November 7, 1991

University of Rhode Island

Department of Psychology

Robert J. Porter, M.A.

University of Rhode Island Community

Address the needs of lesbians and gays of the

To reduce homophobia and sexual harassment

A consultation proposal for a two-year program
events such as displays, films, speakers, and long celebration of diversity. Annually which includes Island, the Office of Student Life sponsors a week orientation in partnership at the University of Rhode addressing issues of diversity in general, and sexual
issues.

Rhode Island community regarding Lesbian and gay

proposals will address the needs of the University of
operation of the activities and programs. This
admission of treatment of faculty and staff, and the
disabled and veteran are veterans in the recruitment,

of sexual orientation, and discrimination against
religion, age, color, creed, national origin, handicap,
which reads as follows: "The University of Rhode Island
an affirmative action and nondiscrimination policy

located 30 miles south of the capital city of
approximately 15,000 students. The main campus is
university in the state, and it serves the needs of
Providence in rural South County. The University has

Problem Assessment
Increased attendance at the GPA meetings, including a
person attending regularly. This semester there has been
society on a twice-monthly basis, and six to ten
lesbian, bisexual association. The GPA gathers
student organization calling itself the GPA or Gay
lesbian Gay, lesbian, there is an undergraduate
center is sponsoring a support group for lesbian and
regular gay/lesbian outreach. This year the coordinating
students is gay affirmative, but does not do any
women on campus. The coordinating center for universitry
productive organization attending to the needs of all
meeting place. Steering house, steering house for information, and
part of by a graduate assistant. This center serves as a
is a women's center on campus which is staffed by
harassment of women and men of any orientation. There
meets bi-monthly to monitor and combat sexual
promoted on campus. The sexual harassment committee
sexua'l orientation, or physical handicap can be
plurality, and equality regardless of race, gender,
monthly to discuss ways in which harmoniously, opportunely,
and lesbian issues. The team for H.O.P.E. meets
year which typically spends one session discussing gay
resident assistant meeting throughout the academic
discussions, there is an educational group for
concerns about confidentiality or fear of anti- 
consulting services at the consulting center due to gay students are reluctant to seek their fears. Gay students are reluctant to seek heterosexist and anti-gay jokes and graffiti constributing in their own place of residence. A preponderance of identity because it doesn't feel safe to be themselves for dormitory residents maintain a closed and threatening homosexual student's great distance to students, clear and harmless from fraternity house windows. Members of property, anti-gay letters in the good of death threat this semester. Destruction of GPA on the GPA answering machine including at least one individual, rank and harassing phone messages led physical or verbal harassment by hostilies, uniformed due to concerns of being "found out" and fear of students are afraid to attend GPA-sponsored activities.

on the job for fear of reprisal or negative evaluation. Faculty and staff avoid open discussions of the students homophobic atmosphere on campus speaks to the contrary, discrimination policy and values. The persistent rejection individually at the University of Rhode Island, the did. It could be argued that the needs of gay and significant number of graduate student...
Lifestyle are free to pursue their hopes and dreams based on background, ability, religion, sexual orientation or gender regardless of race, culture, or ethnicity. And to establish an environment in which women and men are given the opportunity to participate in the university of Rhode Island in the manner in which they choose. To promote awareness and acceptance of diversity of sexual orientation on the university of Rhode Island.

Program Goals

Jeeps start and end at the university of Rhode Island and establish a safe and comfortable environment. It needs to be done by students and faculty. Discrimination or harassment needs to be done. A preventive strategy is to be preferred. Receiving substantial press coverage across the nation in recent years, this type of violence has been reported at the university of Rhode Island. Although not as frequent as harassment, the students and the faculty are reluctant to report sexual harassment because they do not want to self-identify as gay or lesbian. "Gay" harassment is only happening to women. Gay harassment committee because they think of homosexual attitudes on the part of the state. Gay
Secondary aim would be to establish an ongoing Coordinator. The Coordinator, or with Team, for H.O.P.E. could be affiliated with the Human Relations Education Project to contribute a water of tuition. This program will be the University's of 2512, Providence, R.I. (02906), O. Box 2512, Providence, such as Terrace Foundation, P.O. Box private sources (such as Terrace Foundation) and position will be sought through various public and the current budgetary constraints. Funding for the woman, and the other by a gay or bisexual male, given assistantship would be filled by a lesbian or bisexual to be filled. Sexual Orientation theories, one establishment or two-halt time graduate assistantships for the implementation of this program calls for the addressed.

