

10 WAYS TO CREATE A MORE INCLUSIVE CAMPUS FOR OUR LGBTQ+ COMMUNITY



1. Celebrate your LGBTQ+ colleagues and students!

Each year during [LGBTQ History month](#) (October), UMSL hosts a series of events to learn and celebrate the many facets of the LGBTQ+ community! You can also attend festivities during [Pride Month](#) (June)!

2. Get Safe Zone trained!

The [UMSL Safe Zone](#) program serves to train faculty, staff, and students to become sensitive and responsive to the needs of gay, lesbian, bisexual, transgender, queer, questioning, intersex, and asexual persons. Our ultimate goal is to reduce the incidence of heterosexism and homophobia on our campus, and thereby promote a campus that is a safer and freer place for all, regardless of sexual orientation or gender identity.



6. Learn about the issues, laws, and policies that impact the well-being of your LGBTQ+ colleagues and students.

[Click here to start learning!](#)

7. Learn about [campus and community resources](#) that support LGBTQ+ communities.



3. Learn [best practices](#) for supporting LGBTQ+ students.

4. Show visual signs of being LGBTQ+ affirming.

Wear, or include in your office, symbols that represent or promote a safe space for LGBTQ+. Include pictures of same-sex and gender non-conforming people in your online courses, classroom, workspaces, and clinic offices.



8. Avoid heteronormative language.

According to the [Queer Dictionary](#), heteronormativity is the belief or assumption that all people are heterosexual, or that heterosexuality is the default or “normal” state of human being. We unintentionally communicate this idea when we use terms such as boyfriend, girlfriend, husband, wife to describe people who are in a heterosexual relationship, as well as when we mistakenly assume that someone else is. Instead, we can use sex-neutral terms such as partner or significant other, regardless of whom we are speaking to. [Watch this video](#) to learn more about other ways heteronormativity shows up and can be avoided.

5. Educate yourself.

Before asking your LGBTQ+ students, colleagues, or friends to teach you about their experiences, first educate yourself! You can explore the range of LGBTQ+ lived experiences through books, TV, and films that are created by people from within those



communities. Streaming services have curated lists of movies. [Check out the reading list curated by UMSL Libraries!](#)



9. Learn about, use, and encourage others to use [gender neutral pronouns](#).

10. Join and support a [local](#) and/or [national](#) LGBTQ+ advocacy organization.

Just remember that there is always more to learn. You will never know it all or get it right all the time, so be willing to make mistakes and keep learning!

For corrections or comments, please email odei@umsl.edu