

TRANSGENDER STUDENTS:  
A SEMINAR FOR ACADEMIC AND PERSONAL SUCCESS  
  
A CREATIVE PROJECT  
  
SUBMITTED TO THE GRADUATE SCHOOL  
IN PARTIAL FULFILLMENT OF THE REQUIREMENTS  
FOR THE DEGREE  
MASTERS OF ARTS  
  
IN  
STUDENT AFFAIRS ADMINISTRATION IN HIGHER EDUCATION  
  
BY  
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## ABSTRACT

Title: Transgender Students: A Seminar for Academic and Personal Success  
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College: Teachers College  
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The purpose of this creative project was to create a transgender student workshop to bring awareness to students about issues that transgender students face on a college campus. The workshop will provide education, information, and resources to students who are interesting in learning more about this specific population of students. This creative project will provide readers with background information through the literature review and will provide specific guidelines and information to build their own workshop.

The steps of this project were to review related literature on lesbian, gay, bisexual, and transgender (LGBT) cultural issues, college experience, and transgender college student issues. Next, several schools with policies relating to transgender students were researched. Available resources in the Ball State University community and throughout the state were researched as well.

Students who attend the workshop and learn about their peers will then have the knowledge to become advocates and allies for transgender students. They can use their knowledge and resources to educate others about the issues transgender students face and

show support for their peers. Through education of diverse populations, students can learn from each other to build a stronger community.

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## CHAPTER ONE

### INTRODUCTION

Lesbian, gay, bisexual, and transgender (LGBT) students experience hardships throughout their lives. Some of the more serious issues are harassment, discrimination, and the overwhelming feeling they must hide their identities (Gortmaker & Brown, 2006). LGBT college students realize that they are going to face these challenges while on campus either from their peers, faculty, or staff.

Transgender students realize they have specific challenges on a college campus more so than their lesbian, gay, and bisexual counterparts. Transgender students will also deal with harassment and discrimination just as the rest of their community (Beemyn, 2003). However, they must also deal with housing, restroom, and healthcare needs. These students must also find ways to conceal their given name and biological sex on records and documents (Transgender Law and Policy Institute, 2011). Student affairs professionals, faculty, and staff can make accommodations and policy changes to make these students feel safe and welcome on campus. Several colleges and universities across the country have been making policy changes to allow transgender students the same opportunities as other college students. Other campuses, such as Ball State University, can use these other colleges and universities as benchmarks to make policy changes across campus.

### **Statement of Purpose**

This purpose of this creative project was to create workshop on transgender student issues at Ball State University. The workshop would encompass speakers, panels, and information, which would provide educational information to students. This workshop would also give transgender students an opportunity to meet other students who identify as transgender that they could utilize as a support system. This workshop would be beneficial to the transgender student community, but could also provide educational information to Ball State University students.

### **Significance of Study**

This creative project about transgender students provided education and information to students at Ball State University. It will provide support to the transgender students on campus, and allow them to feel as though they have a voice. Students will have a better understanding of the specific challenges these students face. They can utilize this information to become advocates for these students and will be able to better serve them. Other students on campus can educate themselves on the different types of peers that are around them to strive to build a stronger community.

### **Scope and Limitations**

This creative project will not be able to encompass all of the issues that transgender students face on a college campus or in their day-to-day lives. It will highlight the main issues that transgender college students will most likely face on campus today based on research found on transgender issues. Students will not be mandated to attend the workshop, and therefore may not receive the information. This population will need to be willing to educate themselves on the issues that transgender

students face. They must also be determined to consider transgender students when making or changing policies.

When providing education about a diversity related topic, there will ultimately be backlash from people who do not share the same viewpoint. This workshop may create some distress for students who are not supporters of the LGBT community. However, this creative project is geared toward those who are willing to change their point of view and educate themselves about this population of students.

### **Terms**

For this creative project, these are the terms that will commonly be used. The definitions provided here are to be used when discussing a certain population of people. When discussing lesbian, gay, bisexual, and transgender community, LGBT will be used to incorporate all of these individuals. Lesbian refers to females who are attracted to other females; gay refers to men who are attracted to other men; bisexual refers to men or women who are attracted to both men and women.

Transgender students may identify themselves as male, female, or may not identify with a gender (Beemyn, Curtis, Davis & Tubbs, 2005). Additionally, there are several terms that are commonly misinterpreted when discussing this population. Sex is referred as biological and physiological differences between males and females. This directly relates to genital anatomy. The term gender explains social roles and behaviors that are expected for both women and men. Gender identity is a person's self-identification as male or female. Many individuals find it difficult to understand and reject the existence of any gender beyond male or female. The term transgender focuses on individuals who do not identify with traditional gender categories (Agans, 2007).

When a person's gender identity does not match their biological sex, they are considered to be transgender (Case, Stewart, & Tittsworth, 2009).

### **Organization of the Paper**

This creative project was organized into four chapters. Chapter two discussed relevant literature relating to the LGBT issues in the workplace, the LGBT college experience, and transgender college student issues in Higher Education. Chapter three provided an explanation of the methodology used to develop the workshop. Chapter four explains the exact structure and implementation of the workshop on campus.

## CHAPTER TWO

### REVIEW OF RELATED LITERATURE

#### **Summary of the Project**

Transgender students have complex issues and difficulties that extend beyond the classroom. These students are concerned with being discriminated against, harassed, and having to keep their identity a secret to the campus community. Higher education needs to consider making changes to accommodate students and keep them safe on campus. There are select number of colleges and universities, which have made changes within their campus communities to allow these students to have the same opportunities as other students on campus. Educating faculty, staff, students, and the campus community on the issues and complications transgender students face on a daily basis is the first step in creating a safe space for the students on campus.

#### **LGBT Cultural Issues**

LGBT members face hardships and difficulties and have different ways of coping with these issues depending on their background. Researchers have studied whether LGBT members are at a higher risk for mental health and substance use disorders. Women who identify as lesbian or bisexual, compared to their heterosexual counterparts, were more likely to have a history of a depressive disorder and a history of a drug use disorder. When examining the history of attempted suicide, the researchers found that eight percent of gay or bisexual men and eight and half percent of lesbian or bisexual

women had attempted suicide. Gay and bisexual men were more likely than their heterosexual counterparts to report a suicide attempts (Cochran, Mays, Alegria, Ortega, & Takeuchi, 2007).