Needs of gay/bisexual/lesbian individuals will also be diversity amongst each of these groups. The particular program will promote tolerance and acceptance of students, faculty, and make special efforts to be submitted for a two-year pilot program to be submitted. These primarily goals, the following program of discrimination, in an effort toward achievement of without fear of ridicule, harassment, or
expose to a variety of ways discussed in greater issues will also be enhanced through increased public academic curriculum. Awareness of gay and lesbian regarding these issues integrated into existing

The goal of this program will be to have education also need to be sensitized to lesbian and gay issues, dormitory residents, and members of the Greek system inclusive of undergraduate and graduate students.
The University of Rhode Island student body.

anti-gay comments will become less frequent. education, and interest in harassment, heterosexist and students. Understanding will be facilitated through lesbians and gay who may be their co-workers or awareness among faculty and staff of the concerns of another goal is to promote sensitivity and implementation and target specific areas of need.

The results could be used to guide the program would be done at the beginning of the two year program.

homo- and homophobia at the University of Rhode Island. The extent of harassment, harassment, and

one goal of the proposed program is to document on campus, reduction of racism, sexism, homophobia, and homophobia and anti-stereotypes at the two.

for the promotion of diversity and
and cooperation of numerous organizations, committees, awareness and attitudes across campus. The involvement of two people to effect significant changes in the oblivious, it will take much more than the efforts of
within the University of Rhode Island community. The initial task at hand is to begin networking Interventions

Intervention on campus.
and sexual harassment on the basis of sexual
implied to a re-assessment of the degree of homophobia
program's inception. This would include, but not be
limited to, an assertion of the degree of homophobia
toward lesbian/gay issues which have occurred since the
change in awareness of sensitivity to, and attitudes
The final goal of this program is to evaluate and
continue the mission from where it leaves off.
organizations such as S.E.A.T. for H.O.P.E., and the GLDA to
Future, the program will aim to empower other
latter is probably too idealistic for the foreseeable
because it is simply no longer needed. Given that the
have been incorporated by other campus organizations
for it's own destruction, either because its functions
The long range goal of a program such as this is
detailed in the following section.
example, futures university, university of
be contacted for consultation and networking purposes.
needs with gay/lesbian/bisexual programming could
LGBTQ and gay issues. Other interests in the
Division on Society for the Psychological Study of
through the American Psychological Association.
implementation, outreach assistance will be sought.

Development of program goals, methods and
these groups and institutions will be involved in the
student groups will be encouraged to participate.
administrators, and all undergraduate and graduate
international student affairs, Greek system
chairs, union officers, the university chaplain,
student senates, presidents of all the colleges, departments
human resources, health services, the faculty and
and the women's center, additionally, the office of
the Sexual Harassment Committee, the Counseling Center,
G.A.P., the office of student life, Residential Life,
for H.O.P.E., the Gay Lesbian Bisexual Association
include the human relations education coordinator.
These already identified as sympathetic and involved. The
reasonable place to begin would be with those volunteers
program is to be maximally effective. The most
departments, and institutions must be focused on this
and speak to the campus community on whatever their
From a variety of fields could also be invited to come
and panel discussions, gay and lesbian professionals
highlighting issues of diversity with guest speakers
An honors co-curricular series could be developed

structured.
Policy, educational materials can be developed and
addition to memoranda or letters specifying University
harrassment could be conducted university-wide. In
include sufficient emphasis upon lesbian and gay
several ways, sexual harassment workshops which
concerns among faculty and staff can be accomplished in
The promotion of sensitivity to lesbian gay
reports of sexual orientation directed harassment,
and an anonymous device could receive and record
anonymous feedback. A hotline staffed by volunteers
distributed to a random sample campus-wide collecting
and the GPA. A survey could be developed and
committee, the psychology and/or sociology departments,
human resources, student life, sexual harassment
through the coordinated efforts of an individual from
anti-gay harassment and homophobic could be conducted
An assessment of the campus climate was via

Massachusetts at Amherst, and Yale University.
With lesbian or gay positive themes could be shown as programming for the gay and lesbian community. This is a natural and occasional special service announcements and occasional specials.

The radio station WMPR could run public service announcements. The Good Five Cent Clear could include articles and reduce homophobia in the media. The race another manner of education to promote awareness.

Course requirements:
Research papers relevant to the topic in fulfillment of both undergraduate and graduate students can write. This need not be an extra burden upon the faculty as lesbian and gay issues in their respective departments.

Develop student materials for the integration of departmental chairs and faculty can be solicited to existing psychology courses. The involvement of assistant in the implementation of diversity issues within psychology of people (1999), the purpose of which is to Kat Quinlau edited a book entitled Teaching a

experiential.

