

Positive Space & LGBT Student Advisor, 2012 Fall Semester End Report

By Dale Boyle
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Positive Space & LGBT Student Advisor Position

The Positive Space & LGBT Student Advisor position is a newly created co-op position, implemented in the Fall Semester of 2012.

The mission statement for the position is "to create a welcoming, safe, and inclusive environment for the Georgian College community, through the power of awareness and education of the LGBTTIQQ2SA community."

The position was given approval to run for one semester, and has no indication of continuing into the future. The Positive Space & LGBT Student Advisor reports directly to Eric Johnston, Manager for Residence and Student Life, fits within the Student Services stream, and receives majority of its funding from Co-op & Career Services.

Please look at Figure 1.1 below to gather a quick yet detailed and total amount of expenses.

Positive Space & LGBT Student Advisor Expenses

Item	Month	Expense Cost
Travel Expenses	September	\$24.40
Travel Expenses	October	\$302.00
Ally Sticker	October	\$395.50
Ally Buttons	November	\$251.43
Travel Expenses	November	\$217.20
Total Expenses		\$1,190.53

Figure 1.1

LGBT Awareness & Education Seminar

These seminars intend to expand diversity, awareness, and understanding of the LGBTTIQQ2SA community. The seminar is one hour in length and includes the following details:

- Terminology – What is the meaning of LGBTTIQQ2SA
- Statistics & Figures – Both positive and negative
- The impact of our words – What do we really mean when we speak and how does it affect others
- How to be an Ally – The characteristics of an Ally, and what it means to be an ally
- Local Allies – These are the known allies both in Georgian College and the local community

Attendees who participate in the full hour seminar were eligible to receive an Ally sticker, Ally button, and Recognition of Participation Award. There were 500 Ally stickers, and 250 Ally buttons created and distributed. The Recognition of Participation Award was distributed electronically to nearly everyone, except the select few who did not want to receive it.

The seminar provides participants to acquire more information about the LGBTTIQQ2SA community and learn the importance and need of being an Ally. It can improve customer service skills, diversity, initiative, being able to feel more comfortable with the LGBT community, and make the campus a more welcoming and inviting environment.

Summary of LGBT Awareness & Education Seminar Attendance

The following is a summary of seminars performed at each campus, the number of attendees, academic areas, and departments in attendance of the LGBT Awareness & Education Seminars from July 18, 2012 to December 18, 2012.

Campus Visits

A total of 61 seminars have been performed across all campuses. Please refer to the following list for how many seminars were performed at each campus:

- Barrie Campus – 46 Seminars
- Orillia Campus – 9 Seminars
- Owen Sound Campus – 3 Seminars
- John DiPoce South Georgian Bay – 1 Seminar
- Midland Campus – 1 Seminar
- Orangeville Campus – 1 Seminar
- Muskoka Campus – 0 Seminars

Each campus also had the opportunity to attend open invite seminars, which were marketed towards any Georgian College student, staff, and faculty to attend. A total of 14 open invite seminars were performed. Please note that for two of these seminars, there was no one in attendance: one seminar at the Muskoka campus, and one at the John DiPoce South Georgian Bay campus.

Staff & Students

A total of 1,416 people have attended the seminars, consisting of 398 employees and 1,018 students. It is important to note that some of the employees are also students in a part time job, contract, or co-op position working at the college.

Academic Areas

A total of 33 seminars have been performed in various classrooms. Please refer to the following list of academic areas, and how many seminars were performed within each:

- School of Business – 14 Seminars
- Health & Wellness – 9 Seminars
- Community Studies – 5 Seminars
- Computer Studies – 2 Seminars
- Hospitality, Tourism & Recreation – 2 Seminars
- Engineering – 1 Seminar

Departments

There have been several departmental seminars performed as well. Please refer to the following list of departments who have attended the seminar:

- Residence
- Library
- The Last Class
- The First Class
- The Den
- Co-op & Career Services
- Student Administrative Council, Barrie Campus
- Student Success
- Information Technology
- Corporate Marketing & Communications
- Human Resources
- Centre for Teaching & Learning

Reception & Feedback

There has been an overwhelming amount of positive feedback from seminar participants. While in the seminars, participants can be seen to be engaging and connecting with the information and each other, while actively learning, growing, and transforming. Certain individuals experience intense emotional feelings and express their appreciation and value of the seminar and its contents.