One of the major issues in the LGBT culture is discrimination. Women who strongly identified with the lesbian community and spent more time in lesbian settings reported experiencing discrimination at work and in their daily lives. The researchers postulate this is due to exposing themselves to negative reactions from heterosexual society. Women who also identified with the heterosexual society had lower levels of discrimination. The researchers offer several possible explanations for this occurrence, but one possibility is that lesbians who surround themselves with supportive heterosexual family and friends are more easily able to identify with society (Fingerhut, Peplau, & Ghavami, 2005).

Another area where LGBT members experience hardships and discrimination is in the workplace. The Human Rights Campaign's employer database identified 567 colleges and universities that offer protection against discrimination for lesbian, gay, bisexual, transgender, and queer (LGBTQ) faculty, staff, and students. Of that number, 96 protect their students and employees against discrimination based on gender identity or expression and 309 provide healthcare benefits to same-sex domestic partners. Some institutions provide "soft-benefits" such as facility usage, health insurance coverage, reduced tuition, family leave policies, and student programming. However, the institutions described are only less than eight percent of the more than 4,000 higher education institutions in the United States (Messinger, 2009).

Messinger (2009) examined 20 schools from different regions and Carnegie categories. The researcher over-sampled religiously affiliated institutions, historically Black colleges and universities (HBCUs), and institutions in the South and Midwest since they were not traditionally LGBTQ supportive. At many of the institutions, the people who changed and started new policies were LGBTQ faculty, staff, and students. However, some straight allies also fought for policy changes within the institution. Larger, public institutions relied on faculty, staff, and students to change policies. Smaller, private institutions handle policy change less formally than public institutions. At HBCUs, decisions are likely to be made informally and quietly. However, many individuals who are changing policies have difficulty implementing the policy once it is approved. Other researchers have created campaigns to help educate campus communities. The Queer Brandeis Campaign was one of the first initiatives aimed at getting campus communities to recognize issues with gender identity and privilege (Agans, 2007).

The “Building Bridges” campaign serves as training for companies to create an inclusive workplace, which directly impacts Fortune 500 companies. The training has grown from including just sexual orientation and non-discrimination policies; it now includes gender identity and gender expression. It is now helping companies to find ways to include domestic partner benefits (Baillie & Gedro, 2009).

### **LGBT College Experience**

College students who identify with the LGBT community have their own issues to address on college campuses. Although these issues may be similar to the ones faced in the workplace, there are specific differences on a college campus. There are also

differences between students who are out to others about their sexuality, and not out to those around them. Gortmaker and Brown (2006) compared the experiences of out and closeted LGBT students at a Midwestern university. The participants were put into two groups, either out or closeted. The researchers determined an overall outness score, ranging from zero to eight. The participants who were below five were considered closeted and participants above a five were considered out. However, the extent that they were out depended on the reference group. All students had the highest level of being out to their friends, 94 percent of out students and 68 percent of closeted students were either out to some or most everyone. Of the closeted students, none were out to faculty and staff on campus, and four percent were out to most of their family and students on campus.

Members of the LGBT community experience harassment and discrimination on college campuses in the United States and abroad. However, studies have indicated that harassment in the LGBT community tends to be lower in the United Kingdom than in the United States (Ellis, 2009). Students are fearful of being harassed or being treated unfairly. Due to this concern, 80 percent of closeted and 44 percent of out students felt pressure to hide their identity from other students. Likewise, 71 percent of closeted and 39 percent of out students felt they needed to hide their identity from faculty members (Gortmaker & Brown, 2006). Students in the LGBT community do have reason to be fearful of harassment, 23.4 percent of students surveyed reported being a victim of homophobic harassment or discrimination on at least one occasion since being on a university campus. Of the victims, they experienced derogatory remarks (77.9%), direct or indirect verbal harassment or threats (47.1%), and threats of physical violence

(26.5%). Many of these experiences occurred in public spaces on campus, such as the student union, residence hall, or while walking on campus (Ellis, 2009).

Some universities have realized harassment and discrimination is an important issue that needs immediate attention. Researchers suggested that intolerance is derived from a lack of knowledge and understanding between heterosexuals and the LGBT community (Getz & Kirkley, 2006). When sampling master's level counseling students, researchers found individuals who are more religious and conservative tend to have more negative views of gays and lesbians (Rainey & Trusty, 2007). Although some universities are supportive and have programming available for students in the LGBT community, few programs exist on religiously-affiliated college campuses. One Roman Catholic, Liberal Arts University in southern California created a Rainbow Educator (RE) program. This program provided presentations and workshops on sexual orientation and diversity issues. Two years after the first program, RE's reported that students were more sensitive to homophobic speech (Getz & Kirkley, 2006).

### **Transgender College Student Issues in Higher Education**

Transgender students often feel invisible on college campuses and do not feel included in the LGBT community. This population of students should not feel as though they need to lie or deny their gender to be comfortable and avoid discrimination or harassment (Beemyn, 2003). There is a common misperception that transgender people are lesbian, gay, or bisexual, or plan on undergoing sex reassignment surgery.

### **Programming**

College and universities have several options for improving their relationship with transgender students, faculty, and staff. Staff can create educational programming, which

will welcome transgender students and focus on their specific issues and needs.

Programming can provide information and knowledge to students, faculty, and staff who are nontrans-gender. Some possibilities are: transgender ally program, speakers, bulletin boards, awareness week for transgender issues only, and training sessions for staff and students (Beemyn, et al., 2005). Colleges and universities should base programming decisions on data rather than what they assume students need (Hoban & Ward, 2003).

### **Housing**

Housing policies need to be adapted to accommodate transgender students, especially those who are transitioning from one gender to another. Meeting the needs of students will be addressed on a case-by-case basis, but having a formal policy will allow students equal and safe treatment (Beemyn, et al., 2005). Some colleges and universities have policies that provide housing for transgender students, for example Itchaca College, Ohio State University, the University of California, Riverside, the University of Minnesota, and the University of Wisconsin. There are several other institutions, which offer living-learning programs or theme floors/houses, which allows trans-supportive housing options. These usually include gender-neutral rooms and bathrooms (Transgender Law and Policy Institute, 2011).

