Overall implementation score: 22%

Implementation score per item

Recommendation: 1 LBGTQ+ Inclusive Graduate Student Orientation

Status: Not implemented (there is a graduate student orientation, but it does not provide information about LBGTQ+ issues). 0

Additional info: We fully support the Black Graduate Student Association recommendation #4 - changes to grad orientations. We also recommend that there be more visibility of the LBGTQIA+ community during graduate student orientation events, programs, and presentations. Several students have commented on the lack of LBGTQ identities and experiences represented in their grad student orientation experience. Inclusion of LBGTQ related content in other diversity and inclusion efforts during Grad student orientations is advised. Furthermore, the intersections of student's identities should be highlighted at some point during grad student orientation.

Recommendation: 2 LBGTQ+ Inclusive Undergraduate Student Orientation 0.5

Status: Current entering student orientation does include a look at intersectionality as it relates to some of the frequently named characteristics such as ethnicity, culture, economic class, politics, religion, etc. However, owing largely to severe time limitations, there is no appreciable focus on intersectionality as it relates to the LBGTQ+ community.

Additional info: We fully support the Black Students' Union recommendation #3 and,
                        similar to its graduate counterpart, strives to have more visibility of the
                        LBGTQIA+ community during undergraduate orientation/international
                        orientation events, programs, and presentations are recommended.
                        Furthermore, the intersections of student's identities should be highlighted
                        at some point during undergrad student orientation.

Recommendation: 3   LBGTQ+ Inclusive Mental Health Resources
Status: Implemented.   1
Additional info: We fully support BSU recommendation #1 and BGSA recommendation #5 -
                        increased resources allocated for the hiring of multicultural competent
                        mental health and student support services staff, inclusive of a racially
                        diverse professional staff. In addition we recommend the inclusion of staff
                        in Mental Health who have professional experience and expertise on issues
                        of Gender Identity and Sexual Orientation. Student feedback highlights a
                        recent Gender Fluidity Support group in Mental Health in which some time
                        was spent teaching the practitioners about Gender Identity rather than
                        fully receiving the benefits of the group therapy experience. Similar to the
                        need for more practitioners with multicultural competencies, this
                        experience highlights the need for more LBGTQ competent practitioners
                        and resources.

Recommendation: 4   Resources for Queer and Trans Students of Color   0.25
Status: Discussions are under way to develop strategies to begin to more fully
                        address needs of Queer and Trans students of color, but these are in the
                        embryonic phase and no timeline is articulated.

Additional info: We highly recommend more human and financial resources and support
                     services be provided to self-identified queer and trans students of color at
                     MIT. A recent professional consultation indicates that MIT students from
                     these populations are in need of more inclusive, better trained, and more
                     supportive resources across MIT. Highlights from this report include
                     statements that students are being called racial slurs by their professors
                     without any bystander intervention, that "diversity work is not a hobby",
                     that "MIT is not designed for people", that "there is a lack of moral/ethical
                     impetus to care", and that "MIT has lost its humanity". We suggest the
                     swift implementation of the report's recommendations: improvements to
                     overall transparency, communication, strengthening student affairs, and
                     developing a student-centered ethic of care felt throughout the student
                     experience.

Recommendation: 5   LBGTQ+ Inclusive Sexual Violence and Sexual Misconduct Resources   0
Status: Currently no targeted efforts have been outlined.
Additional info: National data indicate that bisexual and trans people of college age
                     experience much higher rates of rape, physical violence, stalking, and
                     intimate partner violence. Thus, it is recommended that all MIT services
                     that handle issues of sexual violence and sexual misconduct have the
                     proper resources, data, training and awareness to adequately assess and
                     address these existing disparities for LBGTQ+ students and other high risk
                     populations within the student body.

Recommendation: 6   LBGTQ Training for Faculty
Status: Not implemented.   0

Additional info: There is currently no ongoing, organized inclusion of any LBGTQ specific training or educational content for faculty and more importantly no sustainable resource for the provision of any diversity, inclusion, or social justice related training for faculty. There has been a demonstrated need for sensitivity training among faculty, housemasters, advisors, etc. around issues of sexuality, gender, and race. Thus, within the context of multicultural competency and social justice skill development for our faculty, we recommend LBGTQ inclusive sensitivity, awareness, and ally-ship trainings be funded, staffed, developed, organized, implemented, and repeated as needed.

