Work has been supportive and accepting of the LGBT community.*

Individual Contributions

- *A faculty member in our department is openly gay and I think that has helped our department be more open and knowledgeable about such things.*
- *The former Chancellor was also a very vocal & visible ALLY.*
- *[A professor] deserves a medal, no joke, for the Sexuality in Cinema class, and the book should be required freshman reading. [This professor] should be speaking at multiple events every year, and deserves recognition just for offering the course.*
- *The relatively recent establishment by the former Chancellor of a campus advisory committee on LGBT issues and concerns was an important development, along with additional financial support for the work of the Office of LGBT concerns.*

- *We had a panel of gay men come in to our human sexuality class to talk about their experiences.*
- *The gay speaker of Out and Greek. I think he promoted tolerance and prepared the audience for what to do if confronted with a gay friend.*

Fraternity/Sorority Support

- *My sorority in sponsoring the LGBT day of silence last year.*
- *Delta Sigma Pi, we are a business fraternity that is open to any person with any sexual preference. We have many homosexual members that are completely welcomed and respected.*
- *Greek Allies has given a voice to an underrepresented portion of the GLBT community here at UIUC*
- *My sorority has positively contributed to the LGBT community by encouraging attendance to watch LGBT speakers, and offering support groups to the women in my chapter.*
- *There is a greek LGBT group that is working to help LGBT feel more comfortable in their greek environments. I feel that this group is quite a positive step.*
- *Greek Allies-Improving tolerance and awareness of LGBT issues in the Greek Community.*
- *There was a large showing by Greeks at the last LGBT speaker Shane Windemeyer. This shows the LGBT community that Greeks are open and not closed-minded concerning LGBT individuals or groups.*
- *I went to "Out and Greek", a presentation on campus and that was very educational.*
- *Shane, the speaker at the Union who spoke about being out in the Greek community.*

Residence Halls

- *Outreach at Allen Hall seems pretty good - most of my former students from Allen Hall were very aware of LGBT issues.*
- *Allen Hall seems to be a good environment for LGBT people. It's extremely open and liberal on many issues. They did a LGBT date auction one time and every now and then they have a random event or two for LGBT people.*
- *I've lived in Allen Hall; all the programs I saw in that dorm were great.*

- *Allen Hall has been very welcoming.*
- *I lived at Allen. Enough said? They're awesome and amazing for fostering caring and free environments.*
- *Allen Hall has a very strong LGBT awareness program. They really try to spread a positive attitude and a healthy climate for everyone.*
- *Programs at Allen have also positively influenced the LGBT community in terms of feeling at home.*
- *Living in Allen Hall, there were LGBT/Ally meetings there that I went to and I was able to see how it brought us together.*
- *The LGBT clubs such as the one in Allen Hall has definitely contributed to the climate for the LGBT community, by having events and programs and making people more comfortable with the LGBT community.*
- *I think that the undergraduate halls, especially the RAs, work to provide an accepting atmosphere.*

Rainbow Coffeehouse

- *I have never been to the Rainbow Coffeehouse, but I think this is probably helpful to LGBT students, to make a friendly place available to them.*
- *I think the Rainbow Cafe is a great thing.*
- *Coffee House: provides a non-bar environment to socialize.*
- *Rainbow Coffeehouse at Wesley Foundation provides place for LGBT students to get together and NOT drink.*
- *The coffeehouse is a great way to meet other LGB students.*

Campus Events

- *The Day of Silence is EXCELLENT.*
- *Day of Silence has brought LGBT issues to the public awareness in a positive way.*
- *The Day of Silence helped in raising awareness, and making the LGBT community feel loved.*

- *Day of Silence because it got the word out about the treatment of LGBT students and offers a connection between those students*
- *I like the day of silence and the T-shirt distribution as it sends a VERY visible message of total support.*
- *The Day of Silence, Artists against AIDS both contribute positively since they bring the FACT of LGBT persons right to exist as they are to the rest of the community.*
- *Yesterday was the day of silence for LGBT, which I thought was an interesting concept. A good amount of people participated, which is cool. I saw a gay couple who were open to showing that they were together, which is also cool.*
- *The day of silence has definitely been a positive contribution to the LGBT environment on campus. Last year, I saw the day of silence, and I vowed to come out to my friends before this year's day of silence. It inspired me to see so many people support LGBT causes*
- *Boxes and Walls provided all students w/ insight into the experience of being an LGBT student.*
- *The only one that I know of and have participated in is Boxes and Walls - I am certain that this program has made a positive contribution to the general student population's understanding of and amount of empathy towards the LGBT community. It provided participants with a new perspective, and because it was an experiential tour, the message was much more poignant than it would have been had the info merely been provided rather than experienced.*
- *The breaking the silence t-shirts are really nice.*
- *The Reel Queer Film Festival*
- *Rallies on the quad also make people pay attention to the issue.*
- *Whenever the LGBT undergrads do stuff on the quad. (like remembering those killed by hate crimes), that surprises me--it's not something I would see where I come from.*
- *I did the Ally training and I think that has to be an excellent program!*
- *Sex Out Loud sexual health fair organized by the feminist majority RSO.*
- *Drag shows and events by the Illini Union Board.*
- *I think the Drag Show was a huge success because it was fun and kind of got people who may not be totally comfortable a little loosened up.*

Athletics

- *UIUC women's hockey team--most players and coaches have been supportive of LGBT players/coaches. There is a general environment of acceptance. However, some remain unaware of/oblivious to these issues.*

Which UIUC campus offices, facilities, programs, and organizations have negatively contributed to the climate for the LGBT community? How? (68)

Respondents indicated a number of negative contributions including campus newspapers, fraternities/sororities, religious groups, student groups/organizations, University administration and the Board of Trustees, specific academic departments/curriculum, residence halls/campus housing, athletics, McKinley Health Center and the Counseling Center.

Campus Newspapers

- *Orange and Blue Observer and the Daily Illini. Both report vicious things and often very very hurtful columns.*
- *The DI editorialists and the Orange and Blue Observer have contributed negatively to the climate. Even though a few editorialists support LGBT issues, they seem to be overshadowed by the negative editorials.*
- *The Orange and Blue Observer conservative newspaper; it promotes an ideology of ignorance and prejudice*
- *Daily Illini – recent editorial on transgender issues.*
- *The Daily Illini editor-in-chief for her utter complacency in dealing with a columnist's anti-LGBT op-ed.*
- *There have been a few articles in the Daily Illini that had very negative views towards the LGBT community, and have shown little acceptance in those articles.*
- *The Orange and Blue Observer is practically hateful.*
- *The Orange and Blue Observer as well as opinions in the Daily Illini would not be tolerated if aimed at a racial group, it is wrong that they are accepted against LGBT people and makes me feel unsafe.*

Fraternities/Sororities

- *Greek/Fraternities, in my opinion & experience in dealing with students, are typically the most closed-minded & homophobic.*
- *While in school, I think that many in the fraternities were *not* welcoming to LGBT at all. I think it comes from a fear of losing their own sexual identity. I wish they had realized that just because a brother is gay doesn't make them gay. I don't think that the Greek system is intentionally negative, but the structure and nature of the fraternities and sororities make them so.*
- *FRATERNITIES, by creating, promoting and championing environments in which homophobia, narrow-mindedness and gay bashing are not only acceptable, but even encouraged. The greek system as a whole, which often reinforces strict and antiquated gender roles and stereotypes.*
- *The Greek system definitely discourages LGBT enrollment. the gender roles are clear, it is expected that fraternity men and sorority women will date, homosexual relations are never even mentioned or thought as possible.*
- *I haven't perceived the Greek system as particularly supporting of gay men; support for lesbians seems to be purely for their viewing pleasure.*
- *I think some sororities/fraternities put a lot of emphasis on conforming and in this way may harbor negative attitudes towards others unlike themselves.*
- *I've experienced numerous encounters with harassment at fraternity functions (houses, charity events) to the point where I will not walk by a Frat house anymore.*
- *African American Sororities and Fraternities. They have not been open to students in the LGBT community. They are not open to letting these students into the organizations.*
- *Most of the fraternities and sororities seem to look down on them and make them feel ashamed and worthless and unfit to live in society.*

Religious Groups

- *Some religious organizations that are very vocal of their disapproval of the LGBT community.*
- *Any of the campus religious groups, such as Campus Crusade for Christ, which sponsors events that are anti-GLBT people on the basis of their religion.*

- *Religious student organizations have negatively contributed to the climate for the LGBT community by referring to LGBT people as either sick, confused or sinful.*
- *Catholic Newman Center - promotes a closeted, right wing, anti-gay RC agenda. Not a picture of the WHOLE church.*
- *I've seen some negative vibes from several Christian Crusades, preaching the bible about sinners tends to make LGBT uncomfortable.*
- *InterVarsity and other Christian Fellowship youth groups - promoting stereotypes and intolerance of LGBT people on moral grounds.*
- *Fundamentalist religious organizations do more harm than anything.*
- *Many campus Christian organizations, which preach that homosexuality is a sin and encourage their supporters to discriminate against LGBT individuals.*
- *The religious groups try to force their opinions on LGBT people that are not interested and, in turn, make life harder on those people.*
- *The overwhelming presence of churches, Christian groups on campus, some of whom are very open about their opposition to LGBT individuals.*

Student Groups/Organizations

- *MANNRS, as my experience in this organization was negative because I was an out gay male. Faculty and student members were not friendly and open to my membership.*
- *I attended PRIDE a couple times but didn't enjoy it because I felt out of place. I think everyone else was at a different stage in their lives than me and they didn't offer to embrace me.*
- *College Republicans!*
- *Continued homophobia in African-American groups on campus.*

University Administration/Board of Trustees

- *The President and Chancellor's offices have decided to side with the state of Illinois and wait....instead of being proactive. It sends a message that "we're not sure if these people are second class citizens or not."*
- *The Board of Trustees for not approving spousal benefits for glbtq faculty/staff.*

- *The Board of Trustees have completely let down the LGBT community. Allowing any forms of discrimination opens the doorway to discrimination against all minority groups!*
- *The Office of Equal Opportunity and Access does not seem to attend in any way to LGBT issues. The benefits policy and the timidity of the Board of Trustees and University Administration perpetuates a benefits policy that is not terribly useful and dramatically different than the package offered to heterosexual employees.*
- *The administration as a whole seems to ignore the issue.*

Academic Departments/Curriculum

- *The Psychology department's recent response to a graduate student's experience with homophobia and hate crime regarding his research on Gay male issues was deplorable.*
- *The Engineering College is particularly conservative.*
- *Teachers in the College of Engineering do not seem as open to LGBT issues as other colleges (LAS).*
- *College of Engineering, particularly Computer Science Department Faculty and TA's - Lots of homophobic and nonaccepting comments.*
- *I don't think the Office of Business and Financial Services (OBFS) creates a very accepting environment. Most people who work here are very conservative Christians. I've heard comments from co-workers that the LGBT lifestyle is offensive.*
- *It seems the Fine & Applied Arts department isn't a welcoming and comfortable environment for LGBT faculty.*
- *My Rhet class again. Instead of promoting good discussion, the teacher dismissed my views without any discussion, and thus I've always had a bad feeling about my experience in the class and how the discussion of LGBT was limited to the teacher is right and I am wrong.*
- *In the Animal Science department, I never feel like I would be accepted. I had to do a lot of work out at the farms, and no one there would have been accepting either. Also, in my building, there are no professors in the Ally Network that I am aware of. Not seeing who is in my corner, so to speak, makes me feel that no one in the building would react positively if they found out I was a part of the LGBT community.*
- *I used to work in the Ag College. They don't tend to be overly supportive of anyone who isn't straight, conservative, etc.*

- *Biochemistry and the School of Molecular and Cellular Biology have neglected the LGBT community. The lack of LGBT activities and gay staff members I feel have negatively contributed to the climate for the LGBT community.*
- *The lack of incorporating LGBT issues in classes probably has a negative subtle effect on the climate.*

Residence Halls/Campus Housing

- *Newman hall...the catholic dorm...they really pushed me further in the closet and confused the hell out of me. i wish i would have never lived there...when people there found out i was gay, a lot of them were not thrilled.*
- *Residence Halls are sometimes hostile to LGBT students*
- *Campus Housing - they need to make it clearer for incoming freshmen which dorms are more suitable for whom.*
- *Living in the dorms. That was a HORRIBLE experience.*
- *Despite Housing's best efforts, I did not feel comfortable coming out to residents when employed as an RA.*
- *Snyder Hall residents are typically not very open to LGBT community.*

Athletics

- *UIUC Men's Gymnastics Team (non-inclusion in events).*
- *hockey - this is where I witnessed a harassment issue (at a game)*
- *Athletics. The facilities are crowded with men that still harbor a bit of homophobia.*
- *Athletics programs seem very rigid and unaccepting of gay people.*
- *I have been told that some athletes have an unwritten rule about accepting LGBT people. Not anything life threatening, just by jokes and tolerance of those negative jokes amongst team members.*
- *While the athletic department pays lip service to LGBT concerns, I see no real effort for acceptance of LGBT who are open about their orientation.*