### **Restrooms and Locker Rooms**

Transgender students are often subject to harassment and violence because they violate society's gender expectations. Some of the most dangerous and vulnerable places can be the restrooms or locker rooms. Due to the possibility of violence, many transgender students prefer private restrooms and showers for their own personal protection (Beemyn, et al., 2005). To meet the needs of these students, more than 150

colleges and universities have created gender-neutral bathrooms. For example, the University of Arizona has established a bathroom policy, which gives individuals the right to use the bathroom, which aligns with their gender identity. Other institutions have created private changing rooms in new recreation centers. This provides privacy for transgender students, but also others who may want or need extra privacy (Transgender Law and Policy Institute, 2011).

### **Healthcare**

Transgender students sometimes have a difficult time finding healthcare that suits their needs. It is important for medical staff to have transgender-friendly policies in their offices. For example, intake forms should allow students to identify their sex based on their gender identity (Kirk & Belovics, 2008). Many medical professionals are not aware of the specific issues of transgender students. Most college insurance plans do not cover surgeries or hormone therapy, but some colleges and universities are changing their health insurance plans to cover these expenses. Some colleges and universities, such as Cornell University, New York University, Ohio State University, Princeton University, and the University of California, Riverside are encouraging their staffs to undergo training and transgender student issues (Transgender Law and Policy Institute, 2011). Health professionals should also be trained to ask questions about sexual orientation and the gender of their sexual partners to maintain open communication between the professional and the student (Hoban & Ward, 2003).

### **College Records and Documents**

Transgender students may want to change their name or gender on their official college records. This gives students validation and support from their college or

university. It will also protect students from discrimination when they are required to show college documents, such as when applying for a job or graduate school (Beemyn, et al., 2005). Some colleges and universities have changed their policies to allow students to change their gender. For example, at the University of Utah and the University of Oregon transgender students can change their gender on their records without evidence they have had surgery. At Ohio State University and the University of Maryland, transgender students can change their gender on their records if they have documentation from a mental health professional. At some universities, such as, the University of Michigan, the University of Vermont, and University of Massachusetts, Amherst, and the University of Maryland, students can request a preferred name instead of using their legal name on course rosters and throughout the university. Students who are attending American University and the University of Illinois, Chicago can receive a new identification card that has a gender-appropriate picture with their last name and first initial of the first name only (Transgender Law and Policy Institute, 2011).

### **Summary**

Transgender students have specialized needs that require colleges and universities to stay current on new developments. To keep these students safe on campus, there should be policy changes made throughout campuses to meet the needs of the students. Colleges and universities looking to make changes should look to institutions, which have already made steps to better transgender students' lives on campus. Colleges and universities around the country should provide students, faculty, and staff to receive knowledge and education about transgender student issues in higher education.

## CHAPTER THREE

### METHODOLOGY

#### **Statement of Purpose**

The purpose of this creative project was to create workshop on transgender student issues at Ball State University. The workshop would encompass speakers, panels, and information, which would provide educational information to students. This workshop would also give transgender students an opportunity to meet other students who identify as transgender that they could utilize as a support system. This workshop would be beneficial to the transgender student community, but could also provide educational information to Ball State University students.

#### **Methodology**

The first steps of this creative project were to review the related literature on this topic. The areas that were examined were LGBT cultural issues, LGBT college experience, and transgender college student issues in higher education. The information in the literature review provided context about the issues in the LGBT and transgender community and what steps could be taken to improve their life experiences. Next, several schools were researched to gather necessary information about policies and procedures relating to transgender students. Specific colleges and universities that have policies in place to help support transgender students were highlighted. Available resources throughout the state of Indiana were gathered and compiled into a document to

be used by students. Resources that are available to transgender students at Ball State University were collected as well.

### **Design of Project**

The Transgender Student Workshop was created to provide resources and education to the students at Ball State University. It is also meant to give transgender students allies and a support system within the university. Those who use this workshop will have a better understanding of transgender student issues and how to make the necessary changes on campus to make these students feel more included.

The workshop will have an agenda that will outline the different speakers and panels that are available. Along with the agenda, the individuals who attend will receive a list of available resources in the state of Indiana and in the Ball State University community. In order to market the workshop to students, emails will be sent out and flyers will be put in appropriate places on campus, such as the multicultural and counseling centers.

### **Summary**

The Transgender Student Workshop will be a safe space for students to explore the issues facing today's transgender students in higher education. The workshop will offer new perspectives for those who are willing to serve as allies. It will also provide the necessary information and resources to make changes on Ball State University's campus.

CHAPTER FOUR  
TRANSGENDER STUDENTS:  
A SEMINAR FOR ACADEMIC AND PERSONAL SUCCESS

**Project Summary**

This creative project built a transgender student workshop for the Ball State University community. This will provide education and information to students about issues surrounding transgender students. This project can be modified to meet the needs of various communities at different institutions. This project provides instructions on how to build and hold a workshop on campus. By having this type of workshop on campus, it will create an inclusive environment for transgender students and will give students the opportunity to educate themselves about the issues and needs of this specific population.

The project contains the following documents:

- Planning Agenda, page 16.
- Student Agenda, page 18.
- Guidelines for the Workshop, page 19.
- Possible List of Educational Topics to Address, page 20.
- Ball State University Resource List, page 21.
- NASW-Indiana Chapter GLBT Resource List, page 22.
- Advertisement of Workshop, page 29.
- Evaluation of Workshop, page 31.

## Planning Agenda

8:00-8:15 am Check-in/Refreshments

- During check in, the person will be given an agenda, list of resources, and guidelines for the workshop.

8:15-8:30 am Welcome to the Workshop

- During this time, the person who is welcoming the students to the workshop can go over the agenda and use this time to go over the guidelines for the workshop. This can give students the opportunity to ask questions about the workshop and expectations.

8:30-9:00 am Keynote Speaker

- It would be beneficial to have a keynote speaker who is familiar with transgender students and their issues. A professional from the counseling center or bringing an outside speaker might be a possibility.

9:00-10:00 am Educational Session 1

- During this session, there will be two topics discussed. Students will be given an opportunity to ask questions and provide feedback about each topic.

10:00-10:15 am Break

- This will allow the participants a chance to stretch, use the restroom, or get something to eat/drink.

