LGBT-Friendly Campus Climate Index (CCI)
National Assessment Tool Results

Executive Summary written by Stef Wilenchek
2013 Update (Originally Completed 2011)

About the CCI

The LGBT (Lesbian Gay Bisexual Transgender)-Friendly Campus Climate Index (CCI) is a national assessment tool owned and operated by Campus Pride (www.campuspride.org) a national non-profit organization working to create safer college environments for LGBT students, faculty and staff. The CCI assists colleges and universities in improving the environment for people on campus who are LGBT. The assessment consists of eight LGBT-friendly factors and provides a framework for evaluating the current campus environment. Completing the assessment is also the first step a college must complete in order to create an on-line profile on the Campus Pride website. This website contains a search engine for students, faculty and staff to search for LGBT friendly colleges and universities. Currently there are approximately 300 campuses listed and scored on the site.

Methods

During the summer of 2011, Hamline University received the assessment questions via Stef Wilenchek, Assistant Director for Gender and Sexual Orientation Initiatives at the Hedgeman Center for Student Diversity. The questions were disseminated to related departments on campus. Some departments included Human Resources, Academic Affairs, Residence Life, Counseling and Health Services and Admissions. The answers were collected and reviewed by Hedgeman Center staff and the Safe Zone Advisory Committee. The questions were then submitted to Campus Pride for review and scoring.

The CCI was updated by Stef Wilenchek in July 2013. The result was new revised overall score of 4.5 stars, compared to 4 stars when initially completed in July 2011.

*Note: The Coalition for LGBTQIA Issues recognizes that any national assessment tool may have limitations in applicability to a particular campus. The Campus Climate Index is **NOT** a replacement or substitute for campus climate research which examines more holistically campus attitudes/perceptions of LGBT and Ally campus life. We also recognize that this rating is not a reflection of any one person's experience or the experiences of an entire community of individuals here at Hamline. This tool will be used as a benchmark and a way of gauging Hamline in regards to other comparable institutions in the areas this tool assesses.*

Results*

Overall, Hamline University received a 4.5 out of 5 star rating on the assessment. Our overall rating is similar to comparable colleges and universities (See Attachment 1). Below is a breakdown of Hamline University's score:

Overall:

- Overall 83% (4.5 stars)
- Sexual Orientation 100% (5 stars)
- Gender Identity/Expression 70% (4 stars)

Break-Down by the Eight Inclusion Factors:

1. LGBT Policy Inclusion 72% (4 stars)
2. LGBT Support & Institutional Commitment 82% (4.5 stars)
3. LGBT Academic Life 66% (3.5 stars)
4. LGBT Student Life 94% (5 stars)
5. LGBT Housing & Residence Life 100% (5 stars)

6. LGBT Campus Safety 68% (3.5 stars)
7. LGBT Counseling and Health 90% (5 stars)
8. LGBT Recruitment and Retention Efforts 92% (5 stars)

Highlights and Recommendations

Although we are excited to receive a higher than average score for this assessment, the results also indicate areas of improvement for creating a safer and more welcoming campus for LGBT students, faculty and staff. Below are both highlights and recommendations created by the Safe Zone Advisory Committee.

HIGHLIGHTS FROM THE LGBT-FRIENDLY CAMPUS CLIMATE INDEX

- Hamline earned 4.5 stars out of possible 5 for a total score.
- Increases were made in Campus Safety which went from a 2 to 3.5 stars due to Safe Zone trainings
- Highest scores (5): LGBT Housing and Residential Life, LGBT Student Life.
- Also high (4.5): LGBT Support and Institutional Commitment, LGBT recruitment and retention.

RECOMMENDATIONS

- Convey Hamline's commitment to LGBTQ inclusivity to prospective students and families (via printed materials, personal contact, etc).
- Encourage senior administrators to use language inclusive of LGBTQ identities at public events, news media, marketing, commencement, graduation and other highly visible arenas, especially language supporting transgender and gender variant populations.
- Provide a specific training for upper level administrators on LGBTQ campus inclusivity
- Work with Admissions on recruitment of LGBTQ and ally students via LGBTQ admission fairs
- Review language in our non-discrimination policy regarding gender identity and expression
- Review forms and systems that require gender or sex to be identified and remove barriers for transgender and gender non-conforming individuals.
- Provide transgender inclusive health insurance for students, faculty and staff (conversations started)
- Develop more course and course sections on LGBTQ issues, including support for a certificate or minor in LGBTQ studies
- Annually train new Campus Safety officers (on-going)
- Establish a Campus Safety liaison to the LGBTQIA community
- Focus trainings to departments that have not been trained
- Continue to look at other similar colleges and universities with similar or higher scores for resources and information
- Convene/hold biannual discussions on the climate for LGBTQ communities at Hamline
- Do survey every 2 years and update profile when changes occur on campus

Resources

National

Campus Pride Campus Climate Index
http://www.campusclimateindex.org/

"Making Excellence Inclusive: Higher Education's LGBTQ Contexts"
Association of American Colleges and Universities, *Diversity & Democracy*
Volume 15, Number 1(2012), http://www.diversityweb.org/diversitydemocracy

Hamline University

Safe Zone Network Training and Events:
http://www.hamline.edu/offices/misa/safe-zone.html
(visit this link to find the full Hamline Campus Climate Index report)

Hedgeman Center for Student Diversity
http://www.hamline.edu/hedgeman/