McKinley Health Center/Counseling Center

- *I think McKinley Health Center has a way to go. Have heard stories from students that were negative. E.G., a psychiatrist telling an out Lesbian female student, "When are you going to settle down and marry a nice man?" And, a physician insisting that an out gay male student get tested for STDs though that was not at all part of the presenting concerns - totally unrelated to the stress-related concerns he was having!*
- *Some doctors at McKinley are VERY uncomfortable with gay issues. Many have been unable to even say the word with me!*
- *The coming out support group was a hostile environment that did not make it easier to come out.*

Other Negative Contributions

- *The University Police Station was a very homophobic environment. I used to work there as a student patrol officer, and when my coworkers discovered that I am a lesbian, they made it very difficult for me to work there. I was teased, harassed, made into a sexual object, marginalized, and discriminated against until I finally chose to quit. I still hate going to that building when I have to pick up my parking pass.*
- *ROTC - are unaccepting of LGBT possibly due to the military position of "don't ask don't tell."*
- *Even though it's not directly related, i believe that the 'chief' has had an adverse impact on many types of minority students, staff and faculty.*
- *The Chief, which is always a racist symbol, continues a climate of hate and intolerance on this campus, which trickles down to LGBT issues, because, as someone on the QGrads list pointed out, sexuality and race can and often are interconnected.*
- *Our racist mascot allows for other forms of discrimination/stereotyping.*
- *I think the failure of the administration to retire Chief Illiniwek creates a negative climate in general concerning cultural difference. It makes this university seem "redneck".*
- *I think "Students for Chief Illiniwek" foster an idea of tradition over growth, and so the ideals are solidified in other areas of the campus community. I assure you that most of the LGBT community is anti-chief. It's a huge division between the LGBT community and the rest of the campus.*

What could UIUC do to improve the climate for LGBT people? (69)

Respondents indicated a number of ways to improve the campus climate for LGBT people including representation and action from University administration, more inclusion of LGBT materials and speakers in curriculum and instruction, increased faculty and staff development, and continued LGBT events, programs, organizations, and support groups.

Representation and Action from University Administration

- *Have more "out" people in positions of power (not just in the lgbt offices).*
- *Provide equal support for the Office for LGBT concerns as the support given to the other cultural houses on campus.*
- *Invite more high-profile GLBT-identifying or straight-supportive speakers that would be of general interest to everyone. Provide more of a budget to the GLBT community so that they can host such events.*
- *Do something about Preacher Dan on the Quad. He contributes hostility towards women, GLBT students and he gets a lot of listeners.*
- *More financial resources and staffing for the LGBT concerns office.*
- *More student affairs staff who specialize in outreach to LGBT students. More attention to LGBT people of color.*
- *Provide a large, visible zero-tolerance response to incidents like the Allen Hall hate graffiti.*
- *MUCH more visible written statements in newspapers on policies related to equal treatment. Consequences of harassment. Needs to come directly from the Chancellor's Office - right from the top! Also, administrators strongly supporting and encouraging the faculty/staff Ally Network and being supportive of its expansion. Also, providing more resources for the LGBT Office to better advocate and support students.*
- *More open discussions with strong support and leadership from the top so that all departments, housing units, etc., will "get the message."*
- *The LGBT offices and facilities should continue to work together to create positive programs for the community.*

- *Measures need to be taken to increase the visibility of LGBT people. There are so many issues the university has taken on in terms of race and racism, why can't these same precautions be taken for LGBT persons?*
- *Have the UIUC policies reflected as not only tolerating the LGBT community but supporting, respecting, and helping the people who need it to achieve their personal goals without feeling ashamed or treated inferior by others.*
- *Domestic partner benefits equal in every way to that given to married heterosexuals.*
- *Allow student insurance to cover domestic partners.*
- *Offer full domestic partner benefits. While I understand the limitations imposed by the Ill. state legislature, gay employees pay more for medical coverage and are subject to greater financial risk than their straight counterparts. When my partner's COBRA coverage expires this will become an even bigger issue, and will be a significant factor in my ability to stay here.*
- *Have ALL (so far, only Allen seem to be the only LGBT-friendly) the residence halls be more active and liberal in their support of the LGBT community; displaying and encouraging an LGBT-friendly environment.*
- *Take a leadership position among Big 10 institutions in positive policy, procedure, and practices for LGBT people.*

Curriculum and Instruction

- *Encourage LGBT curriculum development and Queer Studies program.*
- *Invest the schools' curricula with LGBT issues as an effort to raise awareness through contact with issues. This does not necessarily have to be overt. It can be as easy as incorporating LGBT literature into standard modern literature classes. Of course, for the other curricula, it will be more difficult, but I think the faculty (in most cases) can responsibly judge content for integration. This should be FAR more prevalent than it is currently.*
- *I would really like to see more LGBT history and authors put into the curriculum. In actuality, there are many prominent LGBT persons in history, but this aspect of their lives is not usually discussed because of controversy, and I think that this is a shame.*
- *Include more material in classes...that mean getting professors to address GLBT issues and show alliance/support.*
- *Require students to take a class that focuses on the LGBT. There is a Intro to Queer Studies class every semester (GWS370) but it fills up quickly because there is only one per semester and it only allows 15 students.*

- *I would recommend LGBT classes in the women and gender curriculum. Barely of my courses addressed any works by LGBT authors. Any LGBT issues were addressed in my rhetoric or communication classes and those topics were limited. Having classes that focus specifically on LGBT issues would have open up LGBT issues to students on campus, especially students that have no connection with the LGBT community.*
- *In the Gen Ed requirement we are required to take a US/ minority class, but more classes about LGBT should be added to that list.*

Faculty/Staff Development

- *More resources for faculty on dealing with issues of colleagues who are GLBT. More social opportunities for GLBT faculty and staff.*
- *LGBT training for all employees, including faculty & Civil Service. Academic Professionals seem to come in with the most training & experience & are more likely to continue staff development while here.*
- *Mandatory diversity training for all faculty, staff, and organizational presidents/officers.*
- *Have academic departments be more proactive in educating their staff, faculty, and students about LGBT issues.*
- *Include LGBT info in recruitment materials for staff and faculty, and include gender identity in non-discrimination statement.*
- *The campus could offer professional development-type presentations for staff (similar to the FOCUS events that Student Services provides) to better inform staff about LGBT issues. Of course, the people who need this sort of information and edification are precisely the ones who would not want to attend - so maybe some sort of mandatory workshop would be best.*

University Events, Programs, Organizations, Support Groups

- *EVERY student organization on campus- even the religiously based ones- should have to add a clause to their club charter banning all types of discrimination. Also, there should be a clear statement against people who preach hate.*
- *Advertise programs better; create more LGBT oriented programs and support groups.*
- *Create more involvement in the programs that exist, instead of creating more programs.*
- *Keep up the awareness campaign. In addition to the ethics quiz everyone on campus has to take now, perhaps surveys like this or quizzes on not just sexual/gender issues but awareness of what hate really is.*

- *I don't feel there are enough resources for Transgendered people. There are a lot of activities/resources for LGB, but not always T.*
- *The Social Justice Campaign of "Fine by Me" has done great things for this campus and should be continued.*
- *More large queer events. More lesbian events because almost everything is for gay men.*
- *Getting staff/faculty support behind QueerGrads (or a similar group) would be of great help, since so many non-undergrads don't have the same socialization opportunities available that the undergrads do.*
- *Make more groups available to LGBT people. Have more days that impact the entire university, like the day of silence and the national coming out day...with demonstrations and/or info on the quad.*
- *PRIDE DAYS!!! 3 day weekend festival with a huge ass pride parade!*
- *Host national events such as the National Women's Folk Music Festival.*
- *More backing behind LGBT organizations and activities, especially involving freshmen and the welcome days to the university*
- *You could have more support groups, but also bring more speakers to campus.*
- *I think the university needs to provide plenty of support groups and counseling so that those involved with the university can have a safe environment.*

***Would you recommend UIUC to a LGBT prospective student, faculty, or staff?
Why or why not? (70)***

Although the majority of respondents indicated that they would recommend UIUC to others for a variety of reasons, many expressed a less positive view of the University and some expressed mixed feelings about the topic.

Yes, I would recommend UIUC.

Many respondents would recommend UIUC to LGBT prospective students, faculty or staff because of the Office of LGBT Concerns, positive and friendly climate, “caring” and supportive administration, high quality of education, and strong LGBT programming and outreach.

- *Yes. Climate is positive and improving.*
- *Yes, the LGBT office is growing and is the center of my universe at school.*
- *Yes, I would recommend UIUC because, although there is LGBT stereotyping and prejudice here, this is unfortunately everywhere. UIUC is better than a lot of other places because it has an anti-discrimination policy and organizations that deal with LGBT concerns.*
- *Yes I would recommend. UIUC is a great school, and people are very friendly here. Almost everyone I have met around campus and at parties and bars have all been cool about me being gay and don't care.*
- *Absolutely. This is a great school...and a VERY diverse campus. I think anyone can find a place on this campus, and can learn about the many types of people that comprise our society.*
- *Yes, it's a world-class educational institution!*
- *Yes, I myself am a homosexually-oriented graduate student. I also know one LGBT faculty member and several LGBT students. Neither these acquaintances nor myself have experienced unusually negative experiences at UIUC with regard to our sexuality.*
- *Yes. Overall there is a good support group/network for LGBT students.*
- *Yes. I think that U of I is one of the best schools in the country and possibly the world. The level of education that you receive here is tremendous. It is a mistake if someone does not try to take advantage of these great opportunities.*
- *Yes--I think there's a lot of opportunity here for LGBT people at all levels. The climate is ripe for more significant improvement if the whole UIUC community buys into the value of that. Top administrators care and are supportive; some students are ready for change and will work toward it.*
- *Yeah. I feel that this community, though small, is a very progressive one and safe for LGBT people. Though the C-U area does not have as much to offer people as a large city, the university community compares to those of other areas.*
- *Sure, but I would tell them to live in Allen hall. I wouldn't want to send them anywhere else because Allen really is the best place that supports LGBT issues and awareness.*
- *I would recommend UIUC to a prospective LGBT student, faculty or staff member because I feel the university has very strong LGBT programs and activities and work closely with LGBT groups. In addition, there is a lot of support from the university concerning LGBT issues.*

- *Sure. I've never been discriminated here. Then again, if I didn't tell you, you'd never have a clue I was gay. I've always considered UIUC and CU in general to be an island amidst the more conservative climate of Central Illinois. Its a safe place to come out and to live a gay lifestyle.*
- *Overall, yes. The University & Champaign-Urbana area offer a variety of resources, support networks & events for LGBTs.*
- *Yes. I believe that the departments in the College of Arts and Sciences are genuinely supportive of LGBT issues and make efforts not to discriminate in their treatment of faculty, students and staff.*
- *Yes, as a staff member I have seen support for the programming...my superior wore a pink ribbon. Overall the atmosphere is very accepting of LGBT issues...it seems that way to me. In my department, the best person for the job seems to be hired, the sexual orientation does not impact the decision at all.*

No, I would not recommend UIUC.

Contradictory to some of the reasons why many respondents would recommend UIUC to others, arguments for not recommending the University include an anti-gay campus climate that is both religious and conservative, the “hostile” surrounding areas of campus, the lack of social opportunities for LGBT students, faculty and staff, the unsupportive administration, and the low campus visibility of the LGBT community.

- *No. The campus is very backwards. I have told LGBT friends NOT to come to this campus.*
- *I would probably encourage people to consider someplace less conservative with better domestic partner benefits.*
- *I'm not sure. I think personally there are reasons why I would not; in part because the racial climate plays a huge factor in why, myself as a minority, it's hard to be active in the LGBT community because I feel that I will be shunned by my own or by the larger university campus as a whole.*
- *No. One the whole, I've run into a lot of students who are not comfortable with the lifestyle and will voice that opinion.*
- *Not where I work. I would tell them that if they did want to work it would be in their own best interest to hide their sexual orientation and stay closeted or it could be harmful for them in regards to any forward progression.*

- *No, life is hard here. I feel safe from violence and discrimination, but it is hard to meet other GLBT people and impossible to find a good network of friends and an active social and dating life. To be friends with all straight people is not enough.*
- *No - there's little gay culture here, the community is so small and the students are so hostile to anyone different than them (people of colour, non-Christians, non-traditional gender identified people) that it's generally not a nice place to be.*
- *NO!!!!!!!!!!!! I don't think UIUC is an easy place to come out in. I felt very alone. It took a long time to get up the courage to start attending LGBT themed meetings and events. Also, I think that because I was in the business school, the students were more closed minded and it was harder to come out to them.*
- *Probably not. If they are interested in being in a place where LGBT issues are highlighted, or being a member of a strong LGBT community, they should go somewhere else. I've definitely seen firsthand much more active groups on other college campuses, as well as known more LGBT individuals on the other campuses.*
- *I would not recommend UIUC to an LGBT person. UIUC is extremely conservative and very religious, two facets of society that are usually very anti-LGBT. Transgender people and issues are all but invisible, teachers and staff make homophobic jokes, and the fraternity and sorority life, which makes up a good portion of the campus population, are extremely outwardly homophobic.*
- *No. There is an obsession with masculinity and general conformity often hidden beneath an exterior of acceptance on the part of individual students.*
- *Absolutely not. While academic units seem to be very supportive, the administration has demonstrated its lack of care quite consistently.*
- *NO. I turned my brother away. I did not feel UIUC is LGBT friendly, and this is the consensus of LGBT friends and colleagues.*
- *No, there is a very, very small visible community of LGBT persons here at UIUC - most of my LGBT friends and colleagues are not "out" - I would recommend any prospective student, or staff member to look for a more accepting and aware climate.*

Umm, maybe I would recommend UIUC.