10:15-11:15 am Educational Session 2

- During this session, there will be two topics discussed. Students will be given an opportunity to ask questions and provide feedback about each topic.

11:15-12:00 pm Student Panel

- It would be beneficial to those in attendance to hear from current students or recent alumni who identify as transgender. This will give the perspective of actual students who can give testimonials of their experiences. This will give those in attendance the ability to ask questions in a safe environment.

12:00 pm Completion of Evaluation/Dismiss Program

- The participants of the workshop should complete an evaluation to determine how much people gained from this experience and what could be changed or modified to promote success for future workshops.

## **Student Agenda**

8:00-8:15 am Check-in/Refreshments

8:15-8:30 am Welcome to the Workshop

8:30-9:00 am Keynote Speaker

9:00-10:00 am Educational Session 1

- 9:00-9:30 am Housing
- 9:30-10:00 am Restroom and Locker Rooms

10:00-10:15 am Break

10:15-11:15 am Educational Session 2

- 10:15-10:45 am Healthcare
- 10:45-11:15 am Programming

11:15-12:00 pm Student Panel

12:00 pm Completion of Evaluation/Dismissal

## **Guidelines for the Workshop**

In order to make the workshop a safe, inclusive, and professional environment there need to be specific guidelines set up beforehand. These can be given to those in attendance when they check in and they can be asked to review them before the workshop begins.

Recommendations for the guidelines:

- Confidentiality.
- Do not assume others share your opinions and experiences.
- Actively participate in the educational sessions and panel discussions.
- Move outside your comfort zone.
- Allow others to speak.
- Be supportive of others' experiences and opinions.
- What is said during the workshop stays in the workshop.
- Share your knowledge with others.

### **Possible List of Educational Topics to Address**

Based on the literature review in chapter two, there are specific issues transgender students face while attending college. There are two one hour educational sessions that provide the opportunity to explore two topics during each session. It would be ideal that each topic lasts 20 minutes and allow 10 minutes for questions and/or discussion of the topic. The topics discussed during the workshop may change depending on the needs of the audience.

Here is a list of possible topics:

- Programming.
- Housing.
- Restrooms and Locker Rooms.
- Healthcare.
- College Records and Documents.
- Harassment.
- Inclusive language.

## **Ball State University Resource List**

### **Ball State University**

#### **Counseling Center**

Lucina Hall, room 320

Muncie, IN 47306

Hours: 8 a.m. - 5 p.m., Monday through Friday

Phone: 765-285-1736

Fax: 765-285-2081

#### **Health Center**

Dr. Kent Bullis

1500 Neely Avenue

Muncie, Indiana 47306

Hours: Monday, Thursday and Friday 8:00 A.M. to 4:30 P.M., Tuesday and Wednesday

9:00 A.M. to 6:30 P.M.

Phone: 765-285-8431

Fax: 765-285-1103

E-mail: [healthcenter@bsu.edu](mailto:healthcenter@bsu.edu)

#### **Spectrum**

Spectrum is an organization run by students for students. Their motto—Just because you're here doesn't mean you're Queer—shows that you do not have to identify as GLBT to become a member. Everyone is welcome to attend!

Meetings are held Thursdays at 8pm

Email: [spectrum@bsu.edu](mailto:spectrum@bsu.edu)

#### **Continuum**

Continuum is an organization aimed at providing LGBTQIA graduate students a place to express AND interact and discuss concerns relevant to them as graduate students. It is also focused on aiding the professional development of graduate students by pooling our knowledge in an effort to develop the skills needed to function as professionals. In addition, the organization will pursue opportunities that will advance the professional and political position of LGBTQIA graduate students.

Email: [continuum@bsu.edu](mailto:continuum@bsu.edu)

#### **SafeZone**

SAFEZONE is a voluntary network of faculty, staff and students who believe that every member of the University community should have an opportunity to grow and learn in a safe and open environment. SAFEZONE offers trainings for those who wish to become allies/advocates, workshops on relevant topics, assistance and support to faculty, staff and students and resources for LGBTQ people as well as allies and advocates. We welcome your input.

Email: [safezone@bsu.edu](mailto:safezone@bsu.edu)

# NASW-Indiana Chapter Gay, Lesbian, Bisexual, Transgender Committee GLBT Resource List

Last updated on 8/7/09

*Inclusion on this list does not constitute endorsement by NASW Indiana Chapter or the GLBT Committee.*

*The resources listed have been reported to the committee as GLBT affirming.  
Please explore the resources carefully to determine what is right for you.*

*Questions? Corrections? Additions?*

*Please contact the GLBT Committee at [naswin@naswin.org](mailto:naswin@naswin.org) or 317.923.9878.  
Web: [www.glnh.org](http://www.glnh.org)*

## **National**

### **American Civil Liberties Union (ACLU)**

What: Conserving America's original civic values, including the extension of rights to segments of the population that have traditionally been denied their rights, including people of color; GLBT individuals; women; mental-health patients; prisoners; people with disabilities; and the poor.

Where: 125 Broad Street, 18th Floor  
New York, NY 10004  
Phone: 212.549.2627  
E-mail: [getequal@aclu.org](mailto:getequal@aclu.org)  
Web: [www.aclu.org](http://www.aclu.org)

### **Gay and Lesbian Alliance Against Defamation (GLAAD)**

What: Dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation.

Where: 248 West 35th Street, 8th Floor  
New York, NY 10001  
Phone: 212.629.3322  
Fax: 212.629.3225  
Web: [www.glaad.org](http://www.glaad.org)

### **Gay and Lesbian National Hotline**

What: The Gay & Lesbian National Hotline provides telephone and email peer-counseling, as well as factual information and local resources for cities and towns across the United States.

When: Monday-Friday 4:00 pm - 12:00 am,  
Saturday  
12:00 pm - 5:00 pm  
Mailing: 2261 Market Street PMB #296  
San Francisco, CA 94114  
Phone: 888.843.4564 (toll free)  
E-mail: [info@GLBTNationalHelpCenter.org](mailto:info@GLBTNationalHelpCenter.org)

### **Gay, Lesbian, and Straight Education Network (GLSEN)**

What: GLSEN strives to assure that each member of every school community is valued and

respected regardless of sexual orientation or gender identity/expression.

