



## Fraternity & Sorority LGBT-Friendly Climate Self-Test

**DIRECTIONS:** The Lambda 10 Project encourages every fraternity and sorority to know where it stands on LGBT issues/concerns, so it can become better. The following is a self-test to assist individuals and chapters in assessing your climate toward sexual orientation and gender identity/expression within your local chapter. Please complete the following questions to the best of your knowledge and as honestly as possible.

### Terminology:

**Trans/Transgender:** Synonymous terms to describe people whose psychological self (gender identity) differs from social expectations for the physical sex that they were born with.

**Gender Non-Conforming:** A person who expresses gender traits that are not generally associated with their biological sex (men who exhibit behavior that is “effeminate” and women who exhibit behavior that is more “masculine”).

**Lesbian & Gay:** Sexual orientation to those of the same sex; homosexual men and women. The term 'gay' has become particularly associated with homosexual men. The term 'lesbian' is the most common term for the female homosexual.

**Bisexual:** Sexual orientation to members of both sexes.

## Part 1: Sexual Orientation

1. An active member within my chapter is “out” and identifies as lesbian, gay, bisexual or queer.

**YES**                      **NO**                      **MAYBE**

2. There has been at least one “out” brother/sister within the last four years who was an active member in my chapter.

**YES**                      **NO**                      **MAYBE**

3. If a brother/sister were to come out to the chapter, he/she would find acceptance and support from the chapter.

**YES**                      **NO**                      **MAYBE**

4. Brothers/sisters who are out in my chapter are not (or would not be) treated negatively because of their sexual orientation.

**YES**                      **NO**                      **MAYBE**

5. If my chapter has a house/living arrangement, lesbian, gay or bisexual brothers/sisters are (or would be) welcome and encouraged to live-in under the same set of standards and expectations as heterosexual brothers/sisters.

**YES**                      **NO**                      **MAYBE**

6. Anti-LGB actions, derogatory remarks and, or jokes are not tolerated in my chapter and are grounds for member sanctions and potentially dismissal from chapter.

**YES**                      **NO**                      **MAYBE**

7. Our chapter is comfortable with interacting and recruiting potential new members who are lesbian, gay or bisexual during recruitment activities in the same fashion as we do any other potential new member.

**YES**                      **NO**                      **MAYBE**

8. Our chapter has LGB representation and inclusion as part of the new member education program to share our values of brotherhood/sisterhood toward LGBT people.

**YES**                      **NO**                      **MAYBE**

9. When offered on campus, our chapter participates annually in campus trainings/workshops for sexual orientation issues as a way to educate members (e.g. Safe Zone/Safe Space, Ally trainings, etc.)

**YES**                      **NO**                      **MAYBE**

10. Our chapter has members who are visible heterosexual allies who confront anti-LGB behaviors/remarks when they happen within the chapter and, or in the Greek community.

**YES**                      **NO**                      **MAYBE**

11. My fraternity/sorority encourages out brothers/sisters to wear letters while attending LGBT or ally events on campus.

**YES**                      **NO**                      **MAYBE**

12. My fraternity/sorority has sponsored/cosponsored (or would sponsor/cosponsor) LGBT activities/events on campus on its own or in conjunction with a LGBT-identified group/office.

**YES**                      **NO**                      **MAYBE**

13. Regardless of whether our college/university has a policy of nondiscrimination that includes sexual orientation, our chapter would never use sexual orientation as a determining factor to exclude membership to an individual.

**YES**                      **NO**                      **MAYBE**

14. Our executive leadership includes, or has included within the last four years, members who are openly lesbian, gay or bisexual.

**YES**                      **NO**                      **MAYBE**

15. Openly lesbian, gay and bisexual members are (or would be) encouraged to participate and be leaders in LGBT and ally organizations on campus.

**YES**                      **NO**                      **MAYBE**

16. My fraternity/sorority does not (or would not) have an issue with a member bringing a same sex date to our chapter social events (e.g. formal, semi-formal, parties).

**YES**                      **NO**                      **MAYBE**

17. My fraternity/sorority does not (or would not) have an issue with same sex dancing or display of affection in a way similar to heterosexual members at chapter social events (e.g. formal, semi-formal, parties).

**YES**                      **NO**                      **MAYBE**

18. Our chapter does not have any issue being labeled "the gay, queer, LGBT fraternity/sorority" because we have openly lesbian, gay and bisexual members.