To break down stereotypes is through first hand. Under audience than it currently does. The ideal way diversity activities could be expanded to reach a much positive role models, the week long celebration of topic of specialization to provide greater exposure to.
Despite the efforts of Residential Life, established on campus, gay and/or lesbian fraternity/sorority can be a stumbling block. Gay and lesbian issues within the Greek system, perhaps a sore point, should also be called upon to address the needs of the community.

The Inter-Fraternity Council and Panhellenic-a stimulating forum for exploration of relevant issues. A panel discussion could provide a forum for addressing the physical and mental health needs of gay students and the College of Nursing. Other programming, perhaps homophobia could be sponsored byHealth Services.

A program to promote AIDS awareness and safer sex practices, play with a gay/lesbian consciousness-consciousness-raising engagement. The Theater Department could produce a part of the regular movie series and as special.
The primary mission of the current GABA is to provide an
active involvement in the organization. This organization has
concentrated on discussions, public awareness campaigns,
concerts, and workshops. Activities have included workshops,
timelines, and understanding the gay community within the
program. Involvement in many activities aimed at fostering a
trentour potential as a resource to address the needs
of the gay, lesbian, bisexual, and transgender association.

Effective
to the campus residence hall in order to be
harness of the university toward discrimination and sexual
religious, and sexual orientation issues. The policy
increasing sensitivity to race, ethnic, sexual,
workshop series topics can be directed toward
issues. In addition, the educational groups for
sexual harassment of gay and straight women and men is
promoted by providing peer mediators the opportunities and
homophobia and prejudice.
essentially what is called for of those active in the
anti-gay sentiment on campus, and this is
even true for sexuality and individuality to take on
very few undergraduates are strong and secure
university to this now.
organization needed resource support from the
efforts. If ever there were a time that this
manifested budget which hampers their programming
management of past years, they are working with a
the group once again, unfortunately due to
involvement, and are gradually building interest in
to new members, and are gradually building interest in
been convincing a very different and positive attitude
for the needs of the few. Current co-presidents have
unfortunately that the needs of the many were sacrificed
promoting gay activities were frustrated. It is most
efforts on the part of others to become involved in
additionally, it is seemed that during past years most
but apparently was not interested in doing so.
concerned, had the power to organize campus activities,
the CBA president, around whom the cage was
made to feel welcome and consequently did not return.
the bi-monthly social gatherings, outsiders were not
to socialize, unfortunately, an attitude had evolved from
opportunity for lesbian/bisexual/gay students on campus
This could greatly reduce the sense of isolation felt by students like those at RIC, PC, RISD, and Brown. Rhode Island. The GIBA President cannot and should not be
expected to take on this responsibility alone. This is why it is imperative that the Sexual Orientation Liaison work closely with the GIBA to foster the organization's viability.

In addition to the assistance of the Sexual Orientation Liaison, the GIBA could take on a more active role. The advisor could be a mentor and offer guidance, as well as be an advocate for the GIBA amongst university administration and faculty. An active faculty advisor could do much to empower the GIBA and facilitate its becoming a more viable student organization.

A healthy and active GIBA could fill a variety of functions on campus, providing for the social needs of lesbians and gays on campus is certainly one important function which could be met in numerous ways. The GIBA could sponsor socials, movies, trips to political events, dances, outings, sporting activities, and more, engaging students directly with other gay student organizations in the area.
Assess the degree of effectiveness of this program can be

Outcome Evaluation

Sensitivity,

Groups on campus to increase the public awareness and
this another step and provide outreach to classes and
and sexual harassment, a more visible GAPA could take
about gay and lesbian issues which together homophobia
provide additional opportunities to reduce ignorance
personal and material resources available on campus
university classes and organizations. Having these
Speakers to address lesbian/gay/bisexual issues in
another important function of the GAPA is to provide
periodicals, fiction, non-fiction, and videocassettes.
Resource center could include relevant newspapers,
the library addressing lesbian and gay issues, the GAPA
community at large. Given the paucity of materials in
informational resources, both for members and for the
another main function of the GAPA would be to an

Ireland at Kingston.

By lesbian and gay students at the University of Rhode
If the program is sufficiently effective, there
success of the program.
the number of active participants will attest to the
activities sponsored by this student organization, and
relate to the visibility of the APA. The breadth of
Another main focus of outcome evaluation will
place there is greater hope.
subsstantial attitudinal change, but with programs in
a positive outcome. It may take more time to effect
issues in the areas discussed above will be considered
workshops, and curriculum addressing lesbian and gay
The establishment or expansion of programs,
expected to decrease.
in reporting, not incidence. The number would then be
expected to increase. Initially reflecting an increase
lesbian directed sexual harassment may actually be
events. The numbers of reported cases of gay or
attitudes assessments can be conducted at selected

taken at each gay/lesbian related activity, and
the early phase of the program. Head counts can be
be compared to what had previously been documented in
homophobia at the University of Rhode Island can then
extent of harassment, inhospitable atmosphere, and
and acceptance of diversity of sexual orientation. The
University of Rhode Island
Department of Psychology
Robert J. Porter, M.A.