Every participant is provided with and encouraged to complete a survey to gather information and feedback of those who attended, the content, the value, the effects, and the presenter. There has been a 25% response rate in terms of completed online surveys. 63.3% of survey respondents respond with the seminar being extremely valuable.

Please refer to Appendix A for a detailed look at the survey and the response.

Growth of LGBT Support & Resources

There are several areas for growth in regards to the LGBT support and resources for Georgian College, beyond that of the Positive Space & LGBT Student Advisor. The co-op position simply lays the ground work to making the school a more welcoming, safe, and inclusive environment. The following are some initial concepts for areas of growth.

Physical Location

It is not uncommon for other postsecondary education institutions to have a physical location or 'positive space' for the LGBT community. This may look like a lounge, with a volunteer always stationed, a calendar of upcoming events, educational resources, and contacts for further assistance. For campuses which can't have a physical location, such as a satellite campus, an LGBT resource wall could be created, including education information and contact information for further assistance.

Recruitment & Retention

Recruiting and retaining students is a continuous goal, and an area where an LGBT resource can support this. Georgian College could market ourselves as an LGBT friendly school, stating what services and resources we have for current and upcoming students.

To illustrate, a local Barrie high school student who is being bullied because of his or her sexual orientation may feel that he or she has to go to a college in Toronto in order to feel accepted. Until he or she notices a webpage detailing Georgian College's resources and support for the LGBT community, which might make him or her stay in Barrie for postsecondary education.

Enhanced & Additional Seminars

There have been many requests to further develop the information in the seminars, such as religious, politics, transgendered, statistics, and other areas. There could be multiple seminars, each revolving around a different LGBT specific topic. For example, an Ally Seminar, a Trans Seminar, a Two-Spirit & Aboriginal Seminar, and more could be offered. External communities have already requested LGBT seminars, and this could be set up as a service to the community.

Social Components


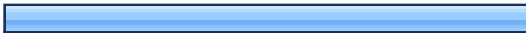

Creating or enhancing a social community on campus for those in, or supporters of, the LGBT community. This could be additional resources or assistance of the Pride @ Georgian group on campus. While seminars are intended to inform the heterosexual community, a social community could be extremely beneficial for the LGBT community who need further support and outlets.

Next Steps




Georgian College should then highly consider continuing and/or implementing the following:

- 1) Create a new 24 hour per week contract position to allow the LGBT services and resources to be continued. This will ensure that there is a constant individual running the seminars, further the branding, marketing, and credibility of the Ally symbol, continuing to create awareness, and educate the Georgian College community. This new position will include new roles and responsibilities including, but not limited to, those listed in the Growth for LGBT Support & Resources section.
- 2) Implement new policies and procedures both in Human Resources and the Student Administrative Council to ensure LGBT services and resources are available. This may include if there is no student team to run the Pride @ Georgian group, the responsibility falls onto a SAC member until a leader is found. As well as ensuring that a dedicated employee faculty advisor(s) will be able to lend his or her experiences and resources to the group. Being a part of a social community can be a critical catalyst in a student's college life, resulting in a happier state of being, improved grades and attendance, and higher retention rates. Without this specific social group, some students may be lost and exit the institution.
- 3) Allow the Positive Space & LGBT Student Advisor co-op position to be continued. This will allow for a new student to run the position every semester and obtain powerful skills, knowledge, and experience.






1. Are you apart of the LGBTTIQQ2S community?

		Response Percent	Response Count
Yes		17.7%	65
No		78.5%	288
Prefer not to answer		3.8%	14
answered question			367
skipped question			0



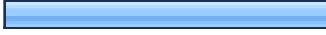


2. Are you an Ally to the LGBTTIQQ2S community?

		Response Percent	Response Count
Yes		86.9%	319
No		10.1%	37
Prefer not to answer		3.0%	11
answered question			367
skipped question			0






3. What is your comfort level with the LGBTTIQQ2SA community?

		Response Percent	Response Count
Extremely comfortable		36.8%	135
Very comfortable		42.0%	154
Moderately comfortable		18.3%	67
Slightly uncomfortable		0.8%	3
Not at all comfortable		2.2%	8
answered question			367
skipped question			0