**YES**                      **NO**                      **MAYBE**

19. Our alumni advisory board, house corporation board, and/or local alumni association includes, or has included within the last four years, members who are openly lesbian, gay or bisexual.

**YES**                      **NO**                      **MAYBE**

20. Our alumni understand and accept that our chapter does not tolerate the mistreatment of others based on sexual orientation and would support extending a bid to a lesbian, gay or bisexual individual.

**YES**                      **NO**                      **MAYBE**

21. Our chapter expects alumni who return to visit to be held accountable to the same standards of inclusion and respect surrounding sexual orientation and, or the acceptance of our lesbian, gay or bisexual members.

**YES**

**NO**

**MAYBE**

22. Our inter/national fraternity/sorority headquarters staff provides support and resources to our chapter on sexual orientation issues.

**YES**

**NO**

**MAYBE**

23. Our inter/national fraternity/sorority headquarters staff openly advocate support for diversity in its public statements, publications and trainings, specifically referencing sexual orientation and, or highlighting lesbian, gay and bisexual brothers/sisters being a valued part of the chapter.

**YES**

**NO**

**MAYBE**

24. Our inter/national fraternity/sorority has a nondiscrimination/diversity policy/statement and, or anti-hazing/harassment clause, which expressly includes the words "sexual orientation."

**YES**

**NO**

**MAYBE**

25. If I were lesbian, gay or bisexual, I would feel comfortable rushing and joining my chapter.

**YES**

**NO**

**MAYBE**

## **PLEASE ADD UP YOUR RESPONSES**

**YES 1 Point**

**NO 0 Points**

**Maybe .5 Point**

### **SECTION 1 TOTAL**

**"YES" TOTAL: \_\_\_\_\_**

**"NO" TOTAL: \_\_\_\_\_**

**"MAYBE" TOTAL: \_\_\_\_\_**



## Part 2: Gender Identity/Expression

26. An active member within my chapter is “out” as a trans-identified brother/sister and, or outwardly expresses his/herself in a gender non-conforming manner.

**YES**                      **NO**                      **MAYBE**

27. There has been at least one trans-identified brother/sister within the last four years who was an active member in my chapter.

**YES**                      **NO**                      **MAYBE**

28. If a brother/sister were gender non-conforming or were to come out as transgender to the chapter, he/she would find acceptance and support from the chapter.

**YES**                      **NO**                      **MAYBE**

29. Brothers/sisters who are transgender or gender non-conforming in my chapter are not (or would not be) treated negatively because of their gender identity/expression.

**YES**                      **NO**                      **MAYBE**

30. If my chapter has a house/living arrangement, trans-identified brothers/sisters are (or would be) welcome and encouraged to live-in under the same set of standards and expectations as other brothers/sisters.

**YES**                      **NO**                      **MAYBE**

31. Anti-transgender actions, derogatory remarks and, or jokes are not tolerated in my chapter and are grounds for member sanctions and potentially dismissal from chapter.

**YES**                      **NO**                      **MAYBE**

32. Members of my chapter have a general understanding and appreciation of transgender people and would not discriminate against a transgender person being a brother/sister who is in transition or who has a different gender identity or expression than their biological gender.

**YES**                      **NO**                      **MAYBE**

33. Our chapter understands that gender roles and stereotypes (more effeminate/more masculine behaviors) do not define or categorize who a person is or their potential success as a sister/brother in the chapter.

**YES**                      **NO**                      **MAYBE**

34. Our chapter is comfortable with interacting and recruiting potential new members who may not subscribe to traditional gender roles/appearance (more effeminate/more masculine behaviors) during recruitment activities in the same fashion as we do any other potential new member.

**YES**                      **NO**                      **MAYBE**

35. Our chapter has transgender representation and inclusion as part of the new member education program to share our values of brotherhood/sisterhood toward transgender people.

**YES**                      **NO**                      **MAYBE**

36. Our chapter is (or would feel) comfortable sharing a room and/or taking a shower in the same space with someone who identified as transgender or an effeminate brother/masculine sister.

**YES**                      **NO**                      **MAYBE**

37. When offered on campus, our chapter participates annually in campus trainings/workshops for gender identity/expression issues as a way to educate members (e.g. Trans 101, Ally trainings, etc.)

**YES**                      **NO**                      **MAYBE**

38. Our chapter has members who are visible transgender allies who confront derogatory gender conformist behaviors/remarks when they happen within the chapter and, or in the Greek community.

