1. Cover Page

Title of Project:

LGBT Campus Climate Visibility Initiative

Grant Category:

Campus Climate

Name of Affiliation of Primary Project Lead:

Terrie Ashby-Scott, MSW, PhD

Name and Affiliations of all Project Partners/co-participants (Emails, phone, fax and mailing address for participants):

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2. Project Summary (1 page, 200-250 words):

This campus climate proposal aims to help promote the visibility of EWU's LGBT Pride Center. During the 2008-2009 academic year, President Arevalo established a Presidential Task Force to help improve the campus climate for lesbian, gay, bisexual and transgender (LGBT) students, faculty and staff. One of the charges of the task force was to help create a support center for LGBT students. In September 2009, the Pride Center opened in Showalter 105. The funds requested in this proposal will be used to help raise awareness of the Center by supporting a series of visibility-related events, beginning with a grand opening celebration, along with materials to help promote the acceptance of LGBT students and allies on campus.

Currently the Pride Center works on a limited budget. Most of the current items in the Center were secured through previous grants and through a small amount of one-time funds. The Pride Center is currently kept open by dedicated faculty and staff doing volunteer outreach at the Center along with the assistance of students. Promotional items and photocopies are being provided in-kind through a variety of departments.

Funds are requested for a series of visibility activities to promote the Pride Center at EWU (in turn, helping provide a more welcoming campus climate for LGBT students). Specific visibility activities include Pride Center Grand Opening, Pride Week, and Lavender Graduation, all of which will occur in winter and spring quarters. In keeping with the Board of Trustees' diversity goals, this will be an ongoing commitment to improving campus climate for diverse groups.
3. Detailed Proposal (4 pages maximum, single, spaced, 12-pt font, using the following section headings):

   Statement of Issue or Problem:

   The Board of Trustees Diversity goals (2002) have an ambitious purpose, stating that the board “expects the university to engage in continuous dialogue and action intended to build a stronger community that is inclusive, respectful and supportive of all of its members; a community that celebrates its diversity and its unity; a community that expects honesty and that provides an environment for safe interaction among its members.” While the EWU campus climate for diverse groups has likely become more positive in recent years, a need remains for improvement in campus climate for LGBT students.

   In a recent research survey of LGBT students at EWU, “nearly half (49.5%) of respondents reported having hidden their sexual orientation or gender identity on campus out of fear” (Frantilla, Magers & Ahmady, 2008). Furthermore, only 5.9% of the respondents felt they were welcome at EWU. The majority, 52.9% felt they were merely tolerated at EWU. Of the 80% of respondents who reported other students had made inappropriate jokes or comments in the classroom, only 14.3% maintained that faculty or staff addressed the issue in class, whereas 85.7% maintained the issue was ignored. Presentation of these survey results was made at the President’s Cabinet, Provost Council and various departments on campus, with the need for improvement of campus climate made clear.

   Though the Pride Center opened in fall quarter 2009, the opening was unpublicized around campus. The launching of a campus visibility campaign, beginning with the Pride Center Grand Opening in winter quarter, will make a clear statement that the EWU administration welcomes LGBT students. The grand opening event would occur in winter quarter, will be the first of a series of visibility-related on-campus events. Dr. Arevalo, Provost Mason and the Vice President of Student Affairs will be invited to lead a ribbon-cutting ceremony and officially open the Pride Center.

   Next, Pride Week is planned for early spring quarter and will promote awareness of LGBT history and culture around campus. The celebration will include a regionally or nationally known keynote speaker on LGBT issues as well as films, panels and speakers each day. Films will focus on cross-cultural LGBT issues. Planned topics for speakers and include activities, issues particular to people of color and international students, transgendered stories, and religious concerns.

   Late in spring quarter, EWU’s inaugural Lavender Graduation will celebrate the accomplishments and achievements of LGBT students. Graduates from Gonzaga, Community Colleges of Spokane, Whitworth, North Idaho College, and local high schools would also be invited to participate. Task Force members
have begun initial phases of planning for this celebration, having met with chairs/directors from local campus LGBT centers.