Submitted by:

and homophobic on campus.

diversity and reduction of racism, sexism, homophobia.

assistant who is able to facilitate the promotion of

human relations education or team for H.O.P.E.

In their stead perhaps there will be one

will no longer be the need for two sexual orientation
A pervasive homophobic atmosphere on campus. There is discrimination policy and procedures. The needs of gay and lesbian individuals at the University of Rhode Island are not being met via the aforementioned anti-discrimination and harassment policies. "Programs for the operation of the activities and hiring of treatment of faculty and staff, and recruitment, treatment of students, the recruitment, are veterans in the recruitment, administration, discrimination against disabled and Vietnam handicapped, or sexual orientation, and veterans, age, color, creed, national origin, discrimination on the basis of race, sex, and the University of Rhode Island programs for the operation and non-discrimination policy at the University of Rhode Island affirmative action and non-discrimination policy at the University of Rhode Island affirmative action and non-discrimination policy at the University of Rhode Island affirmative action and non-discrimination policy of the University of Rhode Island."

November 7, 1991

Department of Psychology, University of Rhode Island

Submitted by: Robert J. Porter, M.A.

University of Rhode Island Community

Address the needs of lesbians and gays of the program to reduce homophobia and sexual harassment and to outline a consultation proposal for a two-year
Campus, presented, handpicked, and homogenous on promotion of diversity and reduction of ongoing assertiveness or two for the

A secondary aim would be to establish an

Education Coordinator, Dr. Jane Goodman, H.O.P.E. or with the Human Relations

Orientation, training, and additional with team for assertiveness to be little sexual

E. Establishment of two half-time graduate

Individuals will also be addressed.

The particular needs of gay/lesbian/bisexual people

C. Bashing on campus.

A preventive strategy via the "gay-

harassment or discrimination, hopes and dreams without fear of ridicule,

bisexuals and gays are free to pursue their

of all religious backgrounds, lesbians, international students, handpicked, people

men, blacks, whites, insurgents and

E. Establish an environment in which women and

Rhode Island campus.

II. Faculty, and staff on the University of

A. Promote awareness and acceptance of diversity
M. The program's inception:
Lesbian/Gay issues which have occurred since
sensitivity to, and attitudes toward
evaluate any changes in awareness of,
empathy toward the mission
H.O.P.E. and the GPA to carry on the mission
empower other organizations such as a team for
existing academic curriculum.
integration of Lesbian and Gay issues into
2. to Lesbian and Gay issues:
the green system also need to be sensitized
students, dormitory residents, and members of
inclusivity of undergraduate and graduate
the University of Rhode Island student body.
harassment heterosexist and anti-gay comments
students and decrease incidence of hurtful or
and gays who may be their co-workers or
faculty and staff of the concerns of Lesbian
promote sensitivity and awareness among
the University of Rhode Island.
uncomfortable atmosphere, and homophobic at
document the extent of harassment.
8. one goal of the proposed program is to
III. Interventions

A. Networking within The University of Rhode Island community: involvement and cooperation of numerous organizations, committees, departments, and individuals must be fostered

0. Human relations Education Coordinator (Diane Goodman)

1. Team for H.O.P.E.

2. Gay Lesbian Bisexual Association (GLBA),

3. Office of Student Life

4. Residential Life

5. Sexual Harassment Committee

6. Counseling Center

7. Women's Center

8. Office of Human Resources

9. Health Services

10. Faculty and Student Senates

11. Deans of all the colleges

12. Department Chairs

13. Union officials

14. Greek system administrators

B. An assessment of the campus climate vis à vis anti-gay harassment and homophobia

1. A survey could be developed and distributed to a random sample campus-wide soliciting anonymous feedback.
Lesbian and Gay Issues in their respective departments.

2. An honors colloquium series could be developed and administered. Educational materials can be developed and distributed.

3. Sexual harassment workshops which concern faculty, staff, and students could be conducted. In addition to memoranda or letters, specific university policy could be emphasized upon teaching the promotion of sensitivity to Lesbian/Gay directed harassment.

