Following February's Harvard Chan Pride forum, event organizers designed a survey to help prioritize the issues and initiatives raised by event attendees. We received a reasonable response (n=21) from LGBTQ+ identified and allied students, staff, and faculty in this survey.

**Prioritizing Campus Climate Initiatives**

Six cross-cutting campus climate initiatives were discussed during the forum:

- Developing an “Outlist,” a publicly available listing of LGBTQ-identified...
- Providing a physical safe space for LGBTQ-identified students, staff, and...
- Bolstering the Unity Group with membership from students, staff, and faculty...
- Reviving a Queer Student Association group
- Improving mental health services available to LGBTQ-identified students
- Having an inclusivity training or workshop during orientation

Initiatives were prioritized as: Not at all important (1/5), Of little importance (2/5), Of average importance (3/5), Very important (4/5), or Absolutely essential (5/5).

While each one was considered very important or essential by the majority of respondents, the most highly regarded initiatives were the following (in bold):

1. **Bolstering the Unity Group with membership from students, staff, and faculty**
   - Mean 4.4; Median 4.5; Mode 5
2. **Improving mental health services available to LGBTQ-identified students**
   - Mean 4.35; Median 4.5; Mode 5
3. Reviving a Queer Student Association group
   - Mean 3.85; Median 4; Mode 4
4. Developing an “Outlist”
   - Mean 3.8; Median 4; Mode 4
5. Providing a physical safe space for LGBTQ-identified students, staff, and faculty
   - Mean 3.6; Median 4; Modes 3, 4
6. Having an inclusivity training or workshop during orientation
   - Mean 3.6; Median 4; Mode 5
Prioritizing Event Formats

Five specific event types were mentioned by attendees:
- A larger Pride Reception during June in observance of Pride Month
- Informal off-campus social events or other outings (This may be at restaurants...)
- On-campus lunch events around specific topic(s)
- On-campus dinner events around specific topic(s)
- LGBTQ receptions during orientations and admitted student days

Most were considered very important or essential by the majority of voters. These included:

1. **LGBTQ receptions during orientations and admitted student days**
   - Mean 4.35; Median 4; Modes 4, 5
2. Informal off-campus social events or other outings
   - Mean 4.15; Median 4; Mode 5
3. On-campus lunch events around specific topic(s)
   - Mean 4.05; Median 4; Mode 4
4. A larger Pride Reception during June in observance of Pride Month
   - Mean 3.8; Median 4; Mode 4

Prioritizing Academic Initiatives

Five specific academic initiatives were discussed during the forum:
- Providing guidance to course directors around inclusion of sexual and gender minority (SGM) health topics in their courses, including proper distinction of sex and gender
- Assessment of SGM curricular content
- Adoption of school-wide competencies relating to SGM populations and LGBTQ+ health
- Implementation of a real-time feedback mechanism to highlight issues relating to diversity, inclusion, and identity in the classroom
- Compiling a list of courses recommended by students that are strong in their approach to addressing sexuality and gender

Each of the five activities relating to strengthening Harvard Chan’s LGBTQ+ community in an academic context were considered very important or essential by the majority of voters. The most highly regarded initiatives were the following (in bold):

1. **Providing guidance to course directors around inclusion of sexual and gender minority (SGM) health topics in their courses, including proper distinction of sex and gender**
   - Mean 4.65; Median 5; Mode 5
2. **Assessment of SGM curricular content**
   - Mean 4.45; Median 5; Mode 5
3. **Adoption of school-wide competencies relating to SGM populations and LGBTQ+ health**
   - Mean 4.45; Median 4.5; Mode 5
4. Compiling a list of courses recommended by students that are strong in their approach to addressing sexuality and gender
   - Mean 4.1; Median 4; Mode 5
5. Implementation of a real-time feedback mechanism to highlight issues relating to diversity, inclusion, and identity in the classroom
   - Mean 4.2; Median 4; Modes 4, 5
On the Pride Flags in the FXB Atrium

Respondents voiced a considerable preference to update the 6-color rainbow flag with the 8-color inclusive Philadelphia redesign.

<table>
<thead>
<tr>
<th>Flag Design</th>
<th>Preferences</th>
</tr>
</thead>
<tbody>
<tr>
<td>6-color</td>
<td>n=3 (14%)</td>
</tr>
<tr>
<td>8-color</td>
<td>n=16 (76%)</td>
</tr>
<tr>
<td>No Preference</td>
<td>N=2 (10%)</td>
</tr>
</tbody>
</table>

Updating the flag without intention or action was not appealing for attendees of the Pride Forum, and for good reason. In addition to an updated flag, respondents supported the following concurrent actions in the following order:

1. **Updating a plaque stating the intention for displaying the flag**
2. Intersectionality-focused extra-curricular event
3. Develop and advertise a plan of action for related activities

Closing Thoughts

Several respondents took the opportunity to complete open-ended questions about next steps, best practices, and sustainability of these efforts. Hiring a full-time staff member focused on supporting the LGBTQ+ community and advancing SGM-related curricular initiatives was raised. Others emphasized the importance of doctoral student leadership and faculty or staff advisors to ensure sustainability. One respondent took issue with the word “queer” and the identifications it assumes, lending implicit support to words like Unity, Pride, and SGM in future programming. Another comment succinctly captured the importance of partnerships and organization: “I like the idea of a strong umbrella organization involving students, staff, and faculty that has in its charter certain minimum requirements/expectations around the amount of social or more formal events. I like the idea of collaborating with HMS and the broader Longwood queer community.”