Many respondents who expressed uncertainty about recommending the University to others explained that it depends on the individual with whom they are speaking, and the department in which he/she is interested. In addition, respondents indicated that the areas surrounding the University are not as accepting of LGBT people, and resources for transgender individuals are lacking.

- *UIUC is a big place. It really depends on which department/area someone chooses to work/study in. It can be lonely in places like Engineering, Vet Med, and sometimes even hostile. However, other areas can be quite accommodating.*
- *I would recommend my department (ICR), but I don't know if I could enthusiastically recommend the campus. I would probably say that it's relatively safe on campus and in town, but not so safe in the greater community of Champaign county and the environs.*
- *I would and wouldn't. I would because they would have the opportunity to change this campus for the better but at the same time they would have to deal with discrimination and lots of people unwilling to change their thinking.*
- *Not sure-- it seems like LBGT grad students I know often feel very isolated, and while they don't feel that there's generally negative responses to them, they lack a community of other LBGT grad students.*
- *I don't know if I would or not. It would depend on the program that that person was seeking because some departments on campus have a great environment and others not so much.*
- *Maybe, maybe not. The problem is mostly with politics and people, I think. The University can't change Illinois or US laws that tell people it is acceptable to discriminate/hate gays. The University can't tell individual people not to shout expletives out their car window at me.*
- *Unsure -- no overt discrimination or harassment, but lack of fun social spaces for GLBT people and little visibility (particularly for transgendered people).*
- *I am not sure. I would definitely make them aware that although there might be a slightly more accepting atmosphere here than at some other universities, that the surrounding community might not be so supportive.*
- *Maybe, but I would warn them about the high level of insults directed towards LGBT people first. I have witnessed many cases of people on campus making comments that offended me as an ally of LGBT people, and I would tell the potential UIUC LGBT student, faculty member, or staff member about these cases.*
- *Maybe to LGB students, but not a transgendered student--the facilities and attitudes are not as welcoming.*

This survey has raised a number of issues. If you would like to offer your own suggestions on how the campus may move forward to improve the campus climate for LGBT people, please use the space below or write your comments on an additional sheet of paper. Thank you. (71)

Participants shared a number of their own suggestions on how to improve the campus climate of UIUC. They are listed below in random order.

- *Work with both sides. Encourage mixing and socializing, which can only improve the knowledge and awareness of each other's issues and needs. It's not all about sex, either. Make sure straights know that. We tend to think that's all it is, and we fail to see that the "lifestyle" is the same for us, too, we just desire something different than LGBTs.*
- *First of all, thanks for conducting the survey! From the length of the open-ended responses you can see that I really appreciate this survey! Again, UIUC should make clear that it actively supports glbt issues. Have more glbt posters, flyers, etc. Ally rocks! I hope more people will join. Work closer with the fraternities, (open-minded) religious communities, and administration staff.*
- *I would really like to see more trans awareness and better integration with the various GLBT groups*
- *I think that one of the best ways for UIUC to improve the LGBT climate is to continue and/or create an open communications network between the respective UIUC offices and the LGBT community.*
- *I don't have any suggestions but I would like to say that this survey alone is a great step in assessing the LGBT status and I am glad that UIUC is taking some initiative. It allows the LGBT community to see that change is possible, if not happening already.*
- *I think LGBT students of color would have a been a good area to ask about. I know a lot of minority students that are gay and feel threatened by other students of their same ethnic group or even at home.*
- *I think that the Office of LGBT Concerns should consider changing its name to something such as "Office for LGBT Resources" or "Center for LGBT Support". The Office of LGBT Concerns has a negative connotation, and not all the services that the office offers deal with concerns. It needs to sound less like a victim's advocacy group and more like a resource for LGBT students.*
- *More funds to the LGBT concerns office so that they can play a more active and expanded role in campus life and curriculum. The president/chancellor should make a*

public statement acknowledging the important contributions that LGBT people have made to the university and offer continued support for these people.

- *Strongly encourage students to report incidents of harassment (verbal and physical) immediately!!! Although this is encouraged, few GLBT students actually do report such occurrences as they probably feel that the issue will not be addressed.*
- *I am encouraged that this questionnaire is being sent out. It will send a negative message indeed, though, if action does not follow the collection of information.*
- *I think the University could be more proactive in promoting "welcoming and anti-discriminatory" feelings toward LGBT persons in the communities of Champaign and Urbana (outside of the campus itself) so that such students/staff/faculty could feel safe and welcome here. Possibly some open, informative, welcome events could be planned which could positively impact the entire community.*
- *Just the issue of the benefits. If the benefits were the same as for heterosexuals, that would send an important positive message.*
- *I think that great efforts are being taken and that Curt McKay(sp?), PRIDE, and all of the other LGBT officials and organizations are doing as good a job as can be expected. If they weren't, then there wouldn't be such vocal opposition to their efforts in the DI and other, more biased, news sources.*
- *Implement non-gender bathrooms, and take strong action against those who commit hate acts.*
- *I think a faculty run coming out support group, rather than student run, would be beneficial.*
- *First and foremost, there needs to be a large push for Allies. It is imperative that the general campus population learn more about LGBT issues and become more comfortable and accepting of LGBT people.*
- *I think this sort of survey is very important, especially on such a diverse and large campus. I hope that people take the time to fill it out.*
- *Perhaps at the end of the survey next time you could have a list of what the university is currently doing and list any resources students can use if they have questions or want to get involved. I believe that Ally training is one of the best programs on campus. It recently won an award at a State Resident Hall Conference==>more students should take it, at least to be aware of the issues.*
- *I think unisex bathrooms are very important for helping the transgender community feel accepted in the school.*

- *PLEASE CREATE A LGBT STUDIES MAJOR, or at least offer some LGBT curriculum, thank you.*
- *Create a gay Jewish support group.*
- *Retire Chief Illiniwek to send a message that stereotyping of and ignorance about any group is unacceptable on this campus.*
- *The DI must be more sensitive, and the upper administration must speak out not only about LGBT oppression, but issues of racism as well!*
- *Bring concerns out in the open. Report harassment issues in the crime section of the DI, so people know about the climate and can do something to change it. We have the power to make a positive change for the community but it starts with education of the student body.*
- *I feel the campus is doing a lot to try to deal with LGBT issues, and that's very encouraging. I am disappointed, however, that the university still does not offer equal benefits to LGBT staff. It is a sign of disrespect that in many ways detracts from other efforts on campus, making them seem ingenuine.*
- *More needs to be done with the hard sciences and sports departments, which have traditionally been more conservative, and continue to influence discriminatory behavior basically against anyone not straight white male.*
- *As a civil service staff member, I would like to see more programs for UIUC LGBT staff. There seems to be a lot of supportive groups for students at least.*
- *Somehow include programming for LGBT individuals who have a disability. This seems to be a population that is left out and needs more support.*
- *The very fact of this survey provides a message that the campus is concerned about these issues. I think that encourages faculty, staff and students to be mindful of their attitudes.*
- *Until the Chief is removed as mascot, UIUC will appear to be a university that is not interested in diversity or social justice. Removing the Chief would go a long way in creating a campus climate supporting diverse groups of people. Also, offering partner benefits to match spousal benefits would send a huge message that LGBT persons are welcome and valued on this campus.*
- *The Chancellor must speak out strongly, and prominently against any homophobic/hate actions like the chalking at Allen Hall a couple of weeks ago. Silence or a quiet rebuke is a cause of continued harassment and discrimination.*

- *Give more funding to LGBT departments. Require workshops for the Greek organizations. They are the biggest problem on campus. Very insulated and narrow-minded. Fund a LGBT sorority or frat? That would be interesting.*
- *One way for the campus to move forward is by having workshops for parents that are gay. I think it's easy to stereotype all gay people. Maybe if Non-Gay people had a comparison meaning both Gay and Non-Gay that are parents would show there are some things that we have in common.*
- *Thank you for this survey and the opportunity to address concerns and issues for LGBT students and staff.*

Appendix C

UIUC Data Tables^{32,33}

³²Questions are restated and the number of the question on the survey is repeated after the question in parentheses.

³³Valid percentages are used except where “declined to respond” are reported. Total n = 3595.

Table 1
 What is your gender? (52)

Gender	Housing (Students)									
	Total		Urbana R		Champaign R		Priv Cert H		Frat/Sor	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Female	58.1	(2090)	13.1	(273)	7.0	(146)	5.2	(108)	3.4	(72)
Male	39.6	(1423)	10.1	(144)	6.2	(88)	6.4	(91)	3.0	(42)
Transgender	.3	(9)	---		11.0	(1)	---		---	
Did not Respond	2.0	(73)	---		---		---		---	

Note: Respondents were given the option of identifying with more than one category.

Table 2
 What is your sexual orientation? (53)

Sexual Orientation	Housing (Students)					Race (All)	
	Total % (n)	Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Bisexual	5.3 (189)	10.1 (19)	4.8 (9)	4.2 (8)	1.1 (2)	17.0 (32)	83.1 (157)
Gay	5.5 (199)	7.5 (15)	4.5 (9)	5.0 (10)	1.0 (2)	23.1 (46)	76.9 (153)
Lesbian	2.9 (103)	9.7 (10)	<1 (1)	<1 (1)	0	13.6 (14)	86.4 (89)
Heterosexual	80.2 (2884)	12.1 (349)	7.2 (208)	5.9 (169)	3.6 (105)	17.6 (507)	82.4 (2377)
Uncertain	2.4 (85)	20.0 (17)	7.1 (6)	10.6 (9)	2.4 (8)	30.6 (26)	69.4 (59)
Other	1.5 (55)	12.7 (7)	5.5 (3)	3.6 (2)	5.5 (3)	25.5 (14)	74.5 (41)
Did not Respond	2.2 (80)	---	---	---	---	---	---

Note: Respondents were given the option of identifying with more than one category.

Table 3
 What is your age? (54)

Age	%	(n)
22 and under	48.2	(1732)
23-32	24.8	(892)
33-42	10.5	(379)
43-52	8.8	(317)
53 and over	5.8	(210)
Did not respond	1.8	(65)

Table 4
 What is your **primary** position? (55)

Position	%	(n)
Undergraduate student	49.7	(1786)
Graduate Student	20.9	(752)
Administrator	2.0	(72)
Civil Service Staff	8.5	(305)
Academic Professional	13.6	(488)
Tenured Faculty	3.0	(109)
Non-tenured Faculty	2.7	(98)
Other	4.4	(159)
Did not respond	0.0	(0)

Table 5

Do you have a disability that substantially affects a major life activity such as seeing, hearing, learning, and/or walking? (56)

Disability	%	(n)
Yes	1.8	(64)
No	96.2	(3460)
Did not respond	0.0	(0)

Table 6

With what racial/ethnic group do you identify? (57)

Race/ethnic identification	Housing (Students)					
	Total % (n)	Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	
Black/African	3.6 (131)	18.3 (24)	9.9 (13)	1.5 (2)	<1 (1)	
Asian/Pacific Islander	5.4 (194)	21.1 (41)	10.8 (21)	5.2 (10)	1.6 (3)	
Chicano(a) / Latino(a) / Hispanic	4.5 (161)	16.8 (27)	6.2 (10)	3.1 (5)	3.1 (5)	
White or European American	82.4 (2961)	10.9 (324)	6.5 (191)	6.0 (177)	3.6 (105)	
Native American	1.2 (44)	13.6 (6)	4.5 (2)	0	2.3 (1)	
Middle Eastern	.7 (25)	8.0 (2)	8.0 (0)	0	0	
South Asian	1.7 (61)	13.1 (8)	4.9 (3)	11.5 (7)	1.6 (1)	
Other	2.0 (73)	11.0 (8)	4.1 (3)	9.6 (7)	1.4 (1)	

Note: Respondents were given the option of identifying with more than one category.

