

The “You are Welcome Here” campaign aims to increase LGBTQ+ visibility and to foster a more welcoming, supportive and inclusive environment in the EEB department.

We ask EEB faculty, graduate students and staff to consider posting a “You are Welcome Here” sign in a visible location. By posting the sign, individuals are affirming that they:

1. Understand that an individual’s sexual orientation, gender identity, and relationship status are personal issues, and should not be inquired about unless the topic is initiated by that individual;
2. Will make efforts to be aware of and avoid blanket heterosexist assumptions and biases;
3. Will confront homophobia, and use inclusive language when relationship status is unknown (e.g., using “partner” or “significant other” generally, while reserving terms such as “boyfriend” or “wife” for situations where the preferred terminology of the couple in question is known);
4. Believe that our department is enriched by the inclusion of LGBTQ+ people; and
5. Are aware of the U of M [Spectrum Center](#) (the campus office for education, outreach, and advocacy for the LGBTQ+ community) and other appropriate resources to refer others to as the need arises.

Please note that individuals who display the “You are Welcome Here” sign have not been trained in LGBTQ+-related issues. However, they are agreeing to the statements above and making a visible effort to help create a more inclusive and welcoming environment in the EEB department. Below you will find LGBTQ+-related resources:

University of Michigan Resources (from the Spectrum Center):

[Health Care Resources](#)

[Mental Health and Healthy Relationships](#)

[Grad Students](#)

[Updating Records](#)

[List of Gender Inclusive Restrooms](#)

University of Michigan Groups:

[LambdaGrads](#) (all graduate and professional students at U-M)

[Graduates Out in STEM](#) (GoSTEM)

[List of Student Orgs from Spectrum Center](#)

[Faculty and Staff Groups](#)

Local Resources:

[Local, State, and National Resources from Spectrum Center](#)

[SafeHouse Center](#) (4100 Clark Rd. Ann Arbor, MI 48105; 9:00 am – 5:00 pm)

24/7 HelpLine for domestic violence and sexual assault: (734) 995-5144)

[Jim Toy Community Center](#)