



THE UNIVERSITY OF
TOLEDO



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LGBTQA+ Strategic Diversity Plan

FUELING TOMORROWS



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STATEMENT FROM DR. WILLIE MCKETHER

The University of Toledo is proud to be the home of a diverse student body, faculty and staff, and is committed to working strategically for the success of all on campus. As an institution that lists diversity as a core value and prioritizes inclusion, this first-ever LGBTQIA+ Strategic Diversity Plan exemplifies that commitment. I am proud of the plan we have put together in collaboration with Danielle Stamper and Matthew Perry and with support from the University's LGBTQIA+ Advisory Board. Recognizing the ever-changing society in which we live, this plan will evolve to ensure our collective work continues to support our goals in relation to the realities of campus life.

While this report outlines some of the work we still need to do to become a more inclusive environment for current and future LGBTQIA+ students, faculty and staff, I am proud of what we have accomplished during the past year-and-a-half. Members of the University community can now choose a preferred name through our Banner system, we have moved to our second phase of converting nearly 50 restrooms into gender-neutral restrooms, and are now listed on the Campus Pride Index. In addition, we are now committed to participating in and supporting Pride festivals in Toledo and throughout Ohio.

This plan and the anticipated improvements would not be possible without the ongoing commitment from President Sharon L. Gaber and the University's Board of Trustees. I tell everyone this is a great time to be a Rocket. This is a special moment in history for our University because of our leadership and our commitment to a diverse and inclusive campus environment. This plan is just one shining reason why I am so proud to be a small part of this Rocket nation.

All the best,

A handwritten signature in black ink that reads "Willie McKether". The signature is written in a cursive, slightly slanted style.

Willie McKether, Ph.D.
Vice President for Diversity and Inclusion





To the University Community:

I write this letter in response to Dr. McKether's Strategic Diversity Plan for LGBTQA+ faculty, staff and students. The University's LGBTQA+ Advisory Board members and I have had an opportunity to review this document's multiple goals and strategies. I believe I speak for all when I state that this plan addresses key issues that will help move our institution toward a more inclusive campus atmosphere. As it is, we were generally pleased with receiving a Campus Pride Index score of 3.5. This strategic plan will help us improve upon this measure in virtually every area.

If you have any questions or wish me to elaborate, please feel free to contact me. Thanks to Dr. McKether and his team for their conscientious work on this strategic plan.

Glenn Sheldon, Ph.D.
Professor of Humanities
Jesup Scott Honors College
Chair, LGBTQA+ Advisory Board



THE UNIVERSITY OF TOLEDO MISSION STATEMENT

The University of Toledo is a national, public research university where students obtain a world-class education and become part of a diverse community of leaders committed to improving the human condition in the region and the world.

Strategic Priorities and Goals

I. Student Success and Academic Excellence

- **Goal 1:** Improve undergraduate student success, retention and degree completion.
- **Goal 2:** Improve graduate and professional student success through timely degree completion.
- **Goal 3:** Prepare students for advanced academic studies and career success.

II. Research, Scholarship and Creative Activities

- **Goal 1:** Achieve national recognition and research excellence.
- **Goal 2:** Increase the national prominence of faculty derived from their research, scholarship, and creative and performing arts activities.
- **Goal 3:** Reinvent and reinvest in research processes to improve productivity.

III. Faculty, Staff and Alumni

- **Goal 1:** Foster a culture of excellence by supporting retention, career progression and high job satisfaction for staff.
- **Goal 2:** Foster a culture of excellence by supporting retention, promotion and high job satisfaction for faculty.
- **Goal 3:** Increase diversity among all employees.
- **Goal 4:** Strengthen employee work-life balance, sense of community and pride in work.
- **Goal 5:** Engage alumni, friends and stakeholders meaningfully in the life of the University.

IV. Fiscal Positioning and Infrastructure

- **Goal 1:** Build a strong financial foundation.
- **Goal 2:** Ensure adaptability, sustainability and fiscal health for academic programs.
- **Goal 3:** Increase revenue and operating efficiencies.
- **Goal 4:** Improve UToledo's infrastructure.

V. Reputation and Engagement

- **Goal 1:** Improve and strengthen our national and international reputations, and improve ties at the local and regional levels.
- **Goal 2:** Design a unified branding and marketing process for national and international visibility and reputation-building.
- **Goal 3:** Grow the UToledo healthcare system to better serve northwest Ohio.
- **Goal 4:** Increase philanthropy in support of the University's strategic goals.
- **Goal 5:** Increase promotion of the "Rocket" brand institutionally, locally, regionally and nationally via marketing and promotional efforts.