Table 7
 What is your citizenship status? (58)

Citizenship status	Housing (Students)									
	Total		Urbana R		Champaign R		Priv Cert H		Frat/Sor	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
U.S. citizen—born in the United States	89.4	(3215)	12.1	(388)	6.9	(221)	5.7	(184)	1.2	(38)
U.S. citizen—naturalized	2.6	(92)	16.3	(15)	3.3	(3)	3.3	(3)	1.1	(1)
Permanent resident (immigrant)	1.6	(57)	10.5	(6)	5.3	(3)	3.5	(2)	0	
International (non-permanent resident)	4.3	(156)	5.1	(8)	5.8	(9)	7.1	(11)	<1	(1)
Did not Respond	2.1	(75)	--		--		--		--	

Table 8
 To whom are you most sexually attracted? (59)

Most attracted	Housing (Students)									
	Total		Urbana R		Champaign R		Priv Cert H		Frat/Sor	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Women	35.1	(1263)	10.5	(133)	5.7	(72)	6.0	(76)	3.0	(38)
Men	56.9	(2045)	12.9	(263)	7.4	(151)	5.5	(113)	3.7	(75)
Both men and women	4.2	(150)	8.0	(12)	6.0	(9)	4.7	(7)	<1	(1)
Uncertain	1.2	(44)	20.5	(9)	9.0	(4)	9.1	(4)	2.3	(1)
Did not Respond	2.6	(93)	---		---		---		---	

Table 9
 If you are a student, where do you live? (60)

Residence	%	(n)
Graduate Residence Hall (Sherman/Daniels)	1.1	(29)
Orchard Downs	0.7	(19)
Goodwin Green Apartments	2.8	(72)
Urbana Residence Hall	16.4	(417)
Champaign Residence Hall	9.3	(237)
Private Certified Housing	7.9	(200)
Fraternity/Sorority	4.5	(115)
Off Campus with Family	3.3	(83)
Off Campus	53.9	(1369)

Note: Table reflects only the responses of undergraduate and graduate student (n=2538)

Table 10
 With what college/school/administrative unit are you affiliated? (61)

College/School	%	(n)
College of Agriculture, Consumer, and Environmental Sciences	9.7	(348)
College of Applied Life Studies	3.1	(110)
Armed Forces	.2	(8)
Institute of Aviation	.6	(23)
College of Business	5.2	(188)
College of Communications	3.0	(107)
College of Education	5.0	(181)
College of Engineering	16.3	(586)
College of Fine and Applied Arts	6.3	(225)
Institute of Government and Public Affairs	.3	(11)
Institute of Labor and Industrial Relations	.3	(10)
College of Law	.9	(31)
College of Liberal Arts and Sciences	37.1	(1335)
Graduate School of Library and Information Science	2.3	(83)
Graduate College	4.6	(166)
College of Medicine	1.3	(46)
College of Nursing	.2	(7)
School of Social Work	.8	(30)
University Library	2.0	(73)
College of Veterinary Medicine	1.6	(57)
Unit Reporting to the Chancellor or Associate Chancellor	1.2	(43)
Unit Reporting to the Vice Chancellor for Academic Affairs	1.0	(37)
Unit Reporting to the Vice Chancellor for Administration	1.0	(37)
Unit Reporting to the Vice Chancellor for Public Engagement	.1	(3)
Unit Reporting to the Vice Chancellor for Research	1.0	(36)
Unit Reporting to the Vice Chancellor for Student Affairs	2.6	(92)
Other	4.4	(157)

Table 11
 Out to Friends? (62)

Out to Friends LGB Participants Only	Housing (Students)					Race (All)	
	Total % (n)	Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Totally closeted (1)	3.9 (19)	7.0 (3)	10.5 (2)	5.5 (1)	25.0 (1)	5.5 (5)	3.6 (14)
Out to a few close friends (2)	13.6 (67)	14.0 (6)	5.3 (1)	22.2 (4)	25.0 (1)	20.9 (19)	12.2 (48)
Out to some friends (3)	13.6 (67)	16.3 (7)	26.3 (5)	11.1 (2)	0	11.0 (10)	14.5 (57)
Out to most friends (4)	23.2 (114)	23.3 (10)	26.3 (5)	22.2 (4)	50.0 (2)	19.8 (18)	24.4 (96)
Out to all friends (5)	44.4 (218)	39.5 (17)	31.6 (6)	38.9 (7)	0	43.0 (39)	45.4 (179)

Table 12
 Out to Nuclear Family? (63)

Out to Nuclear Family LGB Participants Only	Housing (Students)					Race (All)	
	Total % (n)	Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Totally closeted (1)	24.0 (118)	27.9 (12)	42.1 (8)	38.9 (7)	50.0 (2)	25.3 (23)	24.1 (95)
Out to a few family members (2)	11.4 (56)	11.6 (5)	21.0 (4)	11.1 (2)	25.0 (1)	15.4 (14)	10.7 (42)
Out to some family members (3)	6.1 (30)	18.6 (8)	5.3 (1)	11.1 (2)	0	6.6 (6)	6.1 (24)
Out to most family members (4)	10.2 (50)	7.0 (3)	5.3 (1)	0	0	7.7 (7)	10.9 (43)
Out to all family members (5)	47.0 (231)	34.8 (15)	26.3 (5)	38.9 (7)	25.0 (1)	45.1 (41)	48.2 (190)

Table 13
 Out to Extended Family? (64)

Out to Extended Family LGB Participants Only	Total % (n)	Housing (Students)				Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Totally closeted (1)	37.7 (185)	41.9 (18)	52.6 (10)	44.4 (8)	25.0 (1)	41.7 (38)	37.5 (147)
Out to a few close family members (2)	15.7 (77)	18.6 (8)	15.8 (3)	22.2 (4)	0	13.2 (12)	16.6 (65)
Out to some family members (3)	14.1 (69)	18.6 (8)	21.2 (4)	5.6 (1)	0	22.0 (20)	12.5 (49)
Out to most family members (4)	16.1 (79)	11.6 (5)	5.3 (1)	16.7 (3)	0	14.3 (13)	16.8 (66)
Out to all family members (5)	14.9 (73)	9.3 (4)	5.3 (1)	11.1 (2)	75.0 (3)	8.8 (8)	16.6 (65)

Table 14
 Out to Colleagues? (65)

Out to Colleagues LGB Participants Only	Total % (n)	Housing (Students)				Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Totally closeted (1)	23.6 (116)	26.8 (11)	36.8 (7)	44.4 (8)	0	29.7 (27)	22.9 (89)
Out to a few colleagues (2)	19.8 (97)	17.1 (7)	36.8 (7)	11.1 (2)	0	14.3 (13)	21.6 (84)
Out to some colleagues (3)	17.1 (84)	17.1 (7)	10.5 (2)	33.3 (6)	25.0 (1)	17.6 (16)	17.1 (68)
Out to most colleagues (4)	17.1 (87)	26.8 (11)	5.3 (1)	5.6 (1)	0	17.6 (16)	18.3 (71)
Out to all colleagues (5)	19.6 (96)	12.2 (5)	10.5 (2)	5.6 (1)	75.0 (3)	21.0 (19)	19.8 (77)

Table 15

Within the past year I have experienced the following at UIUC (5-8)...

Feared for my physical safety because of my sexual orientation, gender identity, or gender expression	Never % (n)	Rarely % (n)	Sometimes % (n)	Often % (n)
Total	78.5 (2822)	509 (14.2)	5.7 (205)	<1 (24)
LGB People of Color	31.0 (29)	37.0 (34)	25.0 (23)	5.4 (5)
LGB White People	41.9 (167)	37.1 (148)	18.1 (72)	2.3 (9)
<hr/>				
Urbana R	79.9 (333)	14.6 (61)	4.6 (19)	<1 (1)
Champaign R	87.3 (207)	3.0 (7)	4.2 (10)	4.6 (11)
Priv Cert H	83.5 (167)	7.5 (15)	4.0 (8)	5.0 (10)
Frat/Sor	92.1 (106)	3.5 (4)	2.6 (3)	<1 (1)
<hr/>				
Concealed my sexual orientation, gender identity, or gender expression to avoid intimidation	Never % (n)	Rarely % (n)	Sometimes % (n)	Often % (n)
Total	81.9 (2943)	6.5 (235)	6.5 (234)	4.0 (145)
LGB People of Color	15.2 (14)	15.2 (14)	38.0 (35)	30.4 (28)
LGB White People	22.1 (88)	23.6 (94)	30.8 (123)	22.8 (91)
<hr/>				
Urbana R	83.7 (349)	5.8 (24)	7.7 (32)	2.6 (11)
Champaign R	87.3 (207)	3.0 (7)	4.2 (10)	4.6 (11)
Priv Cert H	83.5 (167)	7.5 (15)	4.0 (8)	5.0 (10)
Frat/Sor	92.1 (106)	3.5 (4)	2.6 (3)	<1 (1)

Table 15 cont'd

Within the past year I have experienced the following at UIUC (5-8)...

Avoided disclosing my sexual orientation, gender identity, or gender expression due to a fear of negative consequences.	Never		Rarely		Sometimes		Often	
	%	(n)	%	(n)	%	(n)	%	(n)
Total	80.1	(2879)	6.5	(235)	6.8	(246)	5.5	(198)
LGB People of Color	72.8	(67)	4.3	(4)	2.2	(2)	1.1	(1)
LGB White People	79.9	(319)	3.3	(13)	2.5	(10)	1.3	(5)
Urbana R	82.5	(344)	6.0	(25)	7.7	(32)	3.6	(15)
Champaign R	85.2	(202)	5.5	(13)	3.0	(7)	5.1	(12)
Priv Cert H	82.5	(165)	6.5	(13)	6.0	(12)	4.0	(8)
Frat/Sor	93.0	(107)	1.7	(2)	3.5	(4)	<1	(1)
Been denied University employment or advancement, or given unfair consideration in salary, due to my sexual orientation, gender identity, or gender expression	Never		Rarely		Sometimes		Often	
	%	(n)	%	(n)	%	(n)	%	(n)
Total	91.7	(3296)	1.4	(51)	1.1	(38)	<1	(14)
LGB People of Color	72.8	(67)	4.3	(4)	2.2	(2)	1.1	(1)
LGB White People	79.9	(319)	3.3	(13)	2.5	(10)	1.3	(5)

Table 16

Was a victim of harassment due to my sexual orientation, gender identity, or gender expression? (9)

Experienced	Total % (n)	Housing (Students)					Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	Off-Campus % (n)	People of Color % (n)	White People % (n)
Yes	9.4 (336)	8.9 (37)	9.3 (22)	10.0 (20)	7.0 (8)	10.0 (137)	11.0 (71)	9.0 (265)
No	90.6 (3236)	91.1 (380)	89.9 (213)	90.0 (180)	93.0 (115)	90.0 (1228)	88.8 (572)	90.3 (2664)

Table 17
 In what form was this harassment? (10)

Form	Total % (n)	Housing (Students)				
		Urbana R % (n)	Champaign % (n)	Priv Cert H % (n)	Frat/Sor % (n)	Off-Campus % (n)
Derogatory remarks	79.5 (267)	83.8 (31)	86.4 (19)	70.0 (14)	62.5 (5)	81.8 (112)
Threats to expose your sexual orientation, gender identity, or gender expression	6.3 (21)	8.1 (3)	4.5 (1)	15.0 (3)	0	5.1 (7)
Pressure to be silent about your sexual orientation, gender identity, or gender expression	20.2 (68)	32.4 (12)	9.1 (2)	25.0 (5)	12.5 (1)	22.6 (131)
Direct or indirect verbal harassment or threats	39.9 (134)	45.9 (17)	50.0 (11)	45.0 (9)	12.5 (8)	42.3 (58)
Denial of services	4.2 (14)	0	0	5.0 (1)	0	2.9 (4)
Written comments (e.g., anti-LGBT flyers, publications, etc.)	20.5 (69)	24.3 (9)	4.5 (1)	25.0 (5)	0	25.5 (35)
Anti-lesbian, gay, bisexual, or transgender graffiti	17.6 (59)	27.0 (10)	18.2 (4)	25.0 (5)	0	20.4 (28)
Threats of physical violence	6.8 (23)	10.8 (4)	0	5.0 (1)	12.5 (1)	5.8 (8)
Had physical property damaged or destroyed	6.0 (20)	5.4 (2)	4.5 (1)	15.0 (3)	12.5 (1)	5.8 (8)
Actual physical assault or injury	5.7 (19)	5.4 (2)	0	20.0 (4)	25.0 (2)	4.4 (6)
Other	9.2 (31)	10.8 (4)	0	0	12.5 (1)	8.0 (11)

Note: Only answered by respondents reporting experience of harassment (n = 336). Percentages do not sum to 100 due to multiple responses.

