

On A Shoestring Budget: Utilizing Volunteers to Improve Campus Climate

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.

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.

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?

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1. What Safe Zone/LGBT-focused programs and efforts does your campus have in place currently? *Structure? Purpose/Audience? (advocacy, education, network) Does your institution have any support systems for LGBT students, faculty, staff? (policies, organizations)*
2. What are 2 goals that you can work on when you return to campus?
3. Who are the key stakeholders you can bring in?
(decision-makers as well as those who will utilize the program)
4. What are foreseeable obstacles? How might you address those?
5. How does a Safe Zone/LGBT-focused program align with other institutional values or initiatives?
6. What guidelines or standards can support your forward movement? (CAS standards, Campus Pride, literature) What resources do you have access to?
7. What assessment needs/goals does the program have?