4. Record reports of sexual orientation动脉s.
(Panel was held last year)

An effective forum for exploration of relevant
discussion could provide a
achievement from the university's chapters
community of lesbians and gays also deserve
The spiritual needs of the university
campus

1. Mental health needs of gays and lesbians on
programming addressing the physical and
distressing AIDS-related homophobia
sex practices with an additional aim of
A program to promote AIDS awareness and safer
2. Family theme:
with a gay/lesbian conscience consciousness-
The theater department could produce a play
series and as special engagements.
could be shown as part of the regular movie
film with lesbian or gay positive themes

3. Community
Special programming for the gay and lesbian
Public service announcements and occasional

clear, why could run articles, editorials,
the media: the reader, the good piece can
awareness and reduce homophobic is through
Another manner of education to promote
A HEALTHY AND ACTIVE GBLA COULD FITLY
UNIVERSITY ADMINISTRATION AND FACULTY.

1. BE AN ADVOCATE FOR THE G/LA AMONGST
BE A MENTOR AND OFFER GUIDANCE
TO TAKE A MORE ACTIVE ROLE TO HELP EMPOWER
THE GBLA FACULTY ADVISOR WILL BE ENCOURAGED
ORGANIZATION'S VITALITY.
CLOSELY WITH THE GBLA TO FOSTER THE
SEXUAL ORIENTATION ILLIATIONS WILL WORK
EFFECTIVELY.

CAMPUSS RESIDENCE HALLS IN ORDER TO BE
CONTACTED CONVERSATION AND FRANKLY ADDRESSED TO IN THE
DISCRIMINATION AND SEXUAL HARASSMENT MUST BE
THE POLICY OF THE UNIVERSITY TOWARD
SEXUAL ORIENTATION ISSUES.

TO ADDRESS RACIAL, ETHNIC, SEXUAL ORIENTATIONS AND
TOPICS DIRECTED TOWARD INCREASING SENSITIVITY
WORKSHOP SERIES FOR DORMITORY RESIDENTS WITH
GREEK SYSTEM.

ADDRESS GAY AND LESBIAN ISSUES WITHIN THE
ASSOCIATION SHOULD ALSO BE CALLED UPON TO
THE INTER-FRATERNITY COUNCIL AND PANHELLENIC
community and reduce isolation.

RISD and Brown - build sense of
Rhode Island such as those of RIC, PC
with other gay student organizations in
2. The GPA could also become more involved
and speakers to list a few.
dances, cuttings, sports activities,
public awareness and sensitivity.

Group counseling on campus to increase the
number of students and faculty participating in
outreach to classes and

organizations.

university classes and

jesusian/Gay/Bisexual Issues in

To provide speakers to address

non-fiction, and literature.

newspaper, periodicals, fiction,
center could include relevant

gay issues, the GLBA Resource

Library addressing Lesbian and

Given the paucity of materials in

large.

For members and for the community at

be as an informational resource, both

Another main function of the GLBA would
expected to decrease.

In essence, this number would then be reduced and the increase in reporting of

sexually oriented sexual harassment may not actually be expected to increase initially.

The numbers of reported cases of gay or

lesbian directed sexual harassment may be conducted at selected events.

Research conducted in the early

phase of the program

had documented that targeted issues at Gay and Lesbian 

atmosphere of the University

the extent of harassment, harassment,

orientation,

acceptance of diversity of sexual

determine if there is greater awareness and

anti-gay harassment and homophobic to

assess the campus climate vs. A, vs.

can be assessed by essentially repeating an

The degree of effectiveness of this program

10. Outcome Evaluation
E. The establishment or expansion of programs, workshops, and curricula addressing lesbian and gay issues in the areas discussed above will be considered a positive outcome. It may take more time to effect substantial attitudinal change, but with programs in place there is greater hope.

F. Another main focus of outcome evaluation will relate to the viability of the GLBA. The breadth of activities sponsored by this student organization, and the number of active participants will attest to the success of this program.

G. If this program is sufficiently effective, there will no longer be the need for two Sexual Orientation Liaisons. In their stead perhaps there will be one Team for H.O.P.E. assistant who is able to facilitate the promotion of diversity and reduction of racism, sexism, handicapism and homophobia on campus.
university of rhode island
department of psychology

robert j. porter, m.a.

sincerely,

792-3518. thank you very much.
please do not hesitate to call me at my home number
for any further assistance regarding these issues.

i hope you find this proposal to be useful. if i can be
helpful, and deserving of your time, i am.

i am concerned about homophobic, sexual
harassment, and discrimination at this university.

i understand the university of rhode island. it is my understanding
the needs of gay, lesbian, and bisexual individuals at

please find a copy of a proposal to address

dear dr. corcoran:

november 7, 1991