**YES**                      **NO**                      **MAYBE**

39. Regardless of whether our college/university has a policy of nondiscrimination that includes gender identity/expression, our chapter would never use gender non-conformity or someone being transgender as a determining factor to exclude membership to an individual, so long as the individual self-identifies with the gender of the fraternity/sorority (e.g. an individual F to M joining a fraternity, an individual M to F joining a sorority).

**YES**                      **NO**                      **MAYBE**

40. Our executive leadership includes, or has included within the last four years, members who are transgender.

**YES**                      **NO**                      **MAYBE**

41. Openly transgender members are (or would be) encouraged to participate and seek leadership in LGBT and ally organizations on campus.

**YES**                      **NO**                      **MAYBE**

42. Our chapter does not (or would not) find any concern being labeled “effeminate (fraternity)” or “masculine (sorority)” because we have gender non-conforming members.

**YES**                      **NO**                      **MAYBE**

43. There are currently transgender members of our alumni advisory board, house corporation board, and/or local alumni association.

**YES**                      **NO**                      **MAYBE**

44. Our alumni advisory board, house corporation board, and/or local alumni association includes, or has included within the last four years, members who are transgender.

**YES**                      **NO**                      **MAYBE**

45. Our alumni understand and accept that our chapter does not tolerate the mistreatment of others based on gender identity/expression and would support extending a bid to a trans-identified individual.

**YES**

**NO**

**MAYBE**

46. Our chapter expects alumni who return to visit to be held accountable to the same standards of inclusion and respect surrounding gender identity/expression and, or the acceptance of our transgender members.

**YES**

**NO**

**MAYBE**

47. Our inter/national fraternity/sorority headquarters staff provides support and resources to our chapter on gender identity/expression issues.

**YES**

**NO**

**MAYBE**

48. Our inter/national fraternity/sorority headquarters staff openly advocates support for diversity in its public statements, publications and trainings, specifically referencing gender identity/expression.

**YES**

**NO**

**MAYBE**

49. Our inter/national fraternity/sorority has a nondiscrimination/diversity policy/statement and, or anti-hazing/harassment clause, which expressly includes the words "gender identity/expression."

**YES**

**NO**

**MAYBE**

50. If I were transgender, I would feel comfortable rushing and joining my chapter.

**YES**

**NO**

**MAYBE**

## **PLEASE ADD UP YOUR RESPONSES**

**YES 1 Point**

**NO 0 Points**

**MAYBE .5 Point**

### **SECTION 2 TOTAL**

**"YES" TOTAL: \_\_\_\_\_**

**"NO" TOTAL: \_\_\_\_\_**

**"MAYBE" TOTAL: \_\_\_\_\_**



# FINAL LGBT-FRIENDLY CLIMATE SCORE

## PLEASE ADD UP YOUR RESPONSES FROM SECTION 1 & 2

YES 1 Point

NO 0 Points

Maybe .5 Point

### OVERALL TOTAL

“YES” TOTAL: \_\_\_\_\_

“NO” TOTAL: \_\_\_\_\_

“MAYBE” TOTAL: \_\_\_\_\_

Based on your tally, please consider these TOTALS – Alpha, Beta, Gamma Status as to the level of your fraternity/sorority chapter on LGBT issues. Particular attention should be paid to whether your campus scored higher/lower on Part 1 versus Part 2. Please keep in mind that this is a self-test and represents a generalized assessment for you to begin the conversation on how your chapter can become more LGBT-Friendly.

**TOTALS 50- 40 -- Alpha Status:** A fraternity/sorority chapter that exhibits superior knowledge and appreciation for the LGBT community; is sensitive and conscientious of LGBT issues in the areas of recruitment, new member education, alumni relations, leadership, traditions and brotherhood/sisterhood; a leader and role model for other organizations to adapt and follow.

**TOTALS 39-15 -- Beta Status:** A fraternity/sorority chapter that exhibits some knowledge and appreciation for the LGBT community; seeks further understanding and sensitivity for LGBT issues in the areas of recruitment, new member education, alumni relations, leadership, traditions and brotherhood/sisterhood; a potential future role model for other organizations to adapt and follow.

**TOTALS 14-0 -- Gamma Status:** A fraternity/sorority chapter that exhibits little knowledge and appreciation for the LGBT community and gender identity/expression; may not be conscientious of these issues due to lack of exposure and education; should strongly consider additional training in the areas of recruitment, new member education, alumni relations, leadership, traditions and brotherhood/sisterhood; currently not a role model for other organizations to adopt or follow.

