



LUally: A new model for allyship engagement

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Plan



- Why are we here?
- What is LUally?
- How are we assessing it?
- What do we know?
- What are we doing next?

The National Landscape

→ National landscape of Safe Zone trainings & critiques of Safe Zone

- ◆ Safe zone and ally programs have been gaining popularity in higher educational settings since the 1990s but have received little empirical attention
- ◆ Mostly focused on visibility and campus climate
- ◆ Train the trainers model as outdated
- ◆ Limited skills-based workshops
 - Mostly focused on information intake
- ◆ Lack of intersectional analysis



Background



- Safe Zone at Lehigh
- '15-'16 focus groups
- Data analysis

LUally Development & Launch

- Major Changes
 - ◆ “One & done” ----> Ongoing Engagement
 - ◆ “One-size-fits-all” -----> Customized Trainings
 - ◆ Knowledge-based -----> Skills-based
- Aim: to develop a network of aware, engaged, and active allies for LGBTQ+ students, faculty, and staff
- CourseSite
- Learn, Engage, & Act - network of opportunities



By the Numbers

→ Since August of 2016...

- ◆ 310 students, faculty, & staff trained
 - 65% staff
 - 33% students
 - 2% faculty
- ◆ 15 LUally sessions
 - 3 open, opt-in sessions
 - 30% were repeat attendees
 - 11 customized, requested sessions (usually mandatory)
 - 1 full stem



Assessment Development

- ◆ Overarching Outcomes
- ◆ Response rate (83% for opt-in; 45% overall)
- ◆ Platform

Please rate the extent to which you agree with the following statements:

	Strongly disagree	Disagree	Agree	Strongly agree
	1	2	3	4
I feel I have increased knowledge of the topic area covered as a result of this training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel better equipped to act as an ally as a result of this training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I can better recognize inclusive and exclusive thoughts, attitudes, and behaviors in myself and others as a result of this training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



What do we know?

→ Customized, requested sessions (usually mandatory)

- ◆ 98% feel they have increased knowledge of the topic area as a result of the training
- ◆ 95% feel better equipped to act as an ally as a result of the training
- ◆ 97% feel they can better recognize inclusive and exclusive thoughts, attitudes, and behaviors in themselves and others
- ◆ **65% plan to sign up for another training**
- ◆ 93% would refer another Lehigh community member to an LUally training

→ Open, opt-in sessions (not mandatory)

- ◆ 98% feel they have increased knowledge of the topic area as a result of the training
- ◆ 96% feel better equipped to act as an ally as a result of the training
- ◆ 97% feel they can better recognize inclusive and exclusive thoughts, attitudes, and behaviors in themselves and others
- ◆ **78% plan to sign up for another training**
- ◆ 95% would refer another Lehigh community member to an LUally training



What do we know?

“The tangible & timely information provided allowed me to build upon my knowledge base, and the case studies were great for talking through real-life scenarios to act as a better ally!”

“The scenarios are interesting and thinking about those situations beforehand... is beneficial to be an ally.”

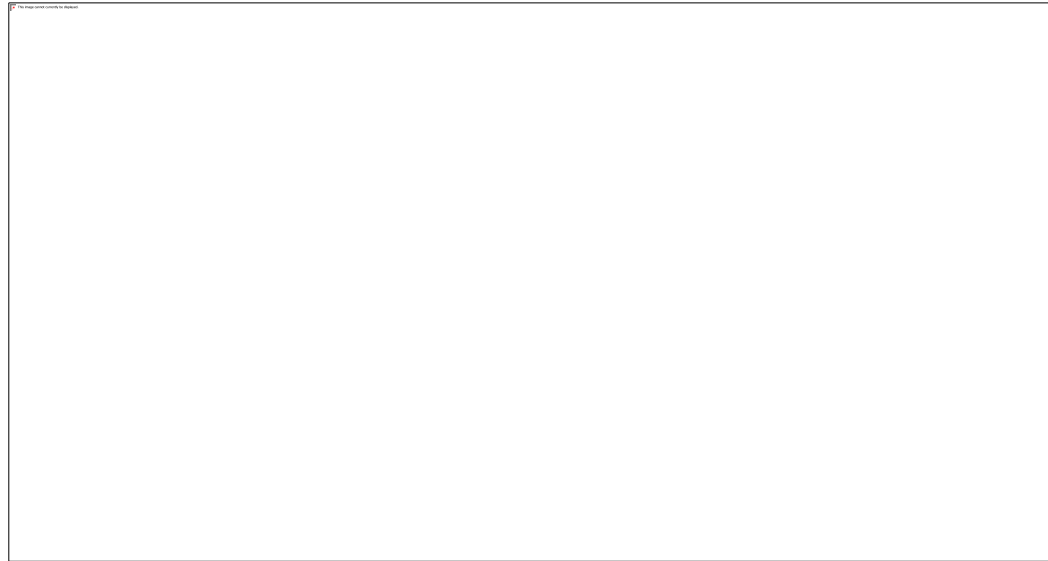
“I definitely feel that I have a better understanding of how to recognize inclusive vs. exclusive behavior and have some tools to use to help provide for more inclusive behavior.”

“It was a great learning experience, and very worthwhile!”



Moving Forward

- Engagement of wider range of staff / volunteers / facilitators
- More faculty engagement
- Content development
- Resiliency
- Defining allyship



Food for Thought

- What partnership opportunities exist on-campus for LUally Learn, Engage, & Act sessions?
 - ◆ What opportunities might exist within your own departments?
- What ideas do you have to further our faculty engagement efforts?
- How can we increase engagement with the LUally CourseSite platform?
- What feedback might you give about our assessment efforts?



Shameless plug...

Spring 2017 Open Sessions:

- LUally Foundations: Asexuality - Weds, Feb. 1 @ 4pm
- LUally Foundations: LGBTQ+ 101 - Weds, Feb. 15 @ 12pm
- LUally Foundations: Trans 101 - Weds, Mar. 8 @ 12pm
- LUally Foundations: BPFQ Identities - Mon, Mar. 27 @ 4pm
- Topic TBA - Tues, Apr. 18 @ 4pm