**Project Objectives:**
Specifically, the requested funds will be used to provide supplies, facility costs, light refreshments and promotional materials for these events. There will also be special invitation to a group of alumni and faculty (current and retired) who have indicated an interest in supporting activities of the Pride Center. Without assistance for this request, the visibility campaign will be severely limited in its scope of reaching further out to different constituents.

Measurable objectives include:

- Pride Center grand opening will launch the formal opening of EWU’s first LGBT center and begin the winter-spring visibility campaign.

- Pride Week will include at least four LGBT events on campus.

- Lavender Graduation will be held in late spring, and a wide variety of LGBT students, faculty, and staff will be invited to participate.

**Research Methodology or Project Design:**

For all three components of the visibility campaign, EWU’s executive administration will be invited in an effort to demonstrate that the BOT diversity goals include LGBT students, faculty and staff. An inclusive approach will be taken in an effort to ensure that the events are well-publicized and that LGBT students, faculty and staff become aware that the campus climate for them is improving. Enhanced visibility is a major step toward promoting a welcoming, accepting campus atmosphere.

**Explanation of Role and Expertise:**
Terrie Ashby-Scott and Lisa Avery are currently taking the lead on the project. They are co-chairs of the President’s LGBTQ Task Force, and Terrie is the supervisor of the Pride Center. Also, Nathan Lewis is the President of the EWU Eagle Pride Student Group and has been assisting Dr. Ashby-Scott in supporting the activities of the Center. Once the Pride Coordinator is hired, the activities and events of the Center will be their primary responsibility, with supervision by Dr. Ashby-Scott. Drs. Ashby-Scott and Avery both have extensive experience in developing and implementing campus activities, and in creating strong community networks for diverse groups.

**Dissemination Plan:**
The *Easterner, Focus, Cheney Free Press* and the *Spokesman Review* will be invited to attend the grand opening/ribbon cutting event. The support of the EWU Board of Trustees will be recognized on the printed materials. Using Pride
Foundation funds, two task force members will attend "Power of One: LGBT Leadership Conference to be held at Washington State University in Pullman in April 2010, and a report will be given on the status of EWU’s LGBT Campus Visibility Campaign.

**Timetable:**
Grand Opening Ceremony: Winter 2010  
Pride Week: Spring 2010  
Lavender Graduation: Spring 2010  
Campaign wrap-up and debriefing: Summer 2010  
Completion of final report: September 14, 2010

4. **Detailed Budget and brief rationale for all items (2 pages maximum):**

**Itemized Expenses:**

$500.00  Light refreshments for the grand opening (no other funds exist for this line item)

$500.00  Printed materials to publicize the grand opening (including advertising in local media outlets)

$200.00  Outreach mailing targeting ongoing support of the Center (in conjunction with visibility campaign and alumni/retiree support efforts)

$2000.00  Lavender Graduation supplies (stoles, tassles), promotional materials, light refreshments, auditorium and facility costs (large audience is expected, along with many graduates, especially with outreach to local colleges and high schools)

$1000.00  Films and guest speaker travel costs for Pride Week (no honorarium fees are requested due to the budget freeze, Pride Foundation grant funds awarded to EWU are insufficient to cover the costs of the Pride Week events)

**TOTAL REQUESTED: $4200.00**

**Explanation of Other Funding:**
The Center recently received a Pride Foundation grant to supplement some activities of the center, including sending two personnel to the WSU LGBT conference. Some funds from the Pride Foundation grant will be used to support
components of Pride Week and Lavender Graduation (but not the Grand Opening). Estimated costs far exceed the amount awarded by Pride Foundation, and our EWU Foundation grant request was denied.

5. **Name and email address of one EWU Reference person (non-project participant):**

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6. **A condensed, current CV or resume for each applicant/participant (2 pages maximum each, attached below):**