4. What was your level of knowledge of the LGBTTIQQ2SA community prior to the seminar?

		Response Percent	Response Count
Extremely knowledgeable		1.9%	7
Very knowledgeable		18.5%	67
Moderately knowledgeable		48.5%	176
Slightly knowledgeable		24.0%	87
Not at all knowledgeable		7.2%	26
answered question			363
skipped question			4






5. What is your level of knowledge of the LGBTTIQQ2SA community after the seminar?

		Response Percent	Response Count
Extremely knowledgeable		28.1%	102
Very knowledgeable		55.1%	200
Moderately knowledgeable		14.9%	54
Slightly knowledgeable		1.4%	5
Not at all knowledgeable		0.6%	2
answered question			363
skipped question			4






6. Has your perception towards the LGBTTIQQ2SA community improved after the seminar?

		Response Percent	Response Count
Extremely improved		23.0%	83
Very improved		38.0%	137
Moderately improved		22.4%	81
Slightly improved		6.9%	25
Not at all improved		9.7%	35
answered question			361
skipped question			6






7. Could you relate to the information in the seminar?

		Response Percent	Response Count
Extremely relatable		20.8%	75
Very relatable		47.5%	171
Moderately relatable		18.9%	68
Slightly relatable		9.7%	35
Not at all relatable		3.1%	11
answered question			360
skipped question			7






8. Do you find the seminar has value?

		Response Percent	Response Count
Extremely valuable		63.3%	228
Very valuable		27.8%	100
Moderately valuable		7.2%	26
Slightly valuable		0.6%	2
Not at all valuable		1.1%	4
answered question			360
skipped question			7






9. How knowledgeable was the presenter?

		Response Percent	Response Count
Extremely knowledgeable		62.4%	224
Very knowledgeable		33.7%	121
Moderately knowledgeable		2.5%	9
Slightly knowledgeable		1.1%	4
Not at all knowledgeable		0.3%	1
answered question			359
skipped question			8

10. How well did the presenter answer questions?

		Response Percent	Response Count
Extremely well		57.7%	207
Very well		38.4%	138
Moderately well		2.8%	10
Slightly well		0.3%	1
Not at all well		0.8%	3
answered question			359
skipped question			8

11. Was the presenter engaging with the class?

		Response Percent	Response Count
Extremely engaging		66.9%	240
Very engaging		28.1%	101
Moderately engaging		3.9%	14
Slightly engaging		0.8%	3
Not at all engaging		0.3%	1
answered question			359
skipped question			8

12. Any comments, feedback, and suggestions to improve?

	Response Count
	186
answered question	186
skipped question	181

Page 7, Q12. Any comments, feedback, and suggestions to improve?

