

# The Campus Climate for 2SLGBTQ\* Students, Staff, and Faculty at the University of Winnipeg

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## Overview

- We examined student, staff, and faculty perceptions of the University of Winnipeg campus climate for 2SLGBTQ\* students based on data collected from environmental scans of the institution, a campus survey, and a series of interviews and focus groups with UW staff, administrators, faculty and students (past, present, and prospective).
- UW is known as the counter-cultural university, where feminists, environmentalists, Indigenous, and 2SLGBTQ\* people find a congenial place to work for social justice.
- This perception is partly shared by participants; however, support for 2SLGBTQ\* people on campus is often passive and several faculty and staff felt they lacked knowledge of the issues and how to create inclusive and anti-oppressive environments for 2SLGBTQ\* students and colleagues.
- We hope that this report and its recommendations will contribute to that work.

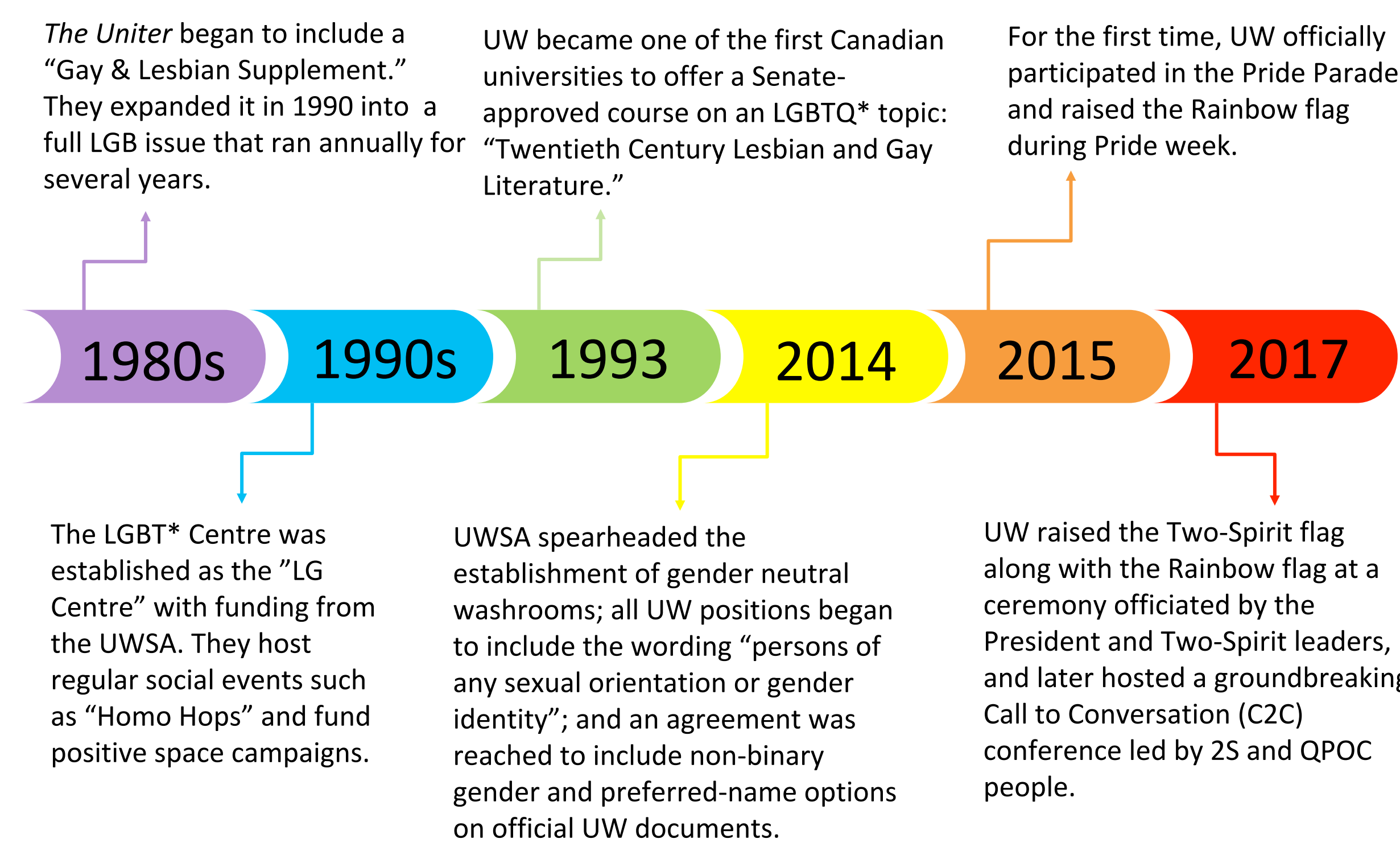
## Key Findings

- 2SLGBTQ\* survey participants were much less likely than others to see the UW as attempting to engage with the LGBTQ community (44% vs. 67%).
- Some students who identify as QPOC (Queer People of Colour) and/or 2S (Two-Spirit) feel marginalized from the LGBT\* Centre and from LGBTQ\* events on campus, suggesting a need for UW to actively decolonize queer spaces on campus.
- Our online scan (to determine what students looking for relevant courses see) found 16 courses with relevant content. Most were in Women's and Gender Studies and English. The only other units with evident 2SLGBTQ\* courses are Religion & Culture and the Faculty of Education.
- The persistence of binary-only gender options and official-name only on other University documents (e.g. hiring packages) has been frustrating to many 2SLGBTQ\* and ally students and staff. Inaction on this issue is not due to lack of institutional support, but limitations of insurance and software providers' current systems.
- 2SLGBTQ\*-identified faculty and staff at the UW experience few supports and inclusive hiring practices.
- Relevant research, events, and news are promoted but there is little 2SLGBTQ\* content in branding and recruitment materials.

