University of Southern California
Lesbian Gay Bisexual Transgender (LGBT)
Intervention Strategies

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Intervention Strategies Overview

- Case Study
- Intervention 1: Full-time staff
- Intervention 2: Student Programming
- Intervention 3: Recruitment & Outreach
- Intervention 4: Supportive Services
- Assessment
- Budget Considerations
- Discussion
What would you do?
Three Rules for Organizing

1. Start with what you got
2. Move forward
3. Be radical and get to the root cause
Full Time Staff Intervention

• **Problem:** decentralization, no director

• **Rationale:** peer institutions, student support, research

• **Intervention Strategy:** educate the masses, formulation coalitions, get chess pieces in order

• **Solution:** proposal for full-time staff, play on their terms

• **Result:** patience, full-time staff member
Student Programming Intervention

- **Problem:** improve attendance
- **Rationale:** educate students, create inclusion for all
- **Intervention Strategy:** educate the masses, find out who is coming to events, reach out to new people/allies
- **Solution:** collaborate, reach out to new constituencies
- **Result:** increased attendance
LGBT Programs
Recruitment & Outreach

Intervention

- **Problem**: LGBT student recruitment

- **Rationale**: highlight national recognitions, become a leader in LGBT college recruitment

- **Intervention Strategy**: collaboration with stakeholders, train student consultants, network with local GSAs, create recruitment guide

- **Solution**: creation of OutReach, Rainbow Floor Overnight Experience Program and USC LGBT College Experience Guide

- **Result**: prospective student resources
OutReach is Coming Out and Ready to Serve...

OutReach is USC’s only student organization providing support to LGBT and Ally high school students. In collaboration with USC’s LGBT Resource Center, the Gay Lesbian Bisexual & Transgender Assembly (GLBTA), and the Rainbow Floor, OutReach will provide leadership consultants to the High School Gay/Straight Alliances (GSA’s) and recruit students for USC. OutReach will also present GSA students with one of the only college recruitment guides in the nation for LGBT high school students.

OutReach Provides...
- A Glimpse of LGBT College Life @ USC
  With our recruitment guide developed by the LGBT Resource Center we will offer students a sneak peek into LGBT college life at USC and the steps it takes to attend USC.
- Leadership Development
  A core component of Outreach is training students to become better leaders and more informed students on LGBT issues.
- GSA Organizational Development & Support
  Outreach supports the four GSA’s on campus and will provide direction to GSA’s as they create their own programs.

To learn more and to be a part of this exciting program, send us an e-mail atuscout@usc.edu
The Rainbow Floor is a special interest residential community for Lesbian Gay Bisexual Transgender (LGBT) students and their supportive Allies. The floor sponsors campus-wide and community-based programming. It is a great place for students to develop their leadership skills and make long-lasting friendships. All students are welcome to apply, even first year students.

FOR MORE INFORMATION ABOUT THE RAINBOW FLOOR OR THE OVERNIGHT EXPERIENCE, visit www.usc.edu/rainbowfloor, email rainbow@usc.edu or call the LGBT Resource Center at 213.740.7619.
Supportive Services Intervention

- **Problem:** access to resources for questioning students

- **Rationale:** based on ‘06-’07 Assessment for Improving Program Performance

- **Intervention Strategy:** create a new, interactive and informative website for questioning students

- **Solution:** work with our mentoring program for the site creation and generate videos

- **Result:** LGBT Peer Mentoring website
Peer Mentoring Website
www.usc.edu/lgbt/mentoring

About Our Program

Welcome! Are you interested in discovering new aspects of who you are, finding connection and community, and moving forward on your personal goals? The USC LGBT Center’s Peer Mentoring Program is your ticket to success in all of these areas.

Our mission is to help students develop a positive LGBT identity while successfully adapting to life at USC. College can be overwhelming at times, whether you are a freshman or a graduate student. Peer mentors are here to support you in a safe, caring, one-on-one relationship while you work on your personal, social, academic, career, and lifestyle goals.

Our peer mentors represent a wide variety of majors and personal backgrounds. What our mentors all have in common is that they have comfortably integrated their sexual and gender identity into all facets of their student and community activities and roles. Mentors are here to help you explore your personal interests, take advantage of campus resources, and find your own sense of community.

What We Value

- Meaningful goals
- Empowerment through action
- Nourishing relationships
- Taking the next step
- Openness and inclusiveness
- Respect for self and community

Click below for more information about how to apply.

I recommend the mentoring program because no matter where you are in life, it’s always good to know that someone is there for you, looking out for you, and trying to “teach you the ropes” about something you may have little or no knowledge about. Start early! Don’t wait! This is a great program and you want the most time you can get with it.

Joseph, mentee
Assessment

- Document participation at traditional events
- Grade check for Rainbow Floor
- Survey for LGBT Faculty & Staff Allies
- End of the year assessment program performance
  - ‘06-’07: Supportive Services
  - ‘07-’08: Transgender Student Supportive
  - ‘08-’09: Unknown
GLBTA’s Gender Justice Week & Related Events

**Monday, November 12th**
GLBTA Speaker Series: Walter Williams, Professor of Anthropology, Gender Studies and History
Meet and talk in the Boveton Commons M.26. Prof. Williams researches homonormative subcultures and gender expression in Indonesia, Norway, and France. He is the author of *What's Wrong with Gay People*.
Free Pizza & Sushi will be provided!

**Tuesday, November 13th**
APQ Queer Story Series: An Evening With Allison
7:30 PM - 9:30 PM
Ground Zero

**Wednesday, November 14th**
Film Screening: "Ma Vie en Rose"
7:30 PM - 9:30 PM
LeRoy Auditorsium

**Thursday, November 15th**
Gender Justice Week Panel: "Gender, Race, and Sexual Identity Among Asian Youth"
7:30 PM - 9:30 PM
LeRoy Auditorium

**Friday, November 16th**
Film Screening: "Gender Justice Week"
7:30 PM - 9:30 PM
LeRoy Auditorium

**The 2nd Annual Gender Justice Week at the University of California promotes issues on gender identity, expression and transgender-specific issues. A five-day series of events will promote social justice and an understanding of human rights, diversity, and resistance.**

Gender Justice Week is inclusive to all identity and gender expression communities and is open to everyone.

For more information, please visit www.glbta.usc.edu or uscfina@gmail.com

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**URap Center**

**Monday, November 17th**
7:30 PM - 9:30 PM
Downtown Student Center

**Gender Justice Week Dance Party**

Join us for our final event featuring DJ 16tdow, from West Hollywood. The event will include DJ sets, dancing, prizes, and more! Free entrance and Free food will be provided.

For more information, please call 213.740.7171.
Budget Considerations

- Fundraising ($2511)
- Collaborate with other departments
- Find alternative sources
- Identify Alumni and potential donors