INSTITUTIONAL

(1) Conduct a review of sexual and gender minority best practices at other leading post secondary institutions across Canada.
   Status: In progress

(2) Conduct a review of University of Alberta policies to ensure sexual and gender minority inclusiveness.
   Status: In progress

(3) Establish a dedicated sexual and gender minority equity officer/advisor staff position.
   Status: Achieved

(4) Provide dedicated training for all frontline staff on sexual orientation and gender identity issues.
   Status: Ongoing
   Safe Spaces training to date has included the Office of the Registrar, the Office of Sustainability, University Wellness Staff, Augustana Administration, UAlberta Community Helpers, new instructors orientation, and various staff and faculty members through Safe Spaces Network orientations. Sexual and gender diversity training has also been facilitated with groups such as the Sexual Assault Centre, Campus Community Helpers, Residence Services, BCom new student orientation, Peer Support Centre Volunteers, and The Landing. Training is offered to multiple groups on an ongoing basis throughout the year.

(5) Conduct a gender identity audit on campus to ensure trans inclusiveness in policies, facilities, and programs.
   Status: In progress
   Conversations in progress with University Wellness Services, Residence Services, UAPS, OneCard, Campus Athletics, and Office of the Registrar about inclusive practice and communications.

(6) Develop clear institutional policies and procedures for name changes, preferred gender, and pronouns.
   Status: Achieved
   Information on name and gender marker change may be accessed via The Office of the Registrar’s website.
   Also see: Sexual and Gender Diversity Webpage: http://uofa.ualberta.ca/sexual-gender-diversity

(7) Provide at least one gender-inclusive/all gender washroom in each building on University of Alberta campuses.
   Status: Ongoing
   iSMSS has contributed to the creation of an online washroom map that identifies single user, all-gender washrooms already existing on campus. This map may be found by going to campus maps, quick finds, all-gender washrooms.

(8) Actively recruit, hire, and retain self-identified sexual and gender minority faculty and staff.
   Status: Not yet achieved
   Currently examining policy changes to UofA Equity/Hiring Statement.

(9) Provide dedicated sexual and gender minority counseling supports and services to assist students in the process of gender transition.
   Status: Ongoing
   iSMSS is helping to build institutional capacity by liaising with counseling and social work professionals on campus.

(10) Develop an active sexual and gender minority and allies alumni group.
    Status: Achieved
    The UofA Pride Alumni Chapter was launched in Fall 2013.
(11) Host a University of Alberta campus pride week to celebrate and bring visibility and institutional recognition to sexual and gender minority issues and identities.
   **Status:** Achieved

   The first institutionally-supported UofA Pride Festival was held in Winter 2013. http://www.prideweek.ualberta.ca

(12) Establish a campus-wide sexual and gender minority advisory committee.
   **Status:** Not yet achieved

(13) Provide professional learning opportunities for professors and instructors on SMG topics and provide sensitivity training.
   **Status:** Not yet achieved

(14) Continue to support campus sexual and gender minority speakers’ series and events.
   **Status:** Ongoing

   iSMSS organizes and hosts the annual Inside/OUT Speakers’ Series and supports queer-related events on UofA campuses.

(15) Develop a sexuality studies undergraduate interdisciplinary minor.
   **Status:** In progress.

   With the support of GFC Executive, we are exploring the development of an undergraduate certificate program in sexual and gender minority studies.

   A new undergraduate education elective on sexual and gender minorities in education and culture will be offered in Winter 2015.

   iSMSS provides a listing of sexuality-related courses offered on UofA Campuses each year.

(16) Develop sexual and gender minority inclusive library collections and sexual and gender minority library guides at disciplinary and interdisciplinary levels.
   **Status:** Achieved
   http://guides.library.ualberta.ca/lgbtq

(17) Develop more sexual and gender minority specific scholarships and bursaries.
   **Status:** In progress

   Currently, iSMSS offers the Michael Phair Undergraduate Leadership Award and the newly created Stephen and Lynn Mandel Graduate Scholarship in Sexual and Gender Minority Studies. A new LGBTQ student entrance scholarship is forthcoming.

(18) Establish sexual and gender minority faculty networks and research clusters.
   **Status:** Not yet achieved

**STUDENT SERVICES**

(19) Establish a centralized sexual and gender minority student resource centre.
   **Status:** Achieved

   The Landing: A Student Space for Sexual and Gender Diversity is supported by the Students’ Union
   http://su.ualberta.ca/services/thelanding

(20) Develop a mentorship program for sexual and gender minority students.
   **Status:** Ongoing

   The Landing hosts a Rainbow Peers peer-to-peer mentorship group.
   https://www.su.ualberta.ca/services/thelanding

(21) Hire a Safe Spaces campus coordinator.
   **Status:** Achieved

   Currently, the Sexual and Gender Minority Equity Advisor oversees the UofA Safe Spaces Initiative.

   UofA Safe Spaces Resource Guide created.

   As of December 2014, there are 139 Safe Spaces Network Resource members.

(22) Increase gender-inclusive options for residences.
   **Status:** Achieved

   Residence Services has added ‘Gender inclusive Housing’ options. http://www.residence.ualberta.ca/OurResidences/GenderInclusiveHousing.aspx

(23) Ensure campus health services include access to accommodative sexual and gender minority specific counseling supports and services.
   **Status:** In progress

   iSMSS has engaged the University Health Centre to explore the possibility of LGBTQ-specialized health clinic hours.

**CAMPUS PROTECTIVE SERVICES**

(24) Publicly identify a sexual and gender minority Protective Services Liaison Officer.
   **Status:** Achieved

   Peace Officer Stephanie Hartwig has been publicly identified as the University’s Sexual & Gender Minority (LGBTQ) Liaison Officer.
   http://www.ismss.ualberta.ca/UAPSOfficer

(25) Provide sexual and gender minority inclusive training for all Campus Protective Services staff.
   **Status:** Ongoing

   Training is provided to all UAPS new recruits.

(26) Develop and communicate to the wider University of Alberta community clear procedures for reporting sexual and gender minority bias, harassment, and hate crimes and incidents.
   **Status:** Not yet achieved

Read the full UofA Safe Spaces Report at: www.ismss.ualberta.ca