WHAT WE MEAN BY LGBTQA+

LGBTQA+ is a common abbreviation for the Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Asexual and Ally communities. The “+” represents the idea that there are many sexual orientations and gender identities left out of the “LGBTQA” acronym; a “+” at the end is the effort to be more inclusive.

LESBIAN

A term used to describe women attracted emotionally, physically and/or sexually to other women.

GAY

(1) A term used to describe men who are emotionally, physically and/or sexually attracted to men, but can be used for any individual who is primarily emotionally, physically and/or sexually attracted to members of the same sex and/or gender.

(2) An umbrella term used to refer to the queer community as a whole, or as an individual identity label for anyone who does not identify as heterosexual.

BISEXUAL

A person emotionally, physically and/or sexually attracted to men and women. Other individuals may use this to indicate an attraction to individuals who identify outside the gender binary, as well, and may use bisexual as a way to indicate an interest in more than one gender or sex (i.e., men and genderqueer people). This attraction does not have to be equally split or indicate a level of interest that is the same across the genders or sexes an individual may be attracted to.

TRANSGENDER

(1) An umbrella term used to describe a group of individuals whose gender identity and how it is expressed to varying degrees are different from the sex assigned at birth.

(2) A person who identifies with a gender different from their biological sex assigned at birth. Transgender people may undergo gender affirmation treatment to align their body with their core identity, but not all desire or can afford to do so.

QUEER

An umbrella term some LGBTQA+ people have reclaimed as an inclusive, ungendered and positive way to describe themselves and their community. Can be used to describe one’s sexual orientation and/or gender identity. (*Queer also is still used as a negative or derogatory slur to describe LGBTQA+ persons and community.*)

QUESTIONING

The process of exploring one’s sexual orientation or gender identity; or an individual who is exploring their own sexual orientation and gender identity.

ASEXUAL

A term used to describe a person with a lack of sexual attraction to others, or low or absent interest in or desire for sexual activity.

ALLY

Someone who supports, respects and affirms members of the LGBTQA+ community. Someone who confronts heterosexism, homophobia, biphobia, transphobia and heterosexual privilege in themselves and others; has a concern for the well-being of LGBTQA+ people; and a belief that heterosexism, homophobia, biphobia and transphobia are social justice issues.

CAMPUS PRIDE INDEX

The Campus Pride Index is a national assessment benchmarking tool. Index rankings help identify safety and campus-climate improvements to create a more inclusive, welcoming and respectful living environment and educational experience for people who are LGBTQA+. The index is owned and operated by Campus Pride (campuspride.org) and overseen by a team of national LGBTQ researchers, including Genny Beemyn, Ph.D., Susan R. Rankin, Ph.D., and Shane L. Windmeyer, M.S.Ed. The advisory board also includes individuals, students and staff volunteers from Campus Pride and the Consortium of LGBTQ Resources in Higher Education.

Scores are based on a self-assessment, completed by a campus representative with responsibility for LGBTQ-specific work. The answers to the 50+ questions corresponding to eight areas of LGBTQ-friendly factors are evaluated for scores in each area. All eight factors receive the same weight in the overall score. The sexual orientation and the gender identity/expression scores deal with questions specifically referencing sexual orientation and gender identity/expression only.



UTOLEDO 2018 CAMPUS PRIDE INDEX SCORE PROFILE

LGBTQ Policy Inclusion Score



LGBTQ Campus Safety Score



LGBTQ Support & Institutional Commitment Score



LGBTQ Counseling & Health Score



LGBTQ Academic Life Score



LGBTQ Recruitment & Retention Score



LGBTQ Student Life Score



Sexual Orientation Score



LGBTQ Housing & Residence Life Score



Gender Identity/Expression Score



OVERALL CAMPUS PRIDE SCORE 3.5/5

Please visit utoledo.edu/studentaffairs/omss/lgbtqa for more information regarding UToledo's Campus Pride Index score.

The University of Toledo received a composite score of 3.5 of 5 stars. Each Campus Pride Index score is accompanied by recommendations for improvement in each area of the assessment. Recommendations to UToledo include the creation of visible institutional commitment opportunities, fostering open LGBTQ dialogues in the academic setting, developing outreach and retention programs/efforts that target LGBTQ and ally communities, and attendance at LGBTQ admission fairs. The goals in this plan are based on these recommendations.