Mail: 90 Broad Street 2nd Floor, New York, NY 10004  
Phone: 212.727.0135  
Fax: 212.727.0254  
E-mail: [glsen@glsen.org](mailto:glsen@glsen.org)  
Web: <http://www.glsen.org/cgi-bin/iowa/all/about/index.html>

### **GLBT National Youth Hotline**

What: Telephone volunteers are in their teens and early twenties, and speak with teens and young adults up to age 25 about coming-out issues, relationship concerns, parent issues, school problems, HIV/AIDS anxiety and safer-sex information.

When: Monday-Saturday 9:30 pm - 12:00 am  
Mailing: 2261 Market Street PMB #296  
San Francisco, CA 94114  
Phone: 800.246.7743 (toll free)  
E-mail: [youth@GLBTNationalHelpCenter.org](mailto:youth@GLBTNationalHelpCenter.org)  
Web: [www.glnh.org](http://www.glnh.org)

### **Human Rights Campaign (HRC)**

What: HRC provides a national voice on GLBT issues; effectively lobbies Congress; mobilizes grassroots action in diverse communities; invests strategically to elect a fair-minded Congress; and increases public understanding through innovative education and communication strategies.

Where: 1640 Rhode Island Avenue NW  
Washington, DC 20036  
Phone: 202.628.4160

202.216.1572 TTY  
800.777.4723 (toll free)  
E-mail: [hrc@hrc.org](mailto:hrc@hrc.org)  
Web: [www.hrc.org](http://www.hrc.org)

#### **Lambda Legal**

What: National organization committed to achieving full recognition of the civil rights of the GLBT community, and people with HIV or AIDS through impact litigation, education, and public policy work.  
When: Tuesday 1:00 pm - 3:30 pm  
Wednesday 2:00 pm - 4:30 pm  
Thursday 10:30 am - 1:00 pm  
Where: Midwest Regional Office, 11 East Adams, Suite 1008, Chicago, IL 60603-6303  
Phone: 312.663.4413 (Help Desk)  
Web: <http://www.lambdalegal.org/cgi-bin/iowa/index.html>

#### **Log Cabin Republicans**

What: The nation's leading voice for fairness, inclusion, and tolerance in the GOP. Log Cabin Republicans courageously stand on the front lines of today's most important battleground for gay and lesbian civil rights.  
Where: 1901 Pennsylvania Avenue NW Suite 902 Washington, DC 20006  
Phone: 202.347.5306  
Fax: 202.347.5224  
E-mail: [membership@logcabin.org](mailto:membership@logcabin.org)  
Web: [www.logcabin.org/logcabin/index](http://www.logcabin.org/logcabin/index)

#### **National Gay and Lesbian Task Force (NGLTF)**

What: NGLTF is a national progressive organization working for the civil rights of the GLBT community, with the vision and commitment to building a powerful political movement.  
Where: 1325 Massachusetts Avenue NW, Suite 600, Washington, DC 20005  
Phone: 202.393.5177  
202.393.2284 TTY  
Fax: 202.393.2241  
E-mail: [ngltf@nglff.org](mailto:ngltf@nglff.org)  
Web: [www.thetaskforce.org](http://www.thetaskforce.org)

#### **National Stonewall Democrats**

What: America's only grassroots Democratic GLBT organization. They lead the Democratic Party to continue improving its record on issues important to the GLBT community.  
Mailing: PO Box 9330, Washington, DC 20005  
Phone: 202.625.1382  
Fax: 202.625.1383  
E-mail: [field@stonewalldemocrats.org](mailto:field@stonewalldemocrats.org)  
Web: [www.stonewalldemocrats.org](http://www.stonewalldemocrats.org)

#### **Servicemembers Legal Defense Network (SLDN)**

What: SLDN is a non-partisan, non-profit, legal services, watchdog and policy organization

dedicated to ending discrimination against military personnel affected by "Don't Ask, Don't Tell" (DADT).  
Phone: 202.621.5416  
Web: [www.sldn.org](http://www.sldn.org)

#### **Old Lesbians Organizing for Change (OLOC)**

What: National network of Old Lesbians over age 60 working to make life better for Old Lesbians and to confront ageism in our communities and our country using education and public discourse as primary tools.  
Phone: 888-706-7506 (toll free)  
Email: [info@oloc.org](mailto:info@oloc.org)  
Web: [www.oloc.org](http://www.oloc.org)

#### **COLAGE**

What: COLAGE is a national movement of children, youth, and adults with one or more lesbian, gay, bisexual, transgender and/or queer (LGBTQ) parent/s. We build community and work toward social justice through youth empowerment, leadership development, education, and advocacy.  
Where: 1550 Bryant Street Suite 830 San Francisco, CA 94103  
Phone: 415.861.5437  
Web: <http://www.colage.org>

#### **PFLAG (Parents, Families, and Friends of Lesbians and Gays)**

What: PFLAG promotes the health and well-being of GLBT persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. Provides opportunity for dialogue about sexual orientation and gender identity, and acts to create a society that is healthy and respectful of human diversity.  
Where: 1726 M Street, NW Suite 400 Washington, DC 20036  
Phone: 202.467.8180  
Fax: 202.467.8194  
Web: [www.pflag.org](http://www.pflag.org) (Local chapter info available)

#### **Soulforce**

What: The purpose of Soulforce is freedom for GLBT individuals from religious and political oppression through the practice of relentless nonviolent resistance.  
Mailing: PO Box 3195, Lynchburg, VA 24503-0195  
E-mail: [info@soulforce.org](mailto:info@soulforce.org)  
Web: [www.soulforce.org](http://www.soulforce.org)

**Intersex Society of North America**

What: The Intersex Society of North America (ISNA) is devoted to systemic change to end shame, secrecy, and unwanted genital surgeries for people born with an anatomy that someone decided is not standard for male or female.  
Where: 979 Golf Course Drive #282  
Rohnert Park, CA 94928  
Web: [www.isna.org/](http://www.isna.org/)

**Trevor Project Helpline**

What: Crisis line that promotes tolerance and provides support and counseling (including suicide prevention counseling) to GLBT youth.  
When: 24 hours a day  
Where: 8581 Santa Monica Boulevard, Suite 558  
West Hollywood, CA 90069  
Phone: 866.488.7386 (toll free)  
E-mail: [support@thetrevorproject.org](mailto:support@thetrevorproject.org)  
Web: [www.TheTrevorProject.org](http://www.TheTrevorProject.org)