## 2SLGBTQ\* Initiatives at UW



University of Winnipeg Pride Parade, 2015. Photo credit: University of Winnipeg.



Katherine Sinclair and family at the C2C conference (left) and the raising of the Two-Spirit and Rainbow flags at the UW (right). Photo Credit: University of Winnipeg.



## Recommendations

<p><b>Intersectionality, Diversity, &amp; Inclusion</b></p>	<p>Work to make the campus is a safe and affirming space for 2SLGBTQ* students and staff of all racialized, ethnic, and cultural backgrounds (e.g., use 2S/QTBIPOC acronyms within or alongside LGBTQ*; provide space for 2S/QTBIPOC individuals at queer-themed campus activities).</p>
<p><b>Positive Space Campaign</b></p>	<p>Implement ongoing professional development opportunities where professors, support staff, and other employees could participate in this training to learn how to ensure their workspaces are explicitly inclusive of 2SLGBTQ* people.</p>
<p><b>2SLGBTQ* Advisory Circle</b></p>	<p>Establish an advisory circle to the president to consult on 2SLGBTQ* issues. This group of staff and faculty members would be available for consultation on a broad range of issues and lead implementation of improvements to the campus climate for 2SLGBTQ* students, staff, and faculty.</p>
<p><b>2SLGBTQ* Topics in Curriculum</b></p>	<p>Incorporate more 2SLGBTQ* content and issues in various departments and courses in a positive and affirming manner throughout the university. The 2SLGBTQ* Advisory Circle could advise on the development of 2SLGBTQ* content for curricula.</p>
<p><b>Information on 2SLGBTQ* Resources</b></p>	<p>Students should be made aware during orientation of the services and supports available to 2SLGBTQ* students. This could include information on inclusive gym hours, gender-neutral washrooms, the LGBT* Centre, the counseling services, and Klinik, as well as other supports and resources.</p>
<p><b>Gender-Neutral Washrooms</b></p>	<p>More attention needs to be paid to the location and safety of gender-neutral washrooms. Information regarding the locations of these washrooms should be made available to students and staff who need them but this needs to be done in a way that does not compromise safety.</p>