Coming Out Stars

During the October 2012 all staff meeting for Residential Life, the Training Committee hosted the Coming Out Stars program to tie into National Coming Out Day. Presenters included the Residential Life Counselor and intern, as well as the Area Coordinator staff. Seventy (70) student staff responded to the paper evaluation of this program. The evaluation was distributed at the end of the program and collected by supervisor staff.

The Student Learning Outcome utilized during this program was:

Students will become more aware of their own biases and prejudices as it relates to issues of multiculturalism and diversity within the SF State community.

Based on your participation in this activity was the learning outcome met?

- Strongly Agree: 31%
- Agree: 46%
- Neutral: 20%
- Disagree: 3%
- Strongly Disagree: 0%
Understanding BEFORE Session

- LGBT Identity Models
- Impact On Individual Coming Out

<table>
<thead>
<tr>
<th>Level</th>
<th>LGBT Identity Models</th>
<th>Impact On Individual Coming Out</th>
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</thead>
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<td>Strongly Understand</td>
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<td>12</td>
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<td>29</td>
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Understanding AFTER Session

- LGBT Identity Models
- Impact on Individual Coming Out

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<thead>
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</thead>
<tbody>
<tr>
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Themes around participant learning:

The follow are a summation of common themes that participants identified as what they learned from the program:

- A variety of LGBT Identity models exist and individuals often do not fit into just one model but may see themselves across several models
- Individuals who come out have many factors to consider before coming out
- Coming out can look different across cultures, social class, race, gender, etc.
- Coming out affects all those involved in the process (the LGBT identified person, family, friends, allies)
- The coming out process is an ongoing process, typically the person coming out has to do so throughout life
- Many participants noted the difficulty and fear of being rejected by family
- A few participants noted that coming out trans, and the social stigma related to the trans community, was not discussed

Themes around what participant wanted learn or hear more about:

- Participants wanted to hear actual coming out stories
- Participants want more information about what is means to be Transgender, challenges trans individuals face, and their coming out process
- Participants wanted to hear how individuals in or from other countries experience the coming out process or being LGBT and not from the U.S.
- Participants wanted to discuss the positive aspects of the coming out process
- Participants wanted to discuss how and individuals LGBT Identity may change or evolve over time
- Participants wanted a list of campus and community resources for reference
- Participants wanted a definition of terms (i.e. LGBTQIA, etc.)
- Participants wanted statistics around college students coming out and its real impact on life after college
- A handful of participants wanted some hands on experience on what to say to someone coming out or exploring their identity (perhaps in Behind Closed Doors)
Themes around how staff will apply what they learned to their role on staff:

- Staff felt they would be more understanding and open to students coming out
- Staff felt this activity could be applied to their floor or student organizations to spread the knowledge
- Staff felt this would help them create a more open environment on their floor/in their community
- Staff felt like this program reinforced the skill of listening non judgmentally
- Staff felt like they gained a better understanding of why individuals may not come out and to learn to accept people where they are

Themes around what staff would change about this activity:

- Participants wanted to hear coming out stories
- Participants wanted more discussion time
- Participants wanted more information on the models and a tie in with them at the end of the program
- Participants wanted a hands on component (Behind Closed Doors style)
- Participants wanted a hand out with resources (something tangible)
- Several participants would have preferred a heads up that we were going to talk about LGBT Identity and the coming out process

Participants were given the opportunity to state why they would want the activity changed. Several of those themes included:
- wanting to have more time for the activity
- reluctance to discuss and or participate in the discussion as they did not want to discuss their own sexual identity