Recommendation: 7 LBGTQ Training for Staff
Status: While initial conversations with HR have been started on this front, there continues to be insufficient staffing to fully implement the demand for all in-person training requests or other strategic training efforts across MIT. 0.25

Additional info: We recommend more staff be trained to support the needs of our LBGTQ communities, especially within HR and for a variety of offices that service students (eg. MIT Mental Health, Medical, Student Support Services, MIT Police, Ombuds Office, Card Office, DSL staff, Housemasters, Academic Administrators, Advisors, etc.) We recommend LBGTQ inclusive sensitivity, awareness, and ally-ship trainings be funded, staffed, developed, organized, implemented, and repeated as needed.

Recommendation: 8 Infrastructure and Space: Intercultural Center
Status: With the newly established intercultural center, the staff is better able to address some of the needs of underrepresented student groups, but current resources of budget and personnel remain inadequate for meeting the needs of the populations that have requested services. 0.5

Additional info: We fully support the BSU recommendation #11 to have experienced diversity representatives available in every department. In addition, we recommend that the Rainbow Lounge move to a more centrally located space, housed with other cultural student spaces. Moving above ground, out of the basement would allow more students to feel welcomed and accepted by the Institute. We suggest the inclusion of the Black Students' Union, Latino/a Cultural Center, additions of an Asian student space, Desi/Indian student space, a Middle Eastern student space, and Native American student space as well as intentional collaborations with the International Students Office, the Student Disability Services Office, and the Cheney Room. The center could also be closely tied to the course work of "Inclusion Studies" (BSU recommendation #2) and serve as a resource for social justice learning and initiatives for students both grad and undergrad across the institute. A newly renovated W31 could be an ideal location for this upgraded center.

Recommendation: 9   Financial Resources   0.25
Status: Staffing and budgetary resources were increased from $20K to $30K in this area for the current year but are not yet sufficient to support the level of effectiveness aimed for ($80K annually to best support all student needs from these communities).
Additional info: We recommend increasing financial resources for LBGT@MIT. For the past 10 years this office has only received $20K annual GIB for all operations, support, and programs. This year the program has lost approximately $11K due to the aging of a major donor. The current financial needs of the office based on the needs of the LBGTQ community and the educational, training, and support needs of the Institute are closer to $80K annually.

Recommendation: 10   Gender Inclusive Restrooms

Status:	Pilot program launched June 2018 http://diversity.mit.edu/allgender-restrooms/; no info on MIT app.	0.5
Additional info:	We recommend that gender inclusive restrooms be included on all MIT maps and the MIT app. Currently MIT does not have a strategy to ensure that renovation, reconstruction, and new construction includes Gender Inclusive Restroom spaces across the Institute. We recommend that a strategic and comprehensive plan be implemented. The MIT Media Lab and MIT Sloan currently have no Gender Inclusive Restroom spaces available for students.	

Recommendation:	11	LBGTQ+ Specific Career Development Resources	0.25
Status:		Early steps in the work on this recommendation have begun with group discussions involving MIT offices on what it means to identify as LGBTQ in a professional setting.	
Additional info:		We recommend that career services, other large career events and programs (career fairs, UPOP, MISTI, etc.) at MIT be more inclusive of LBGTQ identities and that professional and career advising for students be inclusive of LBGTQ specific considerations and information. In recognizing that career development happens throughout the institute, we suggest that all staff responsible for advising students on their careers have the proper training, experience, and expertise regarding issues related to the coming out process, LBGTQ related research for various career paths, LBGTQ specific resources of potential employers, and LBGTQ specific considerations working in other states and in other countries.	

Recommendation:	12	Resources and Support for International Travel for LBGTQ Students	0
Status:		While some early conversations about travel resources are starting on this front, nothing has been set at the level of this recommendation.	

Additional info: We recommend that all travel related services at MIT be inclusive of LBGTQ identities and that travel advising for students be inclusive of LBGTQ specific considerations and information. In recognizing that travel advising happens throughout the institute, we suggest that all staff responsible for advising students on their travel (eg. international student travel, study abroad programs, MIT's Global Emergency Team, International Safety and Security of IS&T, and international travel for LBGTQ students through D-Lab, MITSI PSC programs, etc.) have the proper training, experience, and expertise regarding issues related to the coming out process, LBGTQ related safety issues in other states and other countries, and LBGTQ specific considerations and safety planning when traveling to other states and to other countries.