**Trans Youth Family Allies (TYFA)**

What: TYFA empowers children and families by partnering with educators, service providers and communities, to develop supportive environments in which gender may be expressed and respected. We envision a society free of suicide and violence in which ALL children are respected and celebrated.  
Phone: 888.462.8932 (toll free)  
Web: [www.imatyfa.org](http://www.imatyfa.org)

**Deaf Queer**

What: Website hosting for deaf LGBT non-profits.  
Web: [www.deafqueer.net](http://www.deafqueer.net)

**GLBT Central (Disability Resources)**

What: National website hosting for GLBT people with Hearing, Speaking and Vision Impairments, Paraplegic, and Mental Illness.  
Email: [glbt@glbtcentral.com](mailto:glbt@glbtcentral.com)  
Web: [www.glbtcentral.com/disability.html](http://www.glbtcentral.com/disability.html)

**Benchmark Institute: Cultural Competence**

What: Linking people, learning and performance for social justice. Effective Outreach to the GLBT Disability Community. Session materials available with excellent resource listing.  
Web: <http://www.benchmarkinstitute.org/glbt/>

**Indiana / Statewide****Human Rights Campaign, Indiana Chapter (HRC)**

What: Local representation for HRC in Indiana, and Louisville, KY. Provides local membership with information regarding national initiatives and keeps the national office informed of local initiatives.  
Mailing: PO Box 1092, Indianapolis, IN 46206  
Phone: 317.727.5901

E-mail: [info@hrcindiana.org](mailto:info@hrcindiana.org)

Web: [www.hrcindiana.org](http://www.hrcindiana.org)

**Indiana Civil Liberties Union (ICLU)**

What: The mission of the ICLU is to defend the principles set forth in both the Indiana and U.S. Constitutions, particularly the Bill of Rights.  
Where: 1031 East Washington Street  
Indianapolis, IN 46202  
Phone: 317.635.4059 Extension 227  
Fax: 317.635.4105  
E-mail: [lsnethen@aclu-in.org](mailto:lsnethen@aclu-in.org)  
Web: [www.aclu-in.org](http://www.aclu-in.org)

**Indiana Equality (IE)**

What: Statewide coalition with the objective of amending the Indiana Civil Rights Law to include sexual orientation and gender identity, and oppose the discriminatory marriage amendment to Indiana's state constitution.  
Mailing: PO Box 20621, Indianapolis, IN 46220  
Phone: 888.567.0750 (toll free)  
E-mail: [ie@indianaequality.org](mailto:ie@indianaequality.org)  
Web: [www.indianaequality.org](http://www.indianaequality.org)

**Indiana Stonewall Democrats (ISD)**

What: The state organization of GLBT Democrats and their friends. ISD is committed to improving the record of the Democratic Party and educating voters about the vast difference that exists between the two major parties on issues of importance to the GLBT community.  
Mailing: PO Box 441445, Indianapolis, IN 46244  
Phone: 317.637.3366 Extension 503  
E-mail: [info@instonewalldems.org](mailto:info@instonewalldems.org)  
Web: [www.instonewalldems.org](http://www.instonewalldems.org)

**Indiana Transgender Rights Advocacy Alliance (INTRAA)**

What: Seeks to organize the transgender community and works through education and legislative efforts to create a society that values and protects freedom of gender expression and the right to gender self-determination for all.  
Where: 1950 East Greyhound Pass, #18-304  
Carmel, IN 46033  
Mailing: PO Box 20386, Indianapolis, IN 46220  
Phone: 317.466.2333  
888.657.1854 (toll free)  
E-mail: [info@intraa.org](mailto:info@intraa.org)  
Web: [www.intraa.org](http://www.intraa.org)

**Indiana Youth Group (IYG)**

What: Variety of programs and general information. Recreational and social activities for self-identified GLBT, and questioning young people (ages 12-20). Based on five core service areas: leadership development,

educational development, personal development, social development, and information and referral.  
 When: Wednesday and Thursday 3:00 pm - 9:00 pm,  
 Friday 3:00 pm - 12:00 am, Saturday 6:00 pm - 12:00 am  
 Where: 2943 East 46th Street, Indianapolis, IN 46205  
 Mailing: PO Box 20716, Indianapolis, IN 46220  
 Phone: 317.541.8726  
 Fax: 317.545.8594  
 Cost: Free  
 E-mail: info@indianayouthgroup.org  
 Web: www.indianayouthgroup.org

#### **Interfaith Coalition on Nondiscrimination (ICON)**

What: ICON works to raise awareness about discrimination against GLBT people and to identify affirming clergy and congregations across the state.  
 Where: 2950 East 55th Place, Indianapolis, IN 46220  
 Who: Dan Funk  
 Phone: 317.722.0236  
 E-mail: dfunk@iconindiana.org  
 Web: www.iconindiana.org

#### **Log Cabin Republicans-Indiana Chapter**

What: Local chapter of the national Log Cabin Republicans, the nation's leading voice for fairness, inclusion, and tolerance in the GOP. Log Cabin Republicans courageously stand on the front lines of today's most important battleground for gay and lesbian civil rights.  
 Mailing: PO Box 2921, Indianapolis, IN 46206  
 Phone: 317.442.7788  
 E-Mail: Indy@logcabin.org  
 Web: www.logcabin.org

#### **Central Indiana / Indianapolis Citizens for Civil Rights**

What: Nonprofit organization dedicated to advocacy, awareness, and education in human rights issues for all residents of Greater Lafayette.  
 Mailing: PO Box 2461, West Lafayette, IN 47906  
 E-mail: ccr@nlci.com  
 Web: www.nlci.com/ccr

#### **Damien Center**

What: Provides services (care coordination, housing, pastoral, food & nutrition, career development) to persons in central Indiana infected with HIV/AIDS, as well as their affected friends and families.  
 Where: 26 North Arsenal Avenue  
 Indianapolis, IN 46201  
 Phone: 317.632.0123  
 800.213.1163 (toll free)  
 317.632.4259 TTY  
 E-mail: info@damien.org