1	Given the time that Dale had, he did an excellent job. The material was interesting and engaging. His visuals were excellent. His passion for the topic was communicated in a respectful and open way. Sessions like this should be offered on an ongoing basis to faculty, staff, and students. It is extremely important work in helping the college community more effectively address diversity.	Dec 21, 2012 10:23 AM
2	It was amazing to attend and I hope to attend one again in the future!	Dec 20, 2012 11:52 PM
3	Q 6 of the survey may not be positioned correctly if one does not have poor perceptions of the LGBT community.	Dec 20, 2012 5:40 PM
4	This was very well done! It made the whole group feel comfortable with a topic that at times can make individuals uncomfortable. Thank you Dale.	Dec 20, 2012 10:19 AM
5	Thank you this was very valuable, I learned a lot	Dec 19, 2012 3:17 PM
6	I understand the mandate. I accept that people are welcome to make their own decisions. As Trudeau said "why should the government quarrel with what people do in the privacy of their own bedroom: I agree that you are doing this to destigmatize it. Someone bluntly said to me "Why should I give a **** where another person places their **** or any other part of their body. I didn't know what to say to them. It reminded me of Trudeau only he spoke it in a more politically correct fashion. I personally do not feel it should be an agenda that should be forced upon others such as one would not willingly force religion politics or what have you without significant recourse. I understand you face social stigma and I commend you on fighting that. I personally do see the bigger picture and understand that this is what it takes to make change. The good news is that Canada is considerably accommodating so I fear this will get to the point where others will become offended by forcing this agenda on them.	Dec 12, 2012 6:09 PM
7	Great job, thank-you for speaking at our school!	Dec 12, 2012 4:06 PM
8	This was fantastic. It would benefit everyone at the college from staff to students	Dec 7, 2012 4:42 PM
9	Amazing job!	Dec 6, 2012 6:13 PM
10	Excellent job, Dale!	Dec 6, 2012 2:51 PM
11	There are a few spelling/grammar errors near the beginning of the survey. Also, you were looking for another term instead of statistics for your presentation. How about historical data? Overall, very informative. Thank you.	Dec 6, 2012 8:53 AM
12	While I answered #6 as slightly improved, I think it's because I already feel like I have a very positive attitude towards the community. The one area I have had the least exposure to is transgendered and the seminar helped to provide insight and education into this. Dale did an amazing job and I think all staff and students would benefit from this seminar.	Dec 6, 2012 8:38 AM
13	I was very impressed with your seminar and the fact that you were given permission to use your time towards a coop work term for your program, this was a very brave and extremely entrepreneurial idea! Good for you! Some of the facts that you presented about rejection were very disturbing (but real) and made	Dec 5, 2012 11:50 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

	me realize the significance of how critical it is for our youth and our adolescents to be supported and understood and not rejected or labeled during this very confusing and critical time in their life. This is a sensitive issue (and a controversial issue). In future I will not be so quick to judge anyone and I will try by keep my thoughts to myself and to choose my words carefully.	
14	Good presentation!	Dec 5, 2012 11:35 AM
15	Thank you for this very valuable information. Even though I was fairly informed on this topic, I feel more comfortable now and only wish for that to grow.	Dec 5, 2012 7:44 AM
16	I think this is a very important service that needs to continue. Very enjoyable without getting too "preachy"!	Dec 5, 2012 7:34 AM
17	Dale, you did a fantastic presentation. so proud of you. amazing use of slides and presentation. best i have seen in ages. WELL done.	Dec 4, 2012 6:21 PM
18	I would love to attend follow up seminars. I think it should be part of general staff orientation.	Dec 4, 2012 4:43 PM
19	Dale's session was great- very educational and I think many learned a lot. Dale should be very proud of himself and the leadership in this initiative. It is crucial that we educate as many people as possible; education is power. If society knew how devastating some of our actions are on youth; I think more would take a stand or at least think about their actions. I think this initiative is critical at the College level and should be mandatory for all staff and faculty. Well done!	Dec 4, 2012 4:07 PM
20	This was excellent...and should continue as an aspect of the college Respect Campaign.	Dec 4, 2012 2:15 PM
21	I feel like the one video that explained gender and sex and emotions where the guy talked very fast was too fast and over-whelmed the viewer. The information was useful of course, but for people who may be new to this information about the LGBT community need the information to be given at a slower pace instead of it being thrown at them.	Dec 4, 2012 1:58 PM
22	There is a lot of information presented in this seminar – too much to cover in 60 minutes. . It would be beneficial to have longer sessions to allow for more participation and information-sharing.	Dec 4, 2012 1:19 PM
23	I answer "not improved" to question 6 and my perception of the community because I've always considered myself as very open and understanding to the community. My response doesn't at all diminish the importance of the seminar. I found it incredibly valuable and would love to see this move forward and offered to students, staff and beyond. Great job Dale!	Dec 4, 2012 1:03 PM
24	This question is strangely worded and I wasn't sure how to answer: Has your perception towards the LGBTTIQQ2SA community improved after the seminar? Not sure what you mean by perception. Do you mean attitude? Do you mean understanding? If you come into the workshop with a reasonable knowledge and comfort level with the concepts/materials, I'm not sure you can say your perception can be improved. Good workshop...I really liked it....I was just thrown by this one question.	Dec 4, 2012 12:51 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

