



LGBTQ Mentoring Needs Assessment

Student: Roxie Schmidt

Faculty Mentor: Jeffrey Goodman, PhD

Liberal Studies and Psychology

University of Wisconsin – Eau Claire



Introduction

The goal of creating an LGBTQ needs assessment was to discover whether or not students at the University of Wisconsin – Eau Claire felt a need for LGBTQ-specific mentoring support. Assessing the importance of mentoring for LGBTQ students is vital because it allows students and faculty to acknowledge where there is a lack of assistance so that we may progress forward and improve services. In particular, we hope that the results of this needs assessment will inform the types of programs and services provided through Peer Haven.

Method

Participants:
N = 65 (42 LGBTQ, 21 Ally, 2 Neither)

Procedure:
Participants completed the needs assessment which was administered as a Qualtrics survey

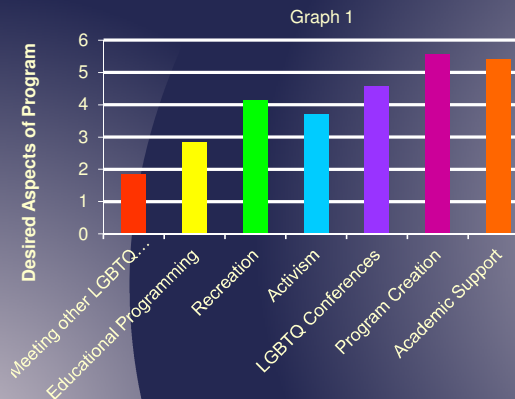
Items/Questions:
The Qualtrics survey was broken into four sections of questions:
-Sexual orientation/gender identity
-Available resources (personal/professional)
-Mentor program specific
-Involvement

Results

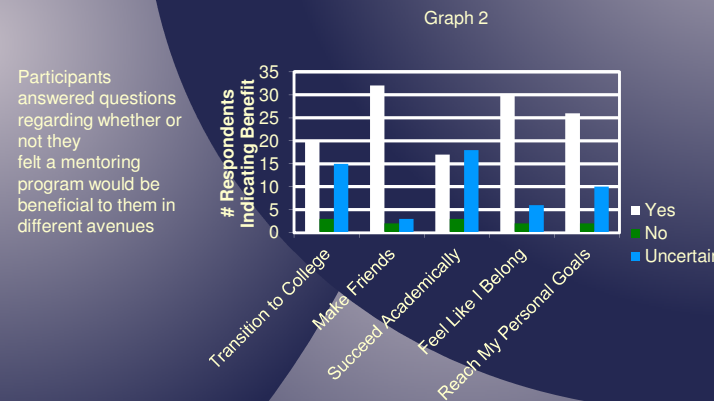
Each graph describes a different aspect of the Qualtrics survey results. Graph 1 conveys the types of programs participants would like included in a mentoring program if they were to take part in it first-hand. Meeting other LGBTQ people scored lowest while helping to create programming was the highest.

Graph 2 depicts participants' perceptions of how a mentoring program could/would benefit them if they were to join the program. Overall, participants felt that having a mentoring program would have been beneficial in each aspect of their lives we assessed.

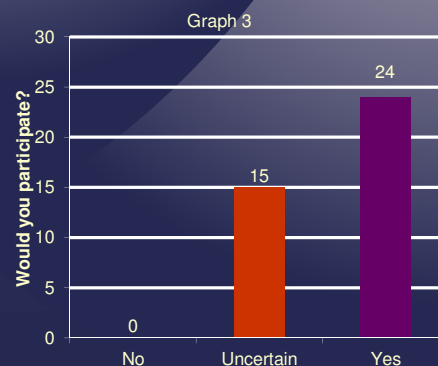
Graph 3 was the most basic question on the assessment: "would you participate in a mentoring program if there was one at the University of Wisconsin – Eau Claire (UWEC)?" Results show that more than half of our participants said "yes" or "uncertain" with no one indicating that they would not.



Participants ranked what they saw as the most important content to provide within a mentoring program, if they were to be an active member



Participants answered questions regarding whether or not they felt a mentoring program would be beneficial to them in different avenues



Participants were asked whether or not they would be interested in being a part of a mentoring program here on the UWEC campus

Discussion

Results from the LGBTQ needs assessment are beneficial when used in collaboration with the creation of the new LGBTQ mentoring program, Peer Haven, here on the UWEC campus.

Results from the needs assessment show promising support that the program has a chance to succeed as more than 50% of participants who took the needs assessment through Qualtrics responded positively to how it could affect them and their relationship with the campus and the wider community.

In addition to participant responses being positive, they also gave insight into what they hope the program will include and provide for them as students. Peer Haven will have the opportunity to provide support to students on a student-to-student professional mentor/mentee relationship through the Dean of Students Office.

The needs assessment will help provide insight into how the program should be organized, types of events to provide, current and on-going trainings students are interested in pursuing, and ways to provide more LGBTQ leadership opportunities. The needs assessment will also help guide Peer Haven in achieving its' goal to help build a stronger and more visual community.

Future Direction

Further research is needed regarding the results of gender identity/expression. The Qualtrics survey results revealed that more participants than anticipated see themselves as falling outside the binary (i.e., male/female) than within. More research would provide answers as to why this may happen and its' significance for identity and well-being.

Much appreciation goes to the Office of Research and Sponsored Programming for providing the Faculty/Student Collaborative Research Program