Web: www.damien.org

#### **Gay Indy**

What: Non-for-profit volunteer organization designed to be an online clearinghouse of information for the GLBT community in Indianapolis and the surrounding areas.  
 Mailing: PO Box 47276, Indianapolis, IN 46247  
 E-mail: webmaster@gayindy.org  
 Web: www.gayindy.org

#### **Greater Indianapolis Fairness Alliance**

What: To secure and defend full civil rights for all GLBT people through education and non-partisan political action in the greater Indianapolis area.  
 Mailing: PO Box 20170, Indianapolis, IN 46220  
 Phone: 317.923.6566  
 E-mail: gifa@indyfairness.org  
 Web: www.indyfairness.org

#### **Indiana Action Network (IAN)**

What: A group of Hoosier activists dedicated to fighting injustice against the Indiana GLBT community.  
 Mailing: PO Box 20705, Indianapolis, IN 46220  
 E-mail: actionindy@hotmail.com  
 Web: www.indiana-action.net

#### **Indiana Black Pride**

What: An organization dedicated to promoting unity, strength, and pride within the African-American GLBT community.  
 Phone: 317.592.9529  
 Mailing: PO Box 44608, Indianapolis, IN 46244  
 E-mail: indianablackgaypride@yahoo.com  
 Web: www.indianablackpride.com

#### **Indy Boyz**

What: A peer-led social/support group for female-to-male (FTM) transgendered people in the Indianapolis and surrounding areas and their significant others, family, friends, and allies (SOFFAs).  
 Mailing: PO Box 34241, Indianapolis, IN 46234  
 Phone: 800.222.6000 (toll free)  
 E-mail: info@indyboyz.org  
 Web: www.indyboyz.org

#### **Indy Pride**

What: Indy Pride was formed to provide educational and social programming for all persons residing in the State of Indiana in the hopes that prejudice and discrimination would be eliminated.  
 Mailing: PO Box 44403, Indianapolis, IN 46244  
 E-mail: info@indyprideinc.com  
 Web: www.indyprideinc.org

**Indy Rainbow Chamber of Commerce**

What: Promotes businesses owned by, operated by, or supportive of the local GLBTA community; promotes GLBTA business participation in efforts to enhance economic development and quality of life; promotes public appreciation of the contribution made by the GLBTA business community.  
 Mailing: 1075 Broadripple Avenue #270  
 Indianapolis, IN 46220  
 Phone: 317.466.2212  
 E-mail: info@indyrainbowchamber.org  
 Web: www.indyrainbowchamber.org

**Indy SoulSistahs**

What: Social group for black lesbians.  
 Mailing: PO Box 11775, Indianapolis, IN  
 Phone: 317.440.0065  
 E-mail: indysoulsistahs@yahoo.com  
 Web: www.indysoulsistahs.com

**International Gender Support (IGS)**

What: Offers social activities, support, and resource information to any gender dysphoric person, their families, friends, and service providers in Indianapolis and the Central Indiana area.  
 When: 1st Saturday and 3rd Tuesday of each month.  
 Call for times.  
 Mailing: PO Box 425, Carmel, IN 46082  
 Phone: 317.299.5377  
 317.879.9150 (Outreach Line)  
 E-mail: kaylin@iquest.net  
 Web: <http://members.iquest.net/~kaylin/igs.htm>

**LGBT Fairness**

What: Lobbies for fairness on all levels of government. They cover the full range of issues of concern, including: hate crimes/victims rights, police/community relations, GLBT civil rights, AIDS, lesbian health, insurance, youth/education, and laws relating to rights to organize and raise funds politically and socially.  
 Mailing: PO Box 441396, Indianapolis, IN 46244  
 Phone: 317.780.0001

**Southern Indiana  
Bloomington TG Group**

What: To provide a positive and supportive environment for all those in the transgender community.  
 Where: 2120 North Fee Lane, Bloomington, IN  
 When: 2nd Saturday of each month from 7:00 pm - 9:00 pm  
 Phone: 888.657.1854 Extension 2  
 E-mail: info@bloomingtontg.org  
 Web: www.bloomingtontg.org

**GLBT Student Support Services of Indiana University**

What: The GLBT Student Support Services office is a resource center for the entire Indiana University community, provides educational resources on GLBT issues, and offers information, support, and referrals for GLBT individuals and allies.  
 Where: 705 East 7th Street, Bloomington, IN 47408  
 Phone: 812.855.4252  
 Fax: 812.855.4465  
 E-mail: glbtserv@indiana.edu  
 Web: www.indiana.edu/~glbt

**Gay/Straight Alliance of Columbus**

What: The mission of the Gay/Straight Alliance is to nurture an all-inclusive, positive environment in the Columbus area through social action and education. By joining hands across the spectrum of sexualities and gender identities, they advocate the celebration of diversity.  
 Mailing: PO Box 1895, Columbus, IN 47202  
 Phone: 812.379.5854  
 E-mail: Columbus\_GSA@comcast.net

**LGBTQ Alliance of Indiana State University**

What: The LGBTQ Alliance is a student-run organization on the campus of Indiana State University. Their goal is to increase awareness and understanding of LGBTQ issues on campus.  
 Where: Terre Haute, IN  
 Phone: 812.237.3165  
 E-mail: wsschne@isugw.indstate.edu  
 Web: <http://sapphire.indstate.edu/%7Empflugshaup>

**Tri-State Alliance**

What: A grass roots non-profit organization that serves the gay, lesbian, bisexual and transgender communities of Southwestern Indiana, Western Kentucky, and Southern Illinois. The group provides cultural competency training, a large GLBT youth group, registers and educate voters, educates elected officials of concerns of the regional GLBT communities, and sponsors monthly educational and social events.  
 Mailing: PO Box 2901, Evansville, IN 47728  
 Phone: 800.374.7162 (toll free)  
 812.422.5951  
 E-mail: wallypaynter@aol.com  
 Web: www.tsagl.org

**Northern Indiana  
AIDS Task Force**

What: HIV/AIDS prevention, education, advocacy, and support to people in northeast Indiana.  
 Where: 525 Oxford Street, Fort Wayne, IN 46806  
 Phone: 800.417.3085 (toll free)  
 260.744.1144

Fax: 260.745.0978  
 E-mail: info@aidsfortwayne.org  
 Web: www.aidsfortwayne.org

