



LGBTQ ON CAMPUS

for Faculty & Staff

Online LGBTQ Cultural Competency & Mental Health Training

OVERVIEW

30-minute online, interactive training course

Includes role-play conversations with virtual students

Developed in collaboration with The Trevor Project and Campus Pride

Students who identify as lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ) are at higher risk of discrimination and psychological distress, including suicidal ideation, than their heterosexual peers. In order to create a climate where students feel safe, are willing to participate fully and are less likely to drop out, campuses need to implement programming that addresses harassment and bias.

LGBTQ on Campus for Faculty & Staff is a 30-minute online, interactive learning experience that assists institutions of higher education in creating a safe and supportive campus community by 1) increasing awareness and empathy for the challenges faced by LGBTQ students, and 2) building the skills of faculty and staff to model respectful behavior, including managing classroom discussions that may include bias comments or attitudes or handling an LGBTQ-related issue.

LGBTQ on Campus is the result of a collaboration among Kognito Interactive, The Trevor Project, and Campus Pride.

View demo at: www.kognito.com/products/lgbtq

INSTRUCTIONAL BENEFITS

- ✓ Reduces risk of violence and self-harm
- ✓ Provides a cost-effective tool for building cultural competency and communications skills among faculty and staff to support LGBTQ students
- ✓ Promotes tolerance and acceptance within the campus community
- ✓ Improves social cohesion, participation, academic success, and retention
- ✓ Builds awareness of your institution's activities and commitment to support LGBTQ students

RESEARCH RESULTS

LGBTQ on Campus is currently undergoing evaluation, however, it shares a learning approach with 12 similar Kognito training simulations that have undergone extensive evaluation to examine their impact on skills, attitudes and actual behaviors of the learners. Three of these simulations are listed in SAMHSA's National Registry of Evidence-Based Programs and Practices (NREPP), making them the first and only simulations to ever be added to this prestigious registry. View research study results at www.kognito.com/efficacy.

CLIENTS

Launched in 2013, the *LGBTQ on Campus* courses have been adopted to serve over 200 institutions of higher education:

[California Community College system](#)

Includes 112 schools with 2.2 million students

[Illinois Department of Health](#)

Includes 108 institutions of higher education in the state

OUR PARTNERS

Kognito partners for *LGBTQ on Campus* represent the leading non-profit organizations connecting and supporting this population in the U.S. The Trevor Project (TheTrevorProject.org) serves 100,000 youth annually through its crisis intervention and suicide prevention services for LGBTQ young people under 25. Campus Pride (CampusPride.org) works with student leaders and campus groups to create a safer college environment for LGBTQ students.

COURSE

LGBTQ on Campus for Faculty & Staff is a 30-minute online, interactive learning experience that assists institutions of higher education in creating a safe and supportive campus community. The program increases awareness and empathy for the challenges faced by LGBTQ students and builds the skills of faculty and staff to model respectful behavior, including managing classroom discussions that may include biased comments or handling an LGBTQ-related issue. Faculty and staff who complete the training will be more aware of the challenges experienced by LGBTQ students and know how to:

- Respond when someone makes a biased comment or expresses prejudice
- Respond supportively when a student comes out as LGBTQ
- Recognize warning signs of psychological distress, including suicidal ideation
- Connect students who may be in distress with campus support services

WALKTHROUGH

During the training, users assume the role of faculty and staff members and engage in interactive conversations with three fully-animated, emotionally-responsive virtual students. Through these conversations, users learn how to create an inclusive, supportive environment for their LGBTQ students. Users practice confronting biased language, responding to a transgender student with a gender-related issue, and talking with a distressed student who needs a referral to campus support services. During and after the conversations, users receive personalized feedback based on their performance.

Throughout the course, learners have access to additional resources, including a link where they can find a listing of local and national LGBTQ, mental health and crisis services and a printable course summary that they can refer to once they have completed the training.

Introduction

🕒 ~2 min



Learners are introduced to three virtual LGBTQ college students—Matt, Jay, and Kallie — and learn about the rationale for the course, including definitions of the LGBTQ acronym and other terms, as well as explanations of the stressors encountered by some LGBTQ students.

Matt's Story

~5 min



In this module, Matt recounts a recent classroom discussion that included some biased comments that made him feel uncomfortable. In an interactive conversation, users take on the role of the professor and practice discussion management techniques to diffuse the tension in class so students with differing perspectives feel safe to participate.

Jay's Story

~7 min



In this module, users learn about the experience of one transgender student and practice responding with respect and sensitivity to a gender-related issue.

Kallie's Story

~10 min



In this module, users practice talking with a student who is at-risk for psychological distress and needs referral to mental health services. Users learn how to recognize signs of psychological distress and practice discussing concerns and making an effective referral to the counseling center. Users also learn about when and how to ask a student about suicide.

Conclusion

~2 min

Matt, Jay, and Kallie recap the importance of supportive educators and offer examples of techniques being used by faculty and staff around the country to create more inclusive college environments. Finally, learners are asked to complete a short post-training survey before printing their personalized certificate of completion.

PROGRAM FEATURES

Online, 24/7 Accessibility

The course is accessible 24/7 from any computer with Internet access. Learners can complete the training in multiple sittings.

Implementation Manual and Outreach Materials

Clients receive a manual with best practices for promoting the course to learners. It also includes electronic copies of several outreach materials including: email language to learners, customizable flyer, presentation slides, and links to a video trailer about the program.

Customizable Local Resources Web Page

The course includes a customizable web page with information on local and campus-specific resources for students.

Certificate of Completion

Users can print/download a personalized certificate upon course completion.

Role-Play Conversation with Virtual Students

The simulation is designed as a hands-on practice environment where users learn by engaging in a series of role-play conversations with fully-animated and emotionally-responsive virtual students.

Usage Reports

The course records the names and email addresses of users and tracks their progress throughout the course. Clients can access and download this usage data at anytime via a secure link.

Assessment

The course includes online pre, post, and 3-month follow-up surveys to assess longitudinal changes in skills, attitudes, and behavior.

Hosting and Technical Support

The course is hosted on Kognito's secure web server. Kognito provides technical support to all users.



PRICING

Institutions can purchase a license to make the program available to their faculty and staff. The cost of the license depends on the size of the institution and the length of time they would like the training to be available to learners (e.g., 1 year). Please contact us at 212-675-9234 or info@kognito.com for a quote.

Individuals interested in purchasing the course for personal use can do so via our online store at www.kognito.com/store.

A portion of the revenue for this program is donated to The Trevor Project and Campus Pride to support their charitable missions.

TRAINING FOR STUDENTS



LGBTQ on Campus for Faculty & Staff can be purchased alone, as a companion to *LGBTQ on Campus for Students*, or as part of the Kognito Campus Suite, which includes the *At-Risk* gatekeeper suicide prevention training for faculty, staff, and students and *Veterans on Campus* for faculty, staff and students. A version of *LGBTQ on Campus* for middle and high school personnel called *Step In, Speak Up!* is also available.

To view information and live demos of these programs, please go to: www.kognito.com.

CONTACT KOGNITO

Please contact us with questions or to receive a quote:

info@kognito.com
(212) 675-9234

If you or someone you know is in crisis or thinking about suicide, call the Trevor Lifeline (866-488-7386). It's free, confidential and available 24/7.