GOAL TIMELINES

Immediate: 1 to 5 months

Short: 6 to 12 months

Medium: 13 to 24 months

Long: 25 to 36 months

Assumption

The primary assumption associated with this LGBTQA+ Strategic Diversity Plan is that the University will allocate resources to establish the appropriate infrastructure for maximum operating efficiency.

The goals and strategies described in this strategic plan focus on the following areas of the University to provide focus and direction for the plan:

- **Recruitment and Retention**
- **Education, Awareness and Engagement**
- **Gender Identity and Gender Expression Inclusion**
- **Gender-Neutral Facilities**
- **Resources and Support**



GOAL 1

Increase inclusive recruitment and retention efforts pertaining to LGBTQA+ faculty, staff and students.

Strategy 1: Utilization of LGBTQA+ inclusive language and resources with all incoming students.

RESPONSIBLE UNIT: Office of Diversity and Inclusion (ODI), Office of Undergraduate Admission, Office of Multicultural Student Success (OMSS)

TIMELINE: Immediate: 1 to 5 months

ACTION: Annual LGBTQA+ inclusion training for UToledo undergraduate admission staff, graduate admission staff and first-year experience instructors.

Strategy 2: Offer programs that incorporate topics around sexual orientation and gender identity/ expression during new student orientation.

RESPONSIBLE UNIT: ODI, Office of New Student Orientation Programs, OMSS

TIMELINE: Immediate: 1 to 5 months

ACTION: Responsible units will develop and incorporate topics including sexual orientation and gender identity/ gender expression into new student orientation and first-year experience instructors.

Strategy 3: Offer UToledo students the option to self-identify their sexual orientation and gender identity/gender expression during the admission process as an initial effort to connect LGBTQA+ students to campus resources.

RESPONSIBLE UNIT: ODI, Office of Undergraduate Admission, Information Technology

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units will develop and incorporate a procedure for use during the admission process.

Strategy 4: Increase UToledo's Campus Pride Index score by 0.5 stars.

RESPONSIBLE UNIT: ODI, OMSS, LGBTQA+ Advisory Board

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units will meet throughout the year to track progress of accomplishing the goals outlined in this plan and complete a second self-assessment using the Campus Pride Index.

GOAL 2

Increase education, awareness and offerings of LGBTQA+ activities and initiatives.

Strategy 1: Develop an inclusive initiative that raises awareness about UToledo faculty, staff and students who identify as LGBTQA+.

RESPONSIBLE UNIT: ODI, OMSS

TIMELINE: Immediate: 1 to 5 months

ACTION: Annual coordination and distribution of materials for the OUT Rockets initiatives, led by OMSS staff.

Strategy 2: Increase awareness of the intersectionality of identities of LGBTQA+ people.

RESPONSIBLE UNIT: ODI, Center for International Studies and Programs, OMSS, PRISM

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units and students will offer activities and events specific to intersections of LGBTQA+ persons of faith and international LGBTQA+ persons.

Strategy 3: Expand language, examples and awareness in campus programs and trainings to reflect current needs for specific communities or segments (for example, “asexual”).

RESPONSIBLE UNIT: ODI, OMSS, PRISM

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units and students will offer activities and events geared toward increasing awareness of specific facets of the community, as needed.

Strategy 4: Increase activities and events related to LGBTQA+ experiences, issues or areas of concern across the University.

RESPONSIBLE UNIT: ODI, OMSS, LGBTQA+ Advisory Board, campus partners

TIMELINE: Short: 6 to 12 months

ACTION: Responsible unit staff will collaborate with on-campus strategic partners to increase partnership and support.

Strategy 5: Increase recruitment efforts to hire LGBTQA+ faculty and staff.

RESPONSIBLE UNIT: ODI, Human Resources

TIMELINE: Medium: 13 to 24 months

ACTION: When hiring UToledo faculty, staff and administrative positions, advertise all positions in appropriate LGBTQA+ resources, newspapers, online job sites, etc.





GOAL 3

Increase gender identity and gender expression inclusion in policies, procedures and practices.

Strategy 1: Allow each UToledo faculty, staff and student to have their preferred name displayed on their Rocket ID card.