Table 18
 Where did this harassment occur? (11)

Location	Total % (n)	Housing (Students)					LGB (All)	
		Urbana R % (n)	Champaign % (n)	Priv Cert H % (n)	Frat/Sor % (n)	Off-Campus % (n)	LGB People of Color % (n)	LGB White People % (n)
In a class	14.3 (48)	27.0 (10)	9.1 (2)	15.0 (3)	0	19.7 (27)	20.7 (6)	1.7 (1)
In a public space on campus	37.5 (126)	48.6 (18)	31.8 (7)	40.0 (8)	37.5 (3)	43.8 (60)	37.9 (11)	53.3 (64)
In a residence hall	17.3 (58)	37.8 (14)	40.9 (9)	35.0 (7)	0	15.3 (21)	34.5 (10)	23.3 (28)
In off-campus housing	10.4 (35)	2.7 (1)	4.5 (1)	15.0 (3)	12.5 (1)	16.1 (22)	3.4 (1)	15.8 (19)
In a fraternity or sorority house	12.5 (42)	2.7 (1)	22.7 (5)	30.0 (6)	50.0 (4)	10.9 (15)	6.9 (2)	15.0 (18)
In a campus office	8.3 (28)	2.7 (1)	0	0	0	5.1 (7)	3.4 (1)	9.2 (11)
While working at a University job	17.0 (57)	2.7 (1)	4.5 (1)	5.0 (1)	12.5 (1)	12.4 (17)	10.3 (3)	20.0 (24)
While walking on campus	27.7 (93)	37.8 (14)	27.3 (6)	20.0 (4)	25.0 (2)	29.2 (40)	27.6 (8)	31.7 (38)
At a UIUC event on campus	8.9 (30)	13.5 (5)	0	10.0 (2)	0	8.8 (12)	10.3 (3)	13.3 (16)
At a UIUC event off campus	2.7 (9)	2.7 (1)	4.5 (1)	0	0	2.9 (4)	3.4 (1)	2.5 (3)
In a public space off campus	28.6 (96)	27.0 (10)	4.5 (1)	15.0 (3)	0	36.5 (50)	37.9 (11)	35.8 (43)
Other	9.5 (32)	13.5 (5)	0	0	0	11.7 (16)	13.8 (4)	9.2 (11)

Note: Only answered by respondents reporting experience of harassment (n = 336). Percentages do not sum to 100 due to multiple responses.

Table 19
 Who was the source of this harassment? (12)

Source	Total % (n)	Housing (Students)					Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	Off-Campus % (n)	People of Color % (n)	White People % (n)
Student	56.8 (191)	78.4 (29)	68.2 (15)	85.0 (17)	12.5 (1)	63.5 (87)	59.2 (71)	56.2 (149)
Administrator	5.4 (18)	0	0	0	0	3.6 (5)	4.2 (3)	5.7 (15)
Faculty	7.1 (24)	2.7 (1)	0	0	0	9.5 (13)	5.6 (4)	7.5 (20)
Staff	10.1 (34)	2.7 (1)	0	5.0 (1)	0	8.0 (11)	9.9 (7)	10.2 (27)
Academic Advisor	0.3 (1)	0	0	0	0	<1 (1)	1.4 (1)	0
Teaching Assistant	2.7 (9)	2.7 (1)	0	5.0 (1)	0	2.2 (3)	1.4 (1)	3.0 (8)
Colleague/Co-worker	12.5 (42)	5.4 (2)	4.5 (1)	0	12.5 (1)	10.9 (15)	4.2 (3)	14.7 (39)
Supervisor	3.9 (13)	0	0	0	0	2.2 (3)	5.6 (4)	3.4 (9)
Don't know	26.8 (90)	21.6 (8)	27.3 (6)	15.0 (3)	12.5 (1)	29.9 (41)	32.3 (23)	25.2 (67)
Other	9.2 (31)	2.7 (1)	9.1 (2)	15.0 (3)	0	10.2 (14)	12.7 (9)	8.3 (22)

Note: Only answered by respondents reporting experience of harassment (n = 336). Percentages do not sum to 100 due to multiple responses.

Table 20
 Please describe your reactions to experiencing this conduct? (13)

Reactions	Total % (n)	Housing (Students)				LGB (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	LGB People of Color % (n)	LGB White People % (n)
Felt embarrassed	36.9 (124)	40.5 (15)	18.2 (4)	25.0 (5)	12.5 (1)	41.4 (12)	47.5 (57)
I told a friend	33.3 (112)	35.1 (13)	22.7 (5)	30.0 (6)	50.0 (4)	37.9 (11)	40.0 (48)
Avoided the harasser	31.3 (105)	32.4 (12)	27.3 (6)	30.0 (6)	12.5 (1)	41.4 (12)	31.7 (38)
I ignored it	43.2 (145)	54.1 (20)	45.5 (10)	35.0 (7)	50.0 (4)	37.9 (11)	44.2 (53)
Left the situation immediately	25.0 (84)	35.1 (13)	22.7 (5)	25.0 (5)	37.5 (3)	24.1 (7)	30.8 (37)
Confronted the harasser at the time	15.5 (52)	10.8 (4)	22.7 (5)	15.0 (3)	12.5 (1)	10.3 (3)	18.3 (22)
Confronted the harasser later	6.0 (20)	2.7 (1)	4.5 (1)	0	0	3.4 (1)	2.5 (3)
I made a complaint to a UIUC employee/official	7.1 (24)	8.1 (3)	4.5 (1)	5.0 (1)	12.5 (1)	6.9 (2)	9.2 (11)
I filed a grievance with a campus intake officer	1.5 (5)	0	0	5.0 (1)	0	0	1.7 (2)
I didn't report it for fear of retaliation	13.1 (44)	10.8 (4)	0	5.0 (1)	0	17.2 (5)	17.5 (21)
I didn't know to whom to go	16.4 (55)	16.2 (6)	9.1 (2)	10.0 (2)	0	31.0 (9)	20.8 (25)
Other	9.8 (33)	8.1 (3)	9.1 (2)	20.0 (4)	0	10.3 (3)	9.2 (11)

Note: Only answered by respondents reporting experience of harassment (n = 336). Percentages do not sum to 100 due to multiple responses.

Table 21

Witnessed an event or events of discrimination or harassment due to an individual's sexual orientation, gender identity or gender expression? (14)

Witnessed	Total % (n)	Housing (Students)				Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Yes	30.2 (1047)	34.5 (144)	31.2 (74)	33.0 (66)	40.9 (47)	31.1 (200)	28.7 (847)
No	69.8 (2419)	63.8 (266)	65.8 (156)	67.0 (134)	58.3 (67)	65.5 (422)	67.7 (2951)

Table 22

In what forms were these incidents of harassment (15)

Form	Total % (n)	Housing (Students)			
		Urbana R % (n)	Champaign % (n)	Priv Cert H % (n)	Frat/Sor % (n)
Derogatory remarks	90.4 (946)	90.3 (130)	97.3 (72)	93.9 (62)	87.2 (41)
Threats to expose his/her sexual orientation, gender identity or gender expression	7.7 (81)	6.9 (10)	8.1 (6)	10.6 (7)	4.3 (2)
Pressure to be silent about his/her sexual orientation, gender identity, or gender expression	15.5 (162)	17.4 (25)	10.8 (8)	15.2 (10)	10.6 (5)
Direct or indirect verbal harassment or threats	38.5 (403)	38.9 (56)	25.7 (19)	48.5 (32)	36.2 (17)
Denial of services	4.9 (51)	4.9 (7)	4.1 (3)	4.6 (3)	2.1 (1)
Written comments (e.g., anti-LGBT flyers, publications, etc.)	22.0 (230)	27.8 (40)	20.3 (15)	15.2 (10)	19.1 (9)
Anti-lesbian, gay, bisexual, or transgender graffiti	25.1 (263)	27.1 (39)	20.3 (15)	27.3 (18)	19.1 (9)
Threats of physical violence	9.4 (98)	7.6 (11)	2.7 (2)	10.6 (7)	14.9 (7)
Had physical property damaged or destroyed	5.2 (54)	6.9 (10)	0	7.5 (5)	2.1 (1)
Actual physical assault or injury	2.6 (27)	4.2 (6)	1.4 (1)	3.0 (2)	2.1 (2)
Other	3.8 (40)	3.5 (5)	0	1.5 (1)	4.3 (2)

Note: Only answered by respondents witnessing discrimination or harassment (n = 1047). Percentages do not sum to 100 due to multiple responses.

Table 23
 Where did this conduct occur? (16)

Location	Housing (Students)				
	Total % (n)	Urbana R % (n)	Champaign % (n)	Priv Cert H % (n)	Frat/Sor % (n)
In a class	17.8 (186)	20.1 (29)	16.2 (12)	18.2 (12)	27.7 (13)
In a public space on campus	50.4 (528)	49.3 (71)	44.6 (33)	48.5 (32)	57.5 (27)
In a residence hall	25.6 (268)	47.9 (69)	48.6 (36)	57.6 (38)	29.8 (14)
In off-campus housing	11.8 (124)	11.1 (16)	6.8 (5)	10.6 (7)	14.9 (7)
In a fraternity or sorority house	15.8 (165)	16.7 (24)	29.7 (22)	21.2 (14)	46.8 (22)
In a campus office	6.1 (64)	1.3 (2)	0	1.5 (1)	2.1 (1)
While working at a University job	10.1 (106)	3.5 (5)	0	6.1 (4)	0
While walking on campus	29.2 (306)	32.6 (47)	23.0 (17)	27.3 (18)	31.9 (15)
At a UIUC event on campus	9.1 (95)	9.0 (13)	4.1 (3)	7.6 (5)	2.1 (1)
At a UIUC event off campus	4.6 (48)	3.5 (5)	1.4 (1)	6.1 (4)	2.1 (1)
In a public space off campus	25.9 (271)	21.5 (31)	4.1 (3)	22.7 (15)	12.8 (6)
Other	5.5 (58)	2.1 (3)	12.2 (9)	0	2.1 (1)

Note: Only answered by respondents witnessing discrimination or harassment (n = 1047). Percentages do not sum to 100 due to multiple responses.

Table 24
 Who were the targets of this harassment? (17)

Target	Total % (n)	Housing (Students)				LGB (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	LGB People of Color % (n)	LGB White People % (n)
Student	73.1 (765)	84.7 (122)	89.1 (66)	89.4 (59)	85.1 (40)	84.2 (32)	76.3 (135)
Administrator	1.8 (19)	0	1.3 (1)	0	0	0	2.3 (4)
Faculty	5.7 (60)	1.4 (2)	2.7 (2)	1.5 (1)	6.4 (3)	7.9 (3)	9.6 (17)
Staff	8.0 (84)	2.1 (3)	5.4 (4)	1.5 (1)	2.1 (1)	7.9 (3)	11.3 (20)
Academic Advisor	0.5 (5)	0	0	0	0	2.6 (1)	1.1 (2)
Teaching Assistant	2.9 (30)	2.1 (3)	1.3 (1)	1.5 (1)	2.1 (1)	2.6 (1)	6.8 (12)
Colleague/Co-worker	5.5 (58)	2.8 (4)	0	0	2.1 (1)	7.9 (3)	10.7 (19)
Supervisor	.5 (5)	0	0	0	0	2.6 (1)	1.1 (2)
Don't know	22.7 (238)	16.0 (23)	13.5 (10)	22.7 (15)	12.8 (6)	23.6 (9)	20.9 (37)
Other	8.0 (84)	5.6 (8)	6.8 (5)	3.0 (2)	6.4 (3)	0	7.3 (13)

Note: Only answered by respondents witnessing discrimination or harassment (n = 1047).

Table 25
 Who were the sources (i.e., perpetrators) of this harassment? (18)

Source	Total % (n)	Housing (Students)				LGB (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	LGB People of Color % (n)	LGB White People % (n)
Student	72.1 (755)	84.0 (121)	83.8 (62)	87.9 (58)	85.1 (40)	76.3 (29)	70.0 (124)
Administrator	2.3 (24)	1.4 (2)	0	1.5 (1)	0	0	2.8 (5)
Faculty	3.9 (41)	1.4 (2)	0	1.5 (1)	0	5.3 (2)	4.5 (8)
Staff	7.8 (82)	<1 (1)	0	1.5 (1)	2.1 (1)	2.6 (1)	14.7 (26)
Academic Advisor	.4 (4)	<1 (1)	0	0	0	0	<1 (1)
Teaching Assistant	1.5 (16)	<1 (1)	0	1.5 (1)	2.1 (1)	5.3 (2)	2.8 (5)
Colleague/Co-worker	4.6 (48)	1.4 (2)	1.4 (1)	1.5 (1)	0	2.6 (1)	7.9 (14)
Supervisor	1.3 (14)	1.4 (2)	0	0	0	0	2.8 (5)
Don't know	24.1 (252)	17.4 (25)	17.6 (13)	18.2 (12)	14.9 (7)	26.3 (10)	27.7 (49)
Other	5.7 (60)	5.6 (8)	5.4 (4)	1.5 (1)	0	0	6.2 (11)

Note: Only answered by respondents witnessing discrimination or harassment (n = 1047).

