Identified Needs

- Overall implementation slowed by limited resources.
- UMMSM LGBTQ Campus Climate Survey:
  - 14% of students felt they had been harassed, marginalized, or misjudged because of their sexuality or gender identification.
  - 49% reported hearing classmates or faculty use language that is not LGBTQ inclusive.

Innovative Approach – Safe Space

- National LGBT resources used to create sensitivity program promoting each student, faculty member, employee and trainee regardless of sexual orientation.
- Student members of Safe Space facilitate sessions every two months alongside faculty mentors.

Program training includes:
- Sensitivity training
- National and local LGBT resources for referrals
- Quick Safe Space desk guide
- Electronic and magnetized Safe Space logos signify completion of training.
- Institution-developed surveys assess program due to the lack of literature on validated assessments.

Qualitative free-response:
- “I have an increased awareness of LGBT issues and more knowledge of where to refer for help”
- “Heightened awareness of LGBTQ issues particularly related to the medical student community”
- “I will be much more thoughtful in the use of heteronormative language – will work to avoid assumptions that have a heterosexual flavor”

Important Lessons

- Agreement between stakeholders on the necessity of LGBT-inclusive efforts is crucial to the program’s success.
- Collaboration between students, faculty, and administration promoted a sustainable and multi-disciplinary foundation.

Current Pre/Post Test Results

- Ability to Handle a Situation that Arose Pertaining to Someone’s Sexual Orientation or Gender Identity*  
  - Table 1

- Knowledge of Resources for LGBTQ Individuals at UMMSM*  
  - Table 2

- Self-Reported Comfortable Level Regarding Topics of Sexual Orientation or Gender Identity with Peers and Students at UMMSM *  
  - Table 3

References