Recommendation: 13   LBGTQ Equity Issues for Employees
Status: Paid parental leave increased to 20 days effective July, 2018:   0.25
                             http://hrweb.mit.edu/worklife/newparents/employees ; other changes not made.

Additional info: Please note that LBGTQ Equity for MIT employees has a positive ripple
                           effect for LBGTQ+ students, post docs, etc.

                           In keeping with our peers and best practice from industry, we
                           recommend Gender Neutral Paid Parental/Family Leave be a minimum of 4
                           and ideally 6 weeks for full time staff. The current 5 days is not at all
                           adequate.

                           Similar to disability status, we recommend that HR offer new employees
                           the option to disclose basic demographic information with regard to sexual
                           orientation and gender identity.

                           In keeping with our Nondiscrimination Policy we recommend that MIT
                           Health Insurance offer equitable coverage for fertility benefits to LBGTQ
                           identified employees as is offered to heterosexual employees (eg. costs of
                           donor sperm and shipping, the ICSI procedure of IVF). For same-sex male
                           couples we suggest the benefit of a stipend for surrogacy.

Recommendation: 14   Graduate LBGTQ+ Resources
Status: Not implemented.   0
Additional info: There is a strong need for more LBGTQ related resources for the graduate
                           student community. We recommend the provision of more resources
                           (human and financial) to support the LBGTQ graduate student community.

Recommendation: 15   LBGTQ-Friendly Faculty/Staff Directory
Status: Not implemented.   0
Additional info: We recommend creating a directory of faculty and staff who are open to
                           speaking about LBGTQ related issues and topics and who are comfortable
                           serving as a resource for LBGTQ identified students.

Recommendation: 16   Divestment from Prisons

Status: Not implemented.   0

Additional info: Because prisons are a source of oppression for many different groups that
                       are disproportionately incarcerated, MIT's investment in these institutes
                       poses an issue. Similar to the University of California School System, we
                       recommend that MIT divest from all prison related investments.

Recommendation: 17   Creating an LBGTQ-affirming Culture and Climate in West Campus and the   0.25
                       FSILGs

Status: Heads of House have met with members of Queer West, and have had
                       conversations with Abigail Francis and La-Tarri Canty to talk about some of
                       the issues implicated in this recommendation.

Additional info: We recommend that Housemasters, Housing, and Res Life staff on the west
                       side of campus as well as RAs and FSILG staff join with the student groups
                       "Queer West" and "Affiliated" respectively to help build LBGTQIA+
                       community and to help ensure that a safe and supportive living
                       environment is available for all students. We also recommend that the ASA
                       recognize the "Affiliated" student group (on hold since Fall 2015) so that
                       they may have more access to resources for this important work.

Recommendation: 18   LBGTQ+ and Social Justice Coursework

Status: Not implemented.   0

Additional info: We strongly support the BSU recommendation #2 - an "Inclusion Studies"
                       GIR Requirement. We also recommend more MIT coursework focus on
                       LBGTQIA+ issues as well as history and current events, and we suggest that
                       faculty lines be added in WGS so that diversity, inclusion, identity, and
                       social justice content are consistently being taught by those trained in that
                       discipline.

Recommendation: 19   Data and Accountability Metrics

Status: Work done to date on this recommendation is constituted in the work   0.25
                     done in response to the BSU and BGSA recommendations cited above.
                     Further detailing of data that focus on LGBTQ members/issues is not yet
                     part of this work but needs urgent focus. This recommendation is
                     considered the most important one of all, given its relevance and
                     interdependence to most of the foregoing ones.

Additional info: We fully support BSU recommendation #5, #7, #8, and #9 and BGSA
                     recommendation #2 - the public release of data and accountability for
                     departmental performance. In addition, we suggest the breakdown of
                     recruitment, retention, matriculation, transfer of majors for students, and
                     the hiring, firing, promotions, tenure, and attrition of employees based on
                     ALL identity categories and intersectional identities included in the MIT non-
                     discrimination policy. We recommend the disaggregation of the non-
                     discrimination policy identities and intersections of those identities for the
                     Community Attitudes on Sexual Assault, Mental Health, Enrolled Student
                     Survey, Student Quality of Life, and Employee Quality of Life surveys. We
                     also suggest a comprehensive climate survey be administered to access
                     issues of harassment, micro/macro aggressions, and overall sense of
                     welcome, inclusive of the aforementioned demographic breakdowns. We
                     recommend that this data be shared with department heads and visiting
                     committees (ex. Dashboard from ICEO report).