Table 26
 Please describe your reactions to observing this conduct? (19)

Reactions	Total % (n)	Housing (Students)				Race (All)	
		Urbana R % (n)	Champaign R % (n)	Priv Cert H % (n)	Frat/Sor % (n)	People of Color % (n)	White People % (n)
Felt embarrassed	35.7 (374)	34.0 (49)	27.0 (20)	30.3 (20)	29.8 (14)	32.5 (65)	36.5 (309)
I told a friend	23.9 (250)	26.4 (38)	18.9 (14)	31.8 (21)	19.1 (9)	26.0 (52)	23.4 (198)
Avoided the harasser	22.2 (232)	25.7 (37)	21.6 (16)	22.7 (15)	23.4 (11)	21.5 (43)	22.3 (189)
I ignored it	25.1 (263)	22.9 (33)	33.8 (25)	22.7 (15)	36.2 (17)	25.0 (50)	25.1 (213)
Left the situation immediately	11.7 (122)	11.8 (17)	9.5 (7)	16.7 (11)	17.0 (8)	10.0 (20)	12.0 (102)
Confronted the harasser at the time	18.8 (197)	19.4 (28)	18.9 (14)	16.7 (11)	10.6 (5)	18.5 (37)	18.9 (160)
Confronted the harasser later	7.1 (74)	5.6 (8)	6.8 (5)	6.1 (4)	2.1 (1)	8.5 (17)	6.7 (57)
I made a complaint to a UIUC employee/official	2.5 (26)	1.4 (2)	4.1 (3)	1.5 (1)	2.1 (1)	3.0 (6)	2.4 (20)
I filed a grievance with a campus intake officer	.4 (4)	<1 (1)	0	0	0	1.0 (2)	<1 (2)
I didn't report it for fear of retaliation	4.0 (42)	2.1 (3)	1.4 (1)	6.1 (4)	2.1 (1)	2.5 (5)	4.4 (37)
I didn't know to whom to go	16.9 (177)	17.4 (25)	12.2 (9)	21.2 (14)	14.9 (7)	19.5 (39)	16.3 (138)
Other	11.8 (124)	9.7 (14)	12.2 (9)	7.6 (5)	6.4 (3)	15.0 (30)	11.1 (94)

Note: Only answered by respondents witnessing discrimination or harassment (n = 1047). Percentages do not sum to 100 due to multiple responses.

Table 27

How often have you experienced negative treatment due to your sexual orientation/gender expression or ally status by the following people? (20)

Source of treatment	Total			LGB People of Color		LGB White People	
	More than once % (n)	Once % (n)	Never % (n)	More than once % (n)	Once % (n)	More than once % (n)	Once % (n)
Roommate	1.8 (63)	1.6 (54)	59.4 (2029)	5.4 (5)	7.6 (7)	6.3 (25)	3.0 (12)
Professor/Faculty Member	1.0 (34)	1.3 (44)	77.7 (2664)	3.3 (3)	6.5 (6)	3.5 (14)	4.3 (17)
Teaching Assistant	.5 (16)	.9 (29)	73.3 (2500)	1.1 (1)	3.3 (3)	2.3 (9)	2.8 (11)
University Administrator	1.0 (34)	.8 (27)	80.2 (2741)	3.3 (3)	2.1 (2)	4.0 (16)	3.0 (12)
University Staff Member	1.8 (60)	1.5 (52)	80.1 (2739)	4.3 (4)	2.1 (2)	6.5 (26)	5.5 (22)
College Dean	.1 (4)	.2 (6)	75.7 (2579)	0	1.1 (1)	<1 (1)	<1 (1)
Department Head/Chair	.4 (13)	.4 (14)	78.2 (2664)	2.1 (2)	0	1.5 (6)	1.5 (6)
Supervisor at an On-Campus Job	.8 (26)	.7 (25)	73.6 (2509)	4.3 (4)	4.3 (4)	2.3 (9)	2.3 (9)
Police/Security	.6 (21)	.9 (31)	75.9 (2587)	2.1 (2)	4.3 (4)	1.8 (7)	2.8 (11)
Athletic Team Members	1.1 (39)	.8 (28)	61.9 (2106)	3.3 (3)	4.3 (4)	3.2 (13)	2.5 (10)
Fraternity Members	4.2 (143)	3.3 (111)	55.0 (1875)	8.7 (8)	9.8 (9)	12.5 (50)	6.5 (26)
Sorority Members	2.0 (69)	2.0 (68)	58.6 (1997)	2.1 (2)	8.7 (8)	5.5 (22)	4.8 (19)
Other UIUC Student	8.0 (273)	5.9 (201)	64.2 (2189)	19.6 (18)	19.6 (18)	25.8 (103)	11.5 (46)
Coach	.1 (4)	.1 (5)	57.1 (1935)	1.1 (1)	1 (1.1)	0	<1 (1)
Colleague/Co-worker	2.8 (95)	2.9 (100)	74.8 (2543)	8.7 (8)	10.9 (10)	10.0 (40)	8.5 (34)
Academic Advisor	.1 (3)	.2 (6)	72.1 (2441)	1.1 (1)	1.1 (1)	<1 (1)	<1 (2)
Unknown Person on Campus	5.6 (188)	4.8 (164)	71.6 (2421)	19.6 (18)	14.1 (13)	18.3 (73)	12.8 (51)
Unknown Person in Urbana/Champaign	6.1 (207)	4.1 (141)	71.8 (2439)	17.4 (16)	14.1 (13)	21.3 (85)	14.3 (57)
Other	1.6 (26)	.6 (9)	58.6 (934)	1.1 (1)	3.3 (3)	1.3 (5)	1.0 (4)

Table 28
 How likely are the following to occur on campus?: (21-24)

Gay men are harassed on campus due to their sexual orientation, gender identity, or gender expression	Always % (n)	Very Often % (n)	Often % (n)	Rarely % (n)	Never % (n)
Total	<1 (31)	6.7 (229)	33.2 (1140)	55.2 (1897)	4.0 (138)
Urbana R	<1 (3)	7.0 (29)	34.5 (144)	53.7 (224)	3.1 (13)
Champaign R	<1 (1)	5.9 (14)	27.4 (65)	59.5 (141)	4.6 (11)
Priv Cert H	1.0 (2)	5.5 (11)	31.5 (63)	57.0 (114)	3.5 (7)
Frat/Sor	1.7 (2)	11.3 (13)	37.4 (43)	44.3 (51)	4.3 (5)
Lesbians are harassed on campus due to their sexual orientation, gender identity, or gender expression	Always % (n)	Very Often % (n)	Often % (n)	Rarely % (n)	Never % (n)
Total	<1 (17)	4.0 (136)	26.0 (891)	63.7 (2185)	5.9 (203)
Urbana R	<1 (2)	3.4 (14)	25.7 (107)	64.0 (267)	5.8 (24)
Champaign R	0	3.0 (7)	19.4 (46)	67.5 (160)	8.0 (19)
Priv Cert H	1.0 (2)	2.0 (4)	22.0 (44)	66.5 (133)	7.0 (14)
Frat/Sor	<1 (1)	8.7 (10)	28.7 (33)	53.0 (61)	7.8 (9)
Bisexual persons are harassed on campus due to their sexual orientation, gender identity, or gender expression.	Always % (n)	Very Often % (n)	Often % (n)	Rarely % (n)	Never % (n)
Total	<1 (11)	2.8 (95)	20.4 (695)	68.7 (2340)	7.8 (265)
Urbana R	0	1.7 (7)	19.9 (83)	68.8 (287)	8.4 (35)
Champaign R	0	2.1 (5)	10.5 (25)	74.3 (176)	10.1 (24)
Priv Cert H	<1 (1)	1.5 (3)	19.0 (38)	66.5 (133)	10.5 (21)
Frat/Sor	<1 (1)	8.7 (10)	25.2 (29)	52.2 (60)	12.2 (14)
Transgender persons are harassed on campus due to their sexual orientation, gender identity, or gender expression.	Always % (n)	Very Often % (n)	Often % (n)	Rarely % (n)	Never % (n)
Total	4.0 (135)	16.1 (546)	32.8 (1112)	42.6 (1442)	4.5 (153)
Urbana R	3.1 (13)	13.4 (56)	36.0 (150)	42.2 (176)	4.1 (17)
Champaign R	1.7 (4)	10.5 (25)	28.3 (67)	50.2 (119)	5.1 (12)
Priv Cert H	3.5 (7)	13.0 (26)	37.0 (74)	39.0 (78)	4.5 (9)
Frat/Sor	5.2 (6)	21.7 (25)	38.3 (44)	26.0 (30)	7.8 (9)

Table 29
 How likely are the following to occur on campus? (25-29)

I fear for my physical safety because of my sexual orientation, gender identity, or gender expression	Always		Very Often		Often		Rarely		Never	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Total	.1	(2)	.3	(11)	2.6	(91)	15.4	(541)	81.6	(2865)
Urbana R	<1	(2)	<1	(1)	1.9	(8)	13.4	(56)	82.7	(345)
Champaign R	0		0		2.1	(5)	8.4	(20)	86.5	(205)
Priv Cert H	0		0		2.0	(4)	11.0	(22)	86.0	(172)
Frat/Sor	0		0		<1	(1)	5.2	(6)	93.9	(108)
I conceal my sexual orientation, gender identity, or gender expression to avoid harassment.	Always		Very Often		Often		Rarely		Never	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Total	1.0	(36)	2.3	(81)	4.7	(165)	9.9	(347)	82.1	(2881)
Urbana R	1.2	(5)	2.2	(9)	3.8	(16)	9.6	(40)	82.5	(344)
Champaign R	<1	(2)	1.3	(3)	4.6	(11)	5.5	(13)	85.2	(202)
Priv Cert H	<1	(1)	0		7.5	(15)	7.5	(15)	83.0	(166)
Frat/Sor	0		0		<1	(1)	5.2	(6)	93.9	(108)
I conceal my sexual orientation, gender identity, or gender expression to avoid discrimination.	Always		Very Often		Often		Rarely		Never	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Total	1.4	(49)	2.1	(72)	4.5	(159)	9.2	(322)	82.8	(2908)
Urbana R	1.1	(5)	2.2	(9)	3.4	(14)	8.2	(34)	84.2	(351)
Champaign R	1.7	(4)	1.3	(3)	3.0	(7)	4.6	(11)	87.3	(207)
Priv Cert H	1.0	(2)	<1	(1)	5.0	(10)	8.0	(16)	84.5	(169)
Frat/Sor	0		0		<1	(1)	7.0	(8)	92.2	(106)
I stay away from areas of campus where gay, lesbian, bisexual, or transgender people congregate for fear of being labeled	Always		Very Often		Often		Rarely		Never	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Total	2.3	(79)	2.1	(72)	4.7	(165)	13.5	(474)	77.5	(2718)
Urbana R	1.9	(8)	3.1	(13)	6.2	(26)	17.5	(73)	71.0	(296)
Champaign R	1.7	(4)	1.3	(3)	6.8	(16)	13.5	(32)	75.1	(178)
Priv Cert H	4.0	(8)	3.0	(6)	3.5	(7)	17.5	(35)	71.0	(142)
Frat/Sor	4.3	(5)	2.6	(3)	7.8	(9)	11.3	(13)	73.9	(85)

Table 30

Based on real or perceived sexual orientation or gender identity/gender expression, how safe do you feel at the following locations? (29)

Location	Very safe % (n)	Do not feel safe, but nothing has happened to me or anyone I know there % (n)	Do not feel safe because I, or someone I know experienced harassment or maltreatment there % (n)
Allen/Lincoln Avenue/Busey-Evans Residence			
Total	32.4 (1090)	.7 (25)	.7 (24)
People of Color	34.6 (223)	1.4 (9)	1.2 (8)
White People	29.4 (867)	.5 (16)	.5 (16)
Illinois Street Residence Halls			
Total	32.0 (1071)	1.9 (63)	.6 (19)
People of Color	36.5 (235)	3.6 (23)	.7 (5)
White People	28.3 (836)	1.4 (40)	.5 (14)
Gregory/Peabody Residence Halls			
Total	27.6 (922)	4.6 (154)	1.9 (64)
People of Color	27.5 (177)	6.4 (41)	2.3 (15)
White People	25.2 (745)	3.8 (113)	1.7 (49)
Florida Avenue/Pennsylvania Avenue Residence Halls			
Total	25.3 (845)	2.9 (96)	1.4 (46)
People of Color	27.6 (178)	4.2 (27)	1.9 (12)
White People	22.6 (667)	2.3 (69)	1.2 (34)
Daniels/Sherman Residence Halls			
Total	16.1 (536)	.4 (15)	.1 (5)
People of Color	19.3 (124)	.6 (4)	.2 (1)
White People	14.0 (412)	.4 (11)	.1 (4)
Orchard Downs Apartments			
Total	15.2 (506)	.8 (27)	.2 (6)
People of Color	18.5 (119)	.8 (5)	.2 (1)
White People	13.1 (387)	.7 (22)	.2 (5)
Goodwin-Green Apartments			
Total	14.9 (496)	.7 (22)	.1 (3)
People of Color	17.5 (113)	.6 (4)	.2 (1)
White People	13.0 (383)	.6 (18)	<.1 (2)
Private Certified Housing			
Total	23.8 (796)	2.8 (94)	1.1 (38)
People of Color	23.0 (148)	3.9 (25)	.6 (4)
White People	22.0 (648)	2.3 (69)	1.1 (34)

