

On a Shoestring Budget

Utilizing Volunteers to Improve Campus Climate



SAINT LOUIS UNIVERSITY



SAFEZONE

Participants will...

- Identify several methods for utilizing volunteers to increase campus LGBT awareness and involvement.
- Formulate strategies for improving and maintaining a volunteer-based LGBT initiative.
- Discuss the challenges and opportunities they may encounter when starting or expanding LGBT support and advocacy on campus.
- Explore the importance institutional context plays on the development of new campus-wide initiatives.

Safe Zone History & Context

Saint Louis University (SLU)

- Revived and Institutionalized in Spring 2012
- Safe Zone Coordinator and trainers are volunteers
- Trainers include students, faculty, and staff
- Housed in Cross Cultural Center

Southern Illinois University Edwardsville (SIUE)

- Established 2000
- 100% volunteer faculty/staff committee based structure
- Recently found a home in the Office of Institutional Diversity and Inclusion

Where our programs are at...

Saint Louis University (SLU)

- Developed Safe Zone logo, manual, website, pre/post test, and training presentation
- Trained 297 Safe Zone Allies
- Held Ally Reception during Welcome Week
- Developed and published Ally List for Safe Zone Website (safezone.slu.edu)

Southern Illinois University Edwardsville (SIUE)

- Moved to a co-chair structure
- Developed operating papers
- Completed Campus Climate Index
- Became funded by the Office of Institutional Diversity and Inclusion
- Established 3 yr strategic plan
- Revised Safe Zone Manual
- Overhauled Safe Zone Website

Where we are hoping to go...

Saint Louis University (SLU)

- Targeted outreach to student organizations and departments for specialized training
- Collaborating with campus partners to provide brown bag lunches for trained allies
- Conducting assessment on campus climate and Safe Zone

Southern Illinois University Edwardsville (SIUE)

- Developing peer mentoring program
- Implement a program for faculty & staff to mentor LGBT students
- Create an LGBT scholarship
- Create an LGBT alumni group
- Add an LGBT friendly living learning community (FIC)
- Increase student involvement

Practical Implementation

- Training
- Programs
- Advocacy

Institutional Challenges

- Funding
- Purpose
- Politics

Volunteer Recruitment and Management

- Diverse membership
- Supervisor/department buy-in
- Facilitator training, skill and ability can vary
- Volunteer fatigue, motivation/recognition
- Decision-making
- Accountability
- Institutional/Administrative Support
- “Oppression Olympics”

Case Study

Case Study - Starting with Nothing

You have recently been tapped to lead an LGBT initiative on campus. There is limited funding and there are no other institutionalized offices or initiatives focusing on this topic. You have not been provided with human capital (no committee, office, staff). Develop a plan to move forward.

Case Study - Starting with Nothing

Processing Questions

1. How did you identify campus partners for outreach?
2. What factors did you examine while determining the direction of your initiative?
3. How could you incorporate this into the broader institutional framework?

Case Study - Something to Improve

Your campus Safe Zone program launched 2 years ago with a strong start. There was a year-long training schedule. Sessions were packed to capacity and volunteers were deeply committed. Recently, there has been a decrease in interest for the program. Less people are signing up for training sessions and facilitators are less willing to lead. Develop a plan to move forward.

Case Study - Something to Improve

Processing Questions

1. How do you re-energize your current volunteers?
2. How do you recruit new volunteers?
3. How do you maintain interest in the program?

How does this translate to your campus?

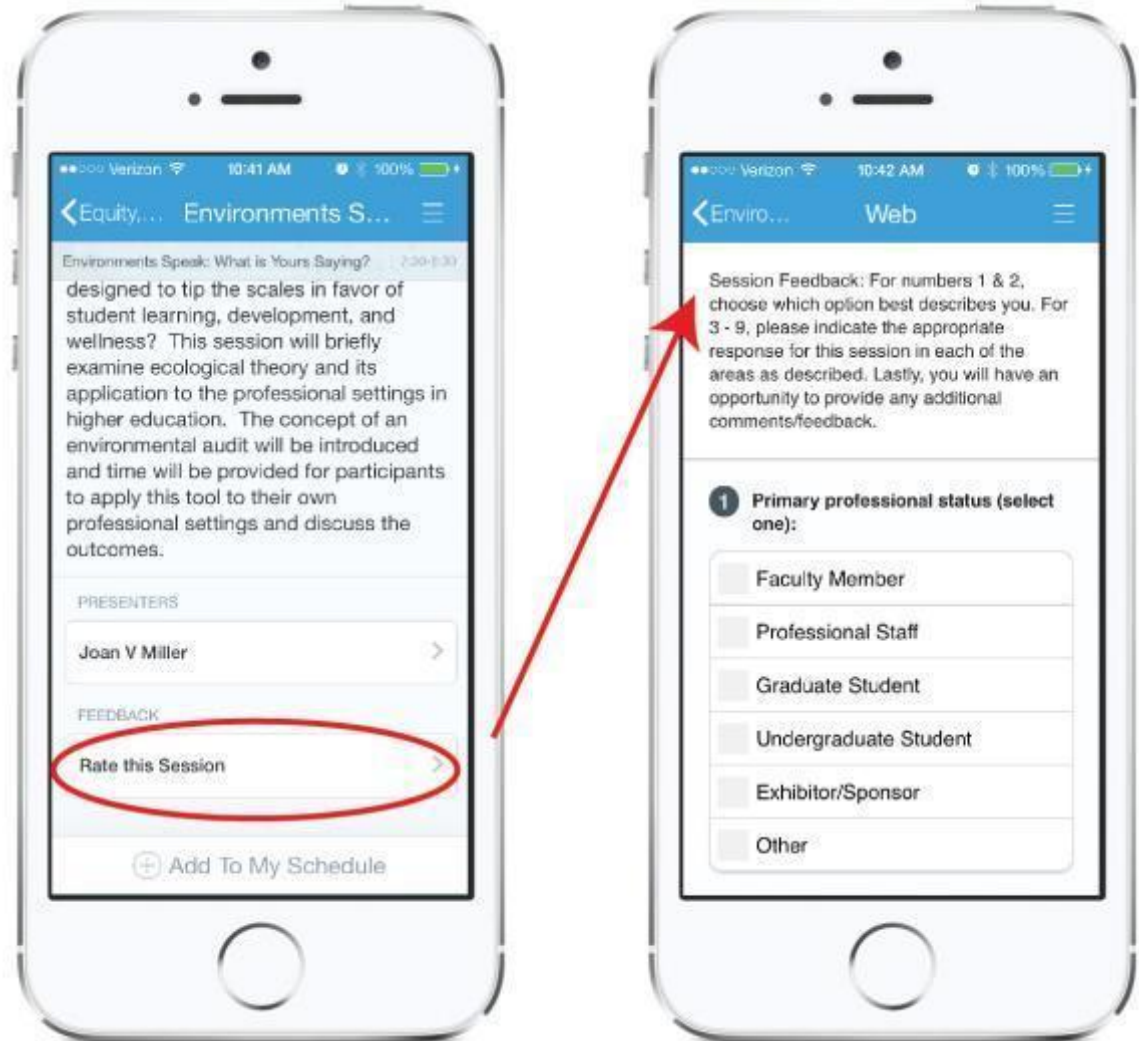
- Stakeholders
- Context
- Resources
- Goals/Outcomes
- Assessment

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Thank you for spending time with us!

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