25	Awesome Job Dale!	Dec 4, 2012 12:48 PM
26	Keep up the great work.	Dec 4, 2012 12:41 PM
27	More time. Alot of info to share in a short time. It would be great to have the time for interact more with Dale. He creates an extremely comfortable space to talk about something many people are not comfortable talking about, and...the limited time makes dialogue pretty impossible. I hope Dale continues on his journey at Georgian and I commend him for his courage, his stand, his committment and who he is for the LGBT community everywhere!!!	Dec 4, 2012 12:32 PM
28	Congratulations Dale on a job well done. The entire group really enjoyed today - thanks for helping me understand more about LGBT - I now have a better understanding of how I can be helpful to people reaching out for help.	Dec 4, 2012 12:29 PM
29	A very valuable presentation, especially the stats. I wish I had access to this info 10 years ago, when we were struggling as a family to celebrate with our child.	Dec 4, 2012 12:20 PM
30	Just in the survey question "was your acceptance of the LGBTTIQQ2SA improved after the seminar" . . . if one is already an ALLY, how much more improved could there acceptance be?	Dec 4, 2012 12:14 PM
31	Hey Dale: Great seminar. I've had LGBT friends since high school - you're doing a great service for the community. Keep up the great work. Hope to see the position remain next semester. Cheers, Thomas.	Dec 4, 2012 12:14 PM
32	Dale has done an amazing job. Some of the videos he presented were very fast and I could see him redoing these parts in his own words. I hope the college does continues with this awarness campaign.	Dec 4, 2012 12:12 PM
33	It would be great to see a phase 2 of this project.	Dec 3, 2012 2:41 PM
34	This was an amazing presentation. Good luck!	Dec 3, 2012 11:17 AM
35	well done - I'd like to see a bit more focus on how we can incorporate into customer service. questions like how do we determine "gender" are very applicable in higher education records so how to extrapolate this type of information without offending would be very helpful.	Dec 3, 2012 10:00 AM
36	Well done!	Dec 3, 2012 8:19 AM
37	Good job	Dec 2, 2012 8:18 PM
38	Keep up the good work.	Dec 2, 2012 6:20 PM
39	It was a very good presentation. The only thing I would suggest is to slow down when talking. It seemed like you were nervous to be there and thats why you were rushing through it.	Dec 2, 2012 4:39 PM
40	very well done	Dec 2, 2012 3:50 PM
41	your presentation was awesome! thanks for coming! :)	Nov 30, 2012 12:02 AM
42	No comments.....	Nov 29, 2012 5:47 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

43	overall, such an amazing, everything about it was fantastic. A lot of people can't go in front of classes / strangers and seem to feel so comfortable. kudos to Dale for being a positive role model and going out and educating people on the topic he truly believes in	Nov 29, 2012 4:39 PM
44	our presenter did a very good job tacheing the class about the topic. GREAT JOB :)	Nov 29, 2012 12:37 PM
45	Good Job Dale!	Nov 28, 2012 10:41 PM
46	great seminar, i feel that it is needed, as many people are unaware. you are doing a great job, very approachable regarding a normally unapproachable topic. Really enjoyed and appreciate the seminar. you personality really shines through and makes the seminar fun and engaging! good job!	Nov 28, 2012 8:09 PM
47	Very good presentation, very informative, and helped me understand LGBT community better.	Nov 28, 2012 8:05 PM
48	I said very knowledgeable before and after... but I did learn lots! This program needs to continue, but what I think something like this would have more impact in the middle schools, maybe even grade schools	Nov 28, 2012 7:35 PM
49	I think that you did a great job! I personally have friends that are part of the LGBT community so to learn more about it was interesting.	Nov 28, 2012 7:00 PM
50	Dale did an amazing job and I would like to take another seminar from Dale of anything new that may develop in the LGBT commmunity.	Nov 28, 2012 6:50 PM
51	I would suggest keeping the seminar going to future students!! :)	Nov 28, 2012 4:51 PM
52	Great Job and was very informative!	Nov 28, 2012 3:35 PM
53	wasn't a fan of the comment's about how animals do homosexual things so being gay is natural. Was born in a christian family and feel that this presentation was rather offensive especially when the presenter couldn't justify the bold statements made in the presentation. i feel that this is something that people should go to if they want to not something that my 4000 dollar a year tuition should be going to.	Nov 28, 2012 1:55 PM
54	Great job :)	Nov 28, 2012 1:50 PM
55	This seminar was very well done. It is very important to have workshops like this. Knowledge is a very good thing!!	Nov 28, 2012 1:14 PM
56	Dale's seminars are very valuable and appreciated! I would suggest that for future presentations, information be given about the actual realities of an LGBT lifestyle. Plenty of information is given about what LGBT means, but not about what it is like to be LGBT. Great presentation! Thank you for taking it on!	Nov 28, 2012 11:08 AM
57	Great Job! I really enjoyed the presentation!	Nov 28, 2012 10:53 AM
58	Dale you're awesome keep up the amazing work!	Nov 28, 2012 10:10 AM
59	I'm very impressed with the active LBGT community and the leadership. Very	Nov 28, 2012 10:07 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