RESPONSIBLE UNIT: ODI, Auxiliary Services, LGBTQA+ Advisory Board

TIMELINE: Immediate: 1 to 5 months

ACTION: Develop a process that allows each UToledo faculty, staff and student to have their preferred name displayed on their Rocket ID card.

Strategy 2: Offer students the ability to have their chosen pronouns on class rosters, advisee lists, University Health Center records and University Counseling Center records.

RESPONSIBLE UNIT: Office of the Provost, ODI, Center for Success Coaching, University Health Center, University Counseling Center, Auxiliary Services

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units will create a policy and train all respective faculty and staff in these areas.

Strategy 3: Offer transgender students the ability to change the gender designation on their campus records and documents upon request.

RESPONSIBLE UNIT: ODI, Office of the Registrar

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units will create an inclusive request form and publicize it to the campus community.

Strategy 4: Offer UToledo faculty, staff and students the ability to self-identify their sexual orientation and gender identity/gender expression on all University-wide forms.

RESPONSIBLE UNIT: ODI

TIMELINE: Medium: 13 to 24 months

ACTION: Responsible units will create a policy and work with all stakeholders to ensure inclusivity on all University-wide forms.

GOAL 4

Increase gender-neutral inclusive facilities throughout campus.

Strategy 1: Increase the number of gender-neutral housing communities on campus.

RESPONSIBLE UNIT: ODI, Office of Residence Life

TIMELINE: Immediate: 1 to 5 months

ACTION: The Office of Residence Life will add one-to-two gender-neutral housing communities across various residence halls each year, until each hall has at least one such community.

Strategy 2: Verify all gender-neutral restroom locations on UToledo's campuses and publicize their locations on multiple webpages.

RESPONSIBLE UNIT: ODI, OMSS, Facilities and Construction

TIMELINE: Immediate: 1 to 5 months

ACTION: OMSS staff will work with Facilities and Construction to verify all current gender-neutral restrooms on campus and update the listings on utoledo.edu webpages, as needed.

Strategy 3: Increase the number of gender-neutral restrooms across UToledo's campuses.

RESPONSIBLE UNIT: ODI, Facilities and Construction, LGBTQA+ Advisory Board

TIMELINE: Short: 6 to 12 months/long: 25 to 36 months

ACTION: Responsible units will create a policy that requires at least one gender-neutral restroom in each building, including newly constructed and significantly renovated buildings, across all UToledo campuses.

Strategy 4: Develop and offer private locker and shower rooms that are readily available to transgender faculty, staff, students and visitors in the UToledo Student Recreation Center.

RESPONSIBLE UNIT: ODI, Recreational Services, Facilities and Construction

TIMELINE: Long: 25 to 36 months

ACTION: Responsible units will identify appropriate space in the UToledo Rec Center, develop a quote and work toward securing funding for necessary renovations.

GOAL 5

Increase resources and support for LGBTQA+ persons on and off campus.

Strategy 1: Increase services and support for LGBTQA+ students who utilize the University Counseling Center.

RESPONSIBLE UNIT: ODI, University Counseling Center

TIMELINE: Immediate: 1 to 5 months

ACTION: Require specific healthcare and Safe Place training to all professional staff in University Counseling Center and employ at least one professional staff member who specializes in working with LGBTQA+ individuals.

Strategy 2: Provide resources for identifying LGBTQA+-friendly employment and workplace information for internships, career services and job opportunities.

RESPONSIBLE UNIT: ODI, Career Services

TIMELINE: Immediate: 1 to 5 months

ACTION: Responsible units will research and create appropriate resources for student and staff use.

Strategy 3: Increase presence and engagement at local, regional and state LGBTQA+ Pride festivals and parades.

RESPONSIBLE UNIT: ODI, OMSS, LGBTQA+ Advisory Board

TIMELINE: Short: 6 to 12 months

ACTION: Responsible units will coordinate groups from UToledo and mascot representation at various local, regional and state LGBTQA+ Pride festivals and parades.

Strategy 4: Increase the number of books and resources in campus libraries pertaining to the experiences of persons who are bisexual, pansexual, sexually fluid, transgender, genderqueer, non-binary and/or asexual.

RESPONSIBLE UNIT: ODI, University Libraries

TIMELINE: Short: 6 to 12 months

ACTION: University Libraries and LaValley Law Library staff will secure funding to purchase more books and resources pertaining to the experiences of LGBTQA+ persons.

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