**Campus recommendations to support LGBTIQ+ students and staff**

1. **LBGTIQ+ inclusive student orientations** – greater visibility of the LBGTIQ+ community during student orientation events, programmes and presentations
2. **LBGTIQ+ inclusive mental health resources -** mental health staff to have training and experience on gender identity and sexual orientation issues
3. **Resources (human and financial) for queer and trans students** who are Māori, Pasifika and/or international
4. **LBGTIQ+ inclusive sexual violence and sexual misconduct resources -** need resources, data, training and awareness to assess and address for LGBTIQ+ students
5. **LBGTIQ+ training for staff -** accessible training for academic, residential staff, students advisors, etc. around issues of sexuality, gender and ethnicity
6. **Champions and safe space -** experienced diversity representatives available in every department and a rainbow space in a welcoming, centrally located space
7. **Financial resources -** financial resources for LBGTIQ+ for operations, support and programmes
8. **Gender inclusive toilets -** include on all campus maps and apps; strategy to ensure that renovation and new construction includes gender inclusive toilets
9. **LBGTIQ+ career development –** all careers advice staff trained in gender identity issues, LBGTQ+ specific resources and career paths in NZ and elsewhere
10. **Resources and support for international travel for LBGTIQ+ students –** travel staff and services to be knowledgeable of LBGTIQ+ related safety issues outside NZ
11. **LBGTIQ+ staff equity issues** - HR to offer new employees the option to disclose basic demographic information with regard to sexual orientation and gender identity
12. **LBGTQI+ resources -** more LBGTIQ+ resources for student communities
13. **LBGTQ-friendly faculty/staff directory -** faculty and staff who are open to speaking about LBGTIQ+ issues and comfortable serving as a resource for LBGTIQ+ students
14. **Creating an LBGTQ-affirming culture and climate -** staff and student groups collaborations to help ensure a safe and supportive living environment for students
15. **LBGTQ+ and social justice curriculum –** more course work to focus on LBGTIQ+ issues, history and current events, and diversity, inclusion, identity, and social justice
16. **Accessible data collection** – identities/intersections of identities to be included in all campus surveys including student recruitment, retention, graduation, transfer of majors; staff hiring, firing, promotions, tenure and attrition; harassment/assault; and welcome/belonging

Adapted from the Massachusetts Institute of Technology campus recommendationsto improve LGBTQ+ student experiences <http://lbgt.mit.edu/recommendations.php>