Table 30 Cont'd

Location	Very safe % (n)	Do not feel safe, but nothing has happened to me or anyone I know there		Do not feel safe because I, or someone I know experienced harassment or maltreatment there	
		%	(n)	%	(n)
Fraternity/Sorority House					
Total	20.3 (676)	7.0 (234)		5.2 (173)	
People of Color	16.6 (107)	7.6 (49)		5.1 (33)	
White People	19.3 (569)	6.3 (185)		4.7 (140)	
Division of Campus Recreation					
Total	53.1 (1770)	5.2 (173)		1.4 (45)	
People of Color	54.0 (348)	6.5 (42)		1.9 (12)	
White People	48.2 (1422)	4.4 (131)		1.1 (33)	
Illini Union					
Total	83.5 (2794)	4.1 (137)		1.0 (35)	
People of Color	76.4 (492)	5.3 (34)		2.2 (14)	
White People	78.0 (2302)	3.4 (103)		.7 (21)	
McKinley Health Center					
Total	66.9 (2228)	2.2 (73)		.8 (26)	
People of Color	68.3 (440)	2.5 (16)		.8 (5)	
White People	60.6 (1788)	1.9 (57)		.7 (21)	
Turner Student Services Building					
Total	30.0 (1994)	.7 (24)		.2 (5)	
People of Color	38.8 (250)	.9 (6)		.2 (1)	
White People	25.2 (744)	.6 (18)		.1 (4)	
Main Library					
Total	66.8 (2215)	3.0 (100)		.4 (14)	
People of Color	65.5 (422)	4.0 (26)		.9 (6)	
White People	60.8 (1793)	2.5 (74)		.2 (8)	
Undergraduate Library					
Total	66.9 (2227)	3.8 (128)		.6 (20)	
People of Color	64.9 (418)	4.7 (30)		1.6 (10)	
White People	61.3 (1809)	3.3 (98)		.3 (10)	
Other Campus Libraries					
Total	67.5 (2238)	2.4 (78)		.3 (9)	
People of Color	63.8 (411)	2.6 (17)		.6 (4)	
White People	61.9 (1827)	2.1 (61)		.2 (5)	
Intercollegiate Athletics Facilities					
Total	34.9 (1156)	3.2 (105)		.8 (28)	
People of Color	29.2 (188)	3.7 (24)		.6 (4)	
White People	32.8 (968)	2.7 (81)		.8 (24)	

Table 30 Cont'd

Location	Very safe % (n)	Do not feel safe, but nothing has happened to me or anyone I know there	Do not feel safe because I, or someone I know experienced harassment or maltreatment there
		% (n)	% (n)
Krannert Center for Performing Arts			
Total	72.4 (2407)	1.4 (45)	.3 (9)
People of Color	64.0 (412)	2.0 (13)	.3 (2)
White People	67.6 (1995)	1.1 (32)	.2 (7)
Levis Faculty Center			
Total	42.8 (1422)	1.1 (36)	.2 (8)
People of Color	40.4 (260)	1.9 (12)	.4 (3)
White People	39.4 (1162)	.8 (24)	.2 (5)
Foellinger Auditorium			
Total	64.8 (2142)	2.7 (89)	.3 (10)
People of Color	62.3 (401)	3.4 (22)	.6 (4)
White People	59.0 (1741)	2.3 (67)	.2 (6)
Office of LGBT Concerns			
Total	23.2 (771)	.8 (28)	.5 (17)
People of Color	27.2 (175)	1.6 (10)	.6 (4)
White People	20.2 (596)	.6 (18)	.4 (13)
African-American House			
Total	14.6 (483)	1.4 (46)	.5 (16)
People of Color	22.7 (146)	2.0 (13)	.9 (6)
White People	11.4 (337)	1.1 (33)	.3 (10)
La Casa Cultural Latina			
Total	16.7 (552)	1.1 (38)	.5 (15)
People of Color	27.2 (175)	2.0 (13)	.9 (6)
White People	12.8 (377)	.8 (25)	.3 (9)
Asian-American Cultural Center			
Total	13.7 (453)	.7 (23)	.2 (7)
People of Color	19.1 (123)	.8 (5)	.3 (2)
White People	10.2 (330)	.6 (18)	.2 (5)
Native-American House			
Total	13.5 (444)	.7 (24)	.2 (6)
People of Color	18.0 (116)	.9 (6)	.3 (2)
White People	11.1 (328)	.6 (18)	.1 (4)

Table 30 cont'd

Location	Very safe % (n)	Do not feel safe, but nothing has happened to me or anyone I know there	Do not feel safe because I, or someone I know experienced harassment or maltreatment there
		% (n)	% (n)
Administration Buildings			
Total	59.5 (1967)	2.7 (88)	.5 (16)
People of Color	55.0 (354)	2.8 (18)	.9 (6)
White People	54.7 (1613)	2.4 (70)	.3 (10)
Classroom Buildings			
Total	76.0 (2517)	6.9 (230)	1.4 (46)
People of Color	68.8 (443)	8.4 (54)	1.7 (11)
White People	70.3 (2074)	6.0 (176)	1.2 (35)
Main Quad			
Total	78.2 (2592)	9.2 (305)	2.5 (84)
People of Color	69.3 (446)	10.4 (67)	3.1 (20)
White People	72.7 (2146)	8.1 (238)	2.2 (64)
Engineering North Quad			
Total	56.2 (1860)	4.4 (144)	.8 (25)
People of Color	50.3 (324)	4.8 (31)	1.2 (8)
White People	52.1 (1536)	3.8 (113)	.5 (17)
South Quad			
Total	57.6 (1908)	4.7 (155)	.7 (23)
People of Color	52.2 (336)	5.9 (38)	1.4 (9)
White People	53.3 (1572)	4.0 (117)	.5 (14)
Parking Lots			
Total	60.1 (1986)	17.5 (579)	2.7 (90)
People of Color	51.6 (332)	16.5 (106)	3.6 (23)
White People	56.0 (1654)	16.0 (473)	2.3 (67)
Other			
Total	28.6 (187)	2.1 (14)	1.4 (9)
People of Color	4.8 (31)	.6 (4)	.6 (4)
White People	5.3 (156)	.3 (10)	.2 (5)

Table 31
 In your classes, how often are any of the following included? (30)

Location	Often % (n)	Sometimes % (n)	Once % (n)	Never % (n)
Lesbian authors	3.9 (99)	23.5 (587)	9.2 (234)	63.4 (1610)
Inclusion of lesbian issues in class lectures	5.2 (134)	25.5 (658)	13.1 (339)	56.2 (1453)
Readings about lesbian issues	4.5 (115)	20.7 (533)	10.7 (276)	64.0 (1646)
Presentations by lesbian guest speakers	2.1 (54)	9.8 (250)	8.5 (217)	79.6 (2027)
Gay male authors	5.0 (126)	23.9 (606)	9.6 (244)	61.4 (1555)
Inclusion of gay male issues in class lectures	5.2 (135)	21.2 (673)	13.8 (355)	54.8 (1410)
Readings about gay male issues	4.3 (110)	22.0 (567)	11.8 (303)	61.9 (1592)
Presentations by gale male guest speakers	2.1 (54)	10.4 (266)	9.1 (232)	78.3 (1996)
Bisexual authors	2.3 (57)	14.8 (370)	4.4 (109)	78.6 (1969)
Inclusion of bisexual issues in class lectures	3.2 (81)	16.1 (411)	8.8 (224)	71.9 (1834)
Readings about bisexual issues	2.7 (69)	14.1 (359)	7.5 (191)	75.7 (1929)
Presentations by bisexual guest speakers	1.4 (35)	7.0 (177)	3.8 (95)	87.8 (2215)
Transgender authors	1.7 (43)	7.5 (187)	4.3 (108)	86.5 (2164)
Inclusion of transgender issues in class lectures	2.2 (57)	11.9 (303)	8.8 (225)	77.0 (1962)
Readings about transgender issues	1.8 (47)	11.1 (282)	8.2 (208)	78.9 (2005)
Presentations by transgender guest speakers	1.1 (28)	4.0 (100)	2.5 (63)	92.4 (2313)
Readings about homophobia/heterosexism	6.9 (177)	24.3 (622)	10.7 (274)	58.0 (1484)
Non-heterosexist language	9.1 (232)	24.9 (639)	10.6 (271)	55.4 (1421)

Table 32

With regard to question 30, in what academic area(s) was this information offered? (31)

Academic Area	%	(n)
Humanities	28.8	(1036)
Social Sciences	28.0	(1005)
Arts	8.6	(310)
Science and Technology	11.2	(403)

Table 33

Knowledge of issues? (32-33)

Issues	Very Knowledgeable	Somewhat Knowledgeable	Not at all Knowledgeable
Sexual Orientation	33.7 (1178)	61.6 (2153)	4.7 (163)
Gender Identity, Gender Expression, and Transgender	19.8 (693)	65.6 (2295)	14.5 (508)

Table 34
 Out faculty/staff and students? (27-28)

How many openly LGBT professors, teaching assistants, and/or staff members do you know on campus?	None		1-2		3-5		6-8		9-11		12+	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Total	42.3	(1482)	28.8	(1009)	15.8	(554)	6.2	(217)	2.0	(71)	4.8	(168)
Urbana R	57.3	(239)	28.5	(119)	10.6	(44)	2.2	(9)	<1	(1)	<1	(1)
Champaign R	63.7	(151)	27.4	(65)	5.1	(12)	1.7	(4)	0		<1	(1)
Priv Cert H	70.0	(140)	19.5	(39)	6.5	(13)	1.0	(2)	<1	(1)	<1	(1)
Frat/Sor	60.0	(69)	27.0	(31)	9.6	(11)	<1	(1)	1.7	(2)	0	
How many openly LGBT students do you know on campus?												
Total	24.1	(843)	24.5	(859)	24.8	(869)	10.6	(371)	3.8	(134)	12.1	(423)
Urbana R	16.3	(68)	23.7	(99)	27.1	(113)	11.5	(48)	5.7	(24)	14.9	(62)
Champaign R	12.7	(53)	17.3	(72)	22.8	(54)	11.4	(27)	3.0	(7)	8.4	(20)
Priv Cert H	20.0	(40)	30.5	(61)	31.0	(62)	12.0	(24)	<1	(1)	0	
Frat/Sor	21.7	(25)	24.3	(28)	29.6	(34)	14.8	(17)	3.5	(4)	0	

Table 35
 Rate the general campus climate using the following scale: (36)

Characteristic	1		2		3		4		5	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Non-homophobic/ Homophobic										
Total	12.2	(413)	29.7	(1010)	32.2	(1095)	22.0	(749)	3.8	(130)
All People of Color	13.0	(84)	21.0	(135)	27.8	(179)	26.2	(169)	6.8	(44)
All White People	11.1	(329)	29.7	(875)	31.0	(916)	19.7	(580)	2.9	(86)
Students of Color*	12.2	(64)	22.9	(120)	28.2	(148)	26.9	(141)	5.7	(30)
Non-racist/Racist										
Total	13.2	(446)	31.2	(1056)	29.0	(981)	20.2	(683)	6.5	(220)
All People of Color	10.9	(70)	21.6	(139)	23.1	(149)	25.9	(167)	13.8	(89)
All White People	12.7	(376)	31.1	(917)	28.2	(832)	17.5	(516)	4.4	(131)
Students of Color	10.9	(57)	25.1	(132)	23.6	(124)	24.8	(130)	11.6	(61)
Non-sexist/Sexist										
Total	14.3	(481)	30.4	(1020)	30.7	(1030)	19.7	(662)	4.9	(166)
All People of Color	13.7	(88)	22.5	(145)	26.7	(172)	22.5	(145)	8.9	(57)
All White People	13.3	(393)	29.7	(875)	29.1	(858)	17.5	(517)	3.7	(109)
Students of Color	13.3	(70)	25.3	(133)	26.5	(139)	22.1	(116)	8.0	(42)
Positive for people who are transgender/transphobic										
Total	7.2	(237)	14.0	(464)	32.9	(1089)	29.2	(967)	16.7	(551)
All People of Color	6.4	(41)	11.0	(71)	30.3	(195)	25.6	(165)	20.2	(130)
All White People	6.6	(196)	13.3	(393)	30.3	(894)	27.2	(802)	14.3	(421)
Students of Color	6.3	(33)	11.6	(61)	30.5	(160)	27.0	(142)	19.4	(102)
Positive for people who are lesbians/Not positive										
Total	10.6	(356)	28.0	(936)	38.1	(1276)	18.8	(631)	4.5	(149)
All People of Color	9.5	(61)	21.6	(139)	36.0	(232)	19.1	(123)	7.3	(47)
All White People	10.0	(295)	27.0	(797)	35.4	(1044)	17.2	(508)	3.5	(102)
Students of Color	9.1	(48)	23.2	(122)	37.7	(198)	18.7	(98)	6.1	(32)
Positive for gay men/Not positive										
Total	9.2	(307)	25.3	(845)	35.7	(1193)	22.8	(762)	7.0	(235)
All People of Color	8.5	(55)	18.3	(118)	31.2	(201)	25.2	(162)	10.1	(65)
All White People	8.5	(252)	24.6	(727)	33.6	(992)	20.3	(600)	5.8	(170)
Students of Color	8.4	(44)	18.7	(98)	32.2	(169)	25.9	(136)	9.7	(51)

Note: Students of Color include undergraduate and graduate students.