#### **Alcoholics Anonymous (AA)**

What: Closed AA meetings for GLBT persons.  
 When: Monday at 7:00 pm: Double Anonymity Group St. Joseph's Church in South Bend.  
 Wednesday at 7:00 pm: Step Meeting St. Joseph's Church in South Bend. Saturday at 7:00 pm: Other Side Group Holy Cross College Student Center.  
 Phone: 574.234.7007  
 E-mail: info@michianasober.org  
 Web: www.michianasober.org

#### **Alternatives**

What: Social groups, discussion groups, support groups, youth group (ages 14-21), workshops, educational resources, resource library, GLBT-friendly referrals for businesses and healthcare providers, safer sex information, free HIV testing, volunteer programs. Serving the GLBT Community of Northwest Indiana.  
 Mailing: PO Box 1711, Highland, IN  
 Phone: 219.923.0095  
 888.NWI.GAYS (toll free)

#### **Fort Wayne Pride Festival**

What: Annual spring festival celebrating the GLBT Community in Fort Wayne.  
 When: Every June  
 Where: Headwaters Park, Fort Wayne, IN  
 Web: www.gayfortwayne.com

#### **Gender Café at Manchester College**

What: The mission of Gender Café is to promote awareness, discussion and education of gender issues in many facets of life within the Manchester community. Membership is open to anyone who has an interest in gender issues. Both those seeking to become activists and those who simply have a desire to become more aware of the problems men and women confront because of the ways in which gender is constructed are welcome.  
 When: Monthly meetings  
 Where: 604 East College Avenue  
 North Manchester, IN 46962  
 Phone: 260.982.5391

#### **United Sexualities of Indiana University-Purdue University Ft. Wayne (IPFW)**

What: United Sexualities is a support, education, and advocacy student organization serving the GLBT and questioning, and allied communities of IPFW and the greater Fort Wayne area.  
 When: Every Wednesday in the Walb Student Union  
 from 7:00 pm - 9:00 pm  
 Where: 2101 East Coliseum Boulevard  
 Fort Wayne, IN 46805  
 Phone: 260.417.9166

#### **United Sexualities of Manchester College**

What: The United Sexualities organization exists with the intention of providing visible, tangible support for straight and GLBT members of the community. The organization meets once a week in a non-threatening space for members.  
 When: Weekly meetings  
 Where: 604 East College Avenue  
 North Manchester, IN 46962  
 Phone: 260.982.5352

#### **Up the Stairs Community Center (UTSCC)**

What: A meeting place and safe haven for the GLBT community in and around Fort Wayne. Center-sponsored activities, projects, and events designed to meet the needs of the GLBT community. Open to any GLBT-supportive non-profit groups for their activities.  
 Where: 514 East Washington Boulevard  
 Fort Wayne, IN 46802  
 Phone: 260.422.2450  
 E-mail: UTSCC2@utsc.org Web: www.utsc.org

#### **Gay, Lesbian, Bisexual, and Transgender (GLBT) Resource Center of Michiana**

What: A place to get together with friends, play a game, read, have a cup of coffee, or watch a movie. Free HIV testing is available. They have the ONLY transgender group in the region. Large assortment of GLBT books and magazines.  
 When: Open Monday -Thursday noon to 9pm;  
 Friday  
 & Saturday, noon to 10pm.  
 Where: Located in the 100 Center off Lincolnway in Mishawaka. Take the brick center street to the Brewery building (through the glass double-doors in the Professional Building entrance).  
 Phone: 574-254-1411  
 E-mail: info@glbtmichiana.org  
 Web: http://www.glbtmichiana.org/

#### **Social Work Communities**

##### **Latino Social Workers Organization (LSWO)**

What: The LSWO has a mission focused on the Recruitment and Retention of Latinos in Higher Education, Advocating for Cultural Competency within human service agencies, and as a provider of high quality continuing education programs.  
 Where: PO Box 8778, Rolling Meadow, IL 60008  
 Phone: 312.212.3857  
 Fax: 866.488.7813 (toll free)  
 Web: www.lsw.org

##### **National Association of Black Social Workers (NABSW)**

What: NABSW is designed to promote the welfare, survival, and liberation of the Black Community; and to advocate for social change at the national, state, and local level.  
Where: 2305 Martin Luther King Ave. S.E.  
Washington, D.C. 20020  
Phone: 202.678.4570  
Fax: 202.678.4572  
Email: nabsw.harambee@verizon.net  
Web: www.nabsw.org

**Asian Social Workers Network (ASWN)**

What: ASWN offers social workers from throughout

the United States to network, share, and learn.

Email: socialwork@aswn.org

Web: www.aswn.org

**National Committee on LGBT Issues (NCLGBTI)**

What: Established to enable NASW to further the cause of social justice by promoting and defending the rights of persons suffering injustices and oppression because they are lesbian, gay bisexual or transgender.

Email: etomaszewski@naswdc.org

Web: www.socialworkers.org (under governance)

### **Advertisement of Workshop**

To attract individuals who have an interest in gaining knowledge about this population of students, email advertisements will be sent to all Ball State University students. It may be beneficial to go to student groups on campus and directly advertise to the students. Another opportunity for advertising would be to go to hall councils in the residence halls and speak to students about this unique opportunity. Due to the sensitivity and confidentiality of the workshop, it would be beneficial to address students in smaller groups. However, the email may attract attention from faculty, staff, and students who have a special interest in the community.

Email draft:

#### **Creating an Inclusive Environment: Transgender Student Workshop**

(Insert date/time/place here)

This workshop will provide information and education about issues transgender students face on a college campus. Some possible topical areas include: programming, housing, restrooms and locker rooms, healthcare, and college records and documents.

#### **Do you have specific questions that you want answered?**

A panel of current and former transgender students will also provide additional information.

This event is open to Ball State University students. Please RSVP to (name of person) by (specific time).

# Interested in learning more about transgender students?

Join other students to learn and discuss issues that  
face transgender students on campus!

When (date/time)?

Where (location)?

Some possible topics include:

Programming

Housing

Restrooms and Locker Rooms

Healthcare

College Records and Documents

Harassment

Inclusive language

**Evaluation of Workshop**

What specifically did you learn that will be able to use when interacting with other students?

Are there other areas that you would be interested in learning more about?

Would you attend another workshop on transgender issues?

Is there anything you would want changed for future workshops?

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