

Suggestions for How to Have “Sexual Orientation”/“Gender Identity or Expression” Included in Non-Discrimination Policies

- learn the different steps for changing the institution’s non-discrimination policy
- identify the key decision makers at each step of the process
- educate these decision makers and other important administrators (the directors of Human Resources, Student Activities, Judicial Affairs, Residence Life, Recreational Sports, etc.) about homophobia and biphobia/transphobia and the experiences of lesbian, gay, and bisexual/transgender students
- decide what arguments will work best with different decision makers (an important student need, a human rights issue, keeping up with peer institutions, in line with state and/or city ordinances)
- involve as many LGB/T students, staff, faculty, and alumni as possible
- find ways to involve individuals who may not be open about being LGB/T in the process at their comfort level
- educate and involve LGBT student groups as advocates
- identify and cultivate influential allies (student leaders, administration officials, deans, department chairs, etc.)
- seek resolutions of support from the student government, faculty senate, staff council, and diversity committees
- anticipate possible questions and concerns and be prepared to respond to them
- seek support from LGBT advocates at other schools as needed

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