The “You are Welcome Here” campaign aims to increase LGBQTIA (Lesbian, Gay, Bisexual, Queer or Questioning, Transgender or Transsexual, Intersex, Asexual)* 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 LGBQTIA people;

and

5. Are aware of the U of M Spectrum Center (the campus office for education, outreach, and advocacy for the LGBQTIA 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 LGBQTIA-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 LGBQTIA-related resources:

University of Michigan Resources:
Spectrum Center
OUTlist / Faculty Pride Pages
international+LGBT

Local Resources:
Southeast Michigan GLSEN
SafeHouse Center
Transgender Michigan
Jim Toy Community Center

National Resources:
Gay & Lesbian Alliance Against Defamation (GLAAD)
* These letters are among those most frequently used in the community, and this acronym is not intended to exclude anyone who may not self-identify using one of these terms.