Table 36
 UIUC addresses campus issues related to...(37-47)

Issues	Strongly Agree / Agree		Strongly Disagree / Disagree	
	%	n	%	n
UIUC addresses campus issues related to sexual orientation				
Total	54.1	(1964)	21.8	(760)
Students of Color	50.9	(267)	29.0	(152)
White Students	55.5	(1117)	21.2	(426)
UIUC addresses campus issues related to gender identity/gender expression				
Total	43.6	(1524)	29.3	(1027)
Students of Color	41.1	(216)	36.2	(190)
White Students	43.4	(874)	28.8	(579)
UIUC has visible leadership from the administration regarding sexual orientation issues				
Total	32.2	(1127)	36.4	(1270)
Students of Color	25.7	(135)	44.0	(231)
White Students	31.0	(625)	34.9	(703)
UIUC has visible leadership from the administration regarding gender identity/gender expression issues				
Total	26.3	(917)	39.6	(1379)
Students of Color	21.7	(114)	47.0	(247)
White Students	25.2	(508)	38.2	(769)
The campus academic requirements for undergraduate students represent the contributions of LGBT people				
Total	3.5	(519)	27.6	(942)
Students of Color	10.5	(55)	36.8	(193)
White Students	16.3	(329)	29.8	(599)
My department curriculum represents the contributions of LGBT people.				
Total	25.7	(858)	31.5	(1049)
Students of Color	19.2	(101)	38.7	(203)
White Students	26.5	(534)	34.0	(685)
The climate of classes I have taken is accepting of LGBT people.				
Total	73.6	(1860)	10.0	(254)
Students of Color	63.0	(330)	13.1	(69)
White Students	74.2	(1493)	9.1	(184)

Table 36 cont'd

Issues	Strongly Agree / Agree % n	Strongly Disagree / Disagree % n
The climate of the campus jobsite where I work is accepting of LGBT people.		
Total	67.2 (172)	30.9 (79)
Faculty and Staff of Color	57.0 (135)	14.3 (34)
White Faculty and Staff	70.0 (990)	11.3 (160)
UIUC provides adequate resources to address LGBT issues/concerns.		
Total	44.0 (1517)	17.3 (595)
Students of Color	40.4 (212)	22.1 (116)
White Students	46.7 (939)	13.2 (266)
UIUC responds to incidents of LGBT harassment		
Total	26.1 (899)	7.3 (252)
Students of Color	19.4 (102)	9.7 (51)
White Students	23.7 (477)	6.6 (134)
UIUC responds to incidents of LGBT discrimination		
Total	25.0 (858)	8.2 (284)
Students of Color	19.8 (104)	10.7 (56)
White Students	22.7 (457)	7.5 (151)
UIUC provides the same support for career advancement for LGBT faculty and staff.		
Total	44.2 (630)	9.2 (131)
Faculty and Staff of Color	35.9 (75)	12.9 (27)
White Faculty and Staff	45.5 (555)	8.5 (104)
UIUC provides the same benefits for LGBT faculty and staff.		
Total	38.2 (511)	23.6 (315)
Faculty and Staff of Color	30.9 (58)	27.1 (51)
White Faculty and Staff	43.9 (504)	23.0 (264)

Note: Questions 44, 48-49 reflect only the responses of faculty/staff.

Table 37

Rate the general campus climate for LGBT people at UIUC using the following scales: (50)

Characteristic	1		2		3		4		5	
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)
Friendly/Hostile										
Total	14.8	(483)	35.3	(1149)	36.8	(1699)	16.2	(365)	1.8	(58)
People of Color	14.0	(90)	27.6	(178)	32.9	(212)	14.8	(95)	3.0	(19)
White People	13.3	(393)	32.9	(971)	33.4	(987)	9.1	(270)	1.3	(39)
Communicative/Reserved										
Total	13.6	(439)	30.9	(999)	32.8	(1061)	17.9	(597)	4.8	(154)
People of Color	10.9	(70)	26.2	(169)	29.0	(187)	19.4	(125)	6.3	(41)
White People	12.5	(369)	28.1	(830)	29.6	(874)	15.3	(452)	17.5	(113)
Concerned/Indifferent										
Total	11.7	(376)	28.7	(925)	36.4	(1172)	17.6	(567)	5.7	(183)
People of Color	10.2	(66)	22.3	(144)	33.7	(217)	18.2	(117)	7.9	(51)
White People	10.5	(310)	26.5	(781)	32.4	(955)	15.2	(450)	4.5	(132)
Respectful/Disrespectful										
Total	15.0	(484)	33.8	(1090)	35.0	(1130)	12.8	(412)	3.4	(109)
People of Color	13.7	(88)	27.3	(176)	31.5	(203)	14.6	(94)	4.5	(29)
White People	13.4	(396)	31.0	(914)	31.4	(927)	10.8	(318)	2.7	(80)
Cooperative/Uncooperative										
Total	14.3	(462)	34.5	(1116)	39.8	(1285)	9.2	(298)	2.2	(20)
People of Color	12.6	(81)	26.2	(169)	39.0	(251)	10.9	(70)	3.6	(23)
White People	12.9	(381)	32.0	(947)	35.0	(1034)	7.7	(228)	1.6	(47)
Improving/Regressing										
Total	16.1	(520)	39.9	(1286)	38.2	(1231)	4.1	(133)	1.6	(50)
People of Color	13.8	(89)	29.7	(191)	39.0	(251)	6.7	(43)	2.6	(17)
White People	14.6	(431)	37.1	(1095)	33.2	(980)	3.0	(90)	1.1	(33)

Table 38

Importance of activities, events, or organizations currently sponsored by UIUC or may be sponsored by UIUC in the future: (51)

Activity importance		Very Important % (n)	Important % (n)	Not Important % (n)
Campus Advisory Committee on LGBT Concerns				
	Total	30.5 (964)	35.8 (1129)	13.0 (411)
	People of Color	33.5 (216)	28.6 (184)	8.7 (56)
	White People	25.3 (748)	32.0 (945)	12.0 (355)
Office of LGBT Concerns				
	Total	37.0 (1165)	32.0 (1007)	13.2 (416)
	People of Color	38.7 (249)	26.2 (169)	8.5 (55)
	White People	31.0 (916)	28.4 (838)	12.2 (361)
Gay/Bisexual/Questioning Men's Group				
	Total	24.6 (773)	35.7 (1121)	15.7 (494)
	People of Color	26.9 (173)	28.0 (180)	12.1 (78)
	White People	20.3 (600)	31.9 (941)	14.1 (416)
Lesbian/Bisexual/Questioning Women's Group				
	Total	24.7 (775)	36.0 (1131)	15.6 (489)
	People of Color	27.0 (174)	29.0 (187)	11.5 (74)
	White People	20.4 (601)	32.0 (944)	14.1 (415)
Transgender Group				
	Total	25.1 (786)	35.4 (1108)	16.1 (504)
	People of Color	28.4 (183)	28.9 (186)	10.7 (69)
	White People	20.4 (603)	31.2 (922)	14.7 (435)
LGBT People of Color Groups				
	Total	22.1 (691)	31.4 (984)	22.5 (705)
	People of Color	27.6 (178)	26.9 (173)	14.9 (96)
	White People	17.4 (513)	27.5 (811)	20.6 (609)
LGBT Counseling Support Groups				
	Total	42.6 (1340)	30.7 (965)	10.4 (325)
	People of Color	43.2 (278)	22.8 (147)	7.3 (47)
	White People	36.0 (1062)	27.7 (818)	9.5 (281)
Coming Out Support Group				
	Total	44.2 (1386)	27.3 (856)	12.5 (391)
	People of Color	43.0 (277)	22.5 (145)	8.4 (54)
	White People	37.6 (1109)	24.1 (711)	11.4 (337)

Table 38 Cont'd

Activity importance		Very Important % (n)	Important % (n)	Not Important % (n)
Faculty Staff Group				
	Total	27.8 (868)	34.1 (1067)	17.0 (531)
	People of Color	30.0 (193)	27.5 (177)	12.4 (80)
	White People	22.9 (675)	30.1 (890)	15.3 (451)
Graduate Student Group				
	Total	25.9 (809)	33.6 (1052)	18.9 (590)
	People of Color	28.1 (181)	27.8 (179)	14.1 (91)
	White People	21.3 (628)	29.6 (873)	16.9 (499)
Undergraduate Student Group				
	Total	29.9 (938)	33.3 (1044)	16.8 (526)
	People of Color	31.5 (203)	28.0 (180)	11.2 (72)
	White People	24.9 (735)	29.3 (864)	15.4 (454)
LGBT Alumni Events				
	Total	13.2 (412)	23.4 (729)	37.8 (1178)
	People of Color	18.5 (119)	21.6 (139)	25.2 (162)
	White People	9.9 (293)	20.0 (590)	34.4 (1016)
LGBT Political/Social Awareness Groups				
	Total	30.2 (943)	31.8 (995)	18.4 (575)
	People of Color	33.7 (217)	24.8 (160)	12.1 (78)
	White People	24.6 (726)	28.3 (835)	16.8 (497)
LGBT Religious Events				
	Total	15.9 (498)	25.7 (802)	33.2 (1036)
	People of Color	18.0 (116)	21.4 (138)	25.3 (163)
	White People	12.9 (382)	22.5 (664)	29.6 (873)
LGBT Graduation Events				
	Total	8.7 (220)	18.2 (564)	47.6 (1429)
	People of Color	12.1 (78)	16.1 (104)	35.7 (230)
	White People	6.5 (192)	15.6 (460)	42.3 (1249)
Allies training workshops				
	Total	28.8 (901)	29.0 (908)	19.5 (609)
	People of Color	29.8 (192)	24.2 (156)	13.4 (86)
	White People	24.0 (709)	25.5 (752)	17.7 (523)

Table 38 Cont'd

Activity importance		Very Important		Important		Not Important	
		%	(n)	%	(n)	%	(n)
Allies brown bag discussions							
	Total	22.3	(695)	30.3	(944)	20.2	(628)
	People of Color	24.2	(156)	25.0	(161)	14.3	(92)
	White People	18.3	(539)	26.5	(783)	18.2	(536)
LGBT-themed films							
	Total	20.3	(630)	31.8	(988)	27.0	(840)
	People of Color	24.2	(156)	28.0	(180)	17.1	(110)
	White People	16.1	(474)	27.4	(808)	24.7	(730)
LGBT-themed educational lectures							
	Total	27.6	(862)	35.9	(1122)	18.4	(574)
	People of Color	29.8	(192)	30.0	(193)	11.5	(74)
	White People	22.7	(670)	31.5	(929)	16.9	(500)
LGBT-themed social events							
	Total	22.6	(700)	33.6	(1042)	23.0	(712)
	People of Color	26.4	(170)	26.2	(169)	16.1	(104)
	White People	18.0	(530)	29.6	(873)	20.6	(608)
LGBT-themed co-programming with other student program offices							
	Total	28.0	(874)	31.3	(978)	19.7	(614)
	People of Color	31.4	(202)	24.5	(158)	13.4	(86)
	White People	22.8	(672)	27.8	(820)	17.9	(528)
LGBT-themed events during Welcome Week							
	Total	28.1	(879)	29.3	(915)	22.0	(687)
	People of Color	30.4	(196)	23.6	(152)	15.1	(97)
	White People	23.1	(683)	25.9	(763)	20.0	(590)
LGBT-themed events in Fraternities/Sororities							
	Total	25.5	(796)	25.2	(786)	25.2	(786)
	People of Color	27.1	(175)	21.2	(137)	16.5	(106)
	White People	21.0	(621)	22.0	(649)	23.0	(680)
Safer-sex workshops for LGBT people							
	Total	37.1	(1164)	30.7	(965)	14.4	(453)
	People of Color	39.8	(256)	22.8	(147)	9.6	(62)
	White People	30.8	(908)	27.7	(818)	13.2	(391)