	educative, open, and accepting. Thank you	
60	It was great.	Nov 28, 2012 9:58 AM
61	Faciliator was very clear, knowledgeable and engaging. This workshop would be very effective for building awareness to members of the community, especially, youth, & workforce employees. I felt there could be additional information provided, such as ubnderstaning what is the legistation around inclusion, communucation and fair treatment in the workforce and in schools. Other information I would like to see added would be something on communiatiou; how to start conversations, show openness, engage ongoing learning, and continue everyday acceptance as it occurs. Excellent program. Keep growing.	Nov 28, 2012 9:57 AM
62	I would suggest the presenter look at learning the terms utilized in the disabled community to ensure the language used is appropriate in terms of this community as well. Dale did a wonderful job and I was in no way offended by his utilization of language but some may be. :-) Thanks for the great seminar!	Nov 28, 2012 9:48 AM
63	Wonderful Seminar, it would help to have more or "refresher" workshops as I believe people go back to their comfortable roles and may become complacent. Awareness is everything. Great job by the presenter, Dale created a very comfortable environment for discussion.	Nov 28, 2012 9:34 AM
64	keep up the good work....	Nov 28, 2012 9:17 AM
65	It would be helpful if the seminar was more in depth and therefore would need to be longer.	Nov 28, 2012 9:12 AM
66	Well done, i think the video would be better earlier in the presentation to help with the audience comfort level. Presenter was excellent!	Nov 28, 2012 9:09 AM
67	it was a very good presentation	Nov 28, 2012 9:05 AM
68	Could add more information to the presentation. I feel I already had a good understanding of the material but would like to have learned above what I already knew.	Nov 28, 2012 9:05 AM
69	Great job!! (just in terms of the question about my perception of the LGBT community - I already had a very positive perception so that's why I didn't say it had "extremely improved"! :))	Nov 28, 2012 8:52 AM
70	your first question is ambiguous. What does it mean to be 'involved' with the community? If you have family members or friends that are gay or lesbian, does that mean you are involved with the community? What does it mean to be an 'ally'? Yes, I'm supportive, but I'm not outspoken, or officially involved in any group? So again a bit ambiguous.	Nov 28, 2012 8:50 AM
71	Q6....this is not a negative answer because I feel my support really did not have anywhere to go, it was already high.	Nov 28, 2012 8:42 AM
72	Enjoyed the seminar, and the open discussions that followed.	Nov 28, 2012 8:40 AM
73	Presenter spoke very quickly, better more detailed handouts could be developed	Nov 28, 2012 8:36 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

74	Thanks. All staff should be required to attend. I work at the Midland Trades center and feel that the trades instructors should ALL attend this program.	Nov 28, 2012 8:33 AM
75	<p>I believe that every human needs to be treated with respect and dignity. In my experience, the LGBT community as a whole is abusive towards those who do not agree with them 100% on the issues they promote. Of the LGBT people I have known over the years as individuals, I have been able to respect them. But I have not been able to respect the community as a whole. Because this "program" is LGBT Community based, I felt that my required presense in this "Meeting" was as offensive as it would be if a LGBT individual was required to attend a Christian meeting that would present the "traditional Christian" view of homosexuality where everyone was encouraged respect and celebrate Christian beliefs. While I did learn a few additional bits of information, I did find the material to be dogmatic rather than intellectually challenging. The video where the presenter kept referring to "false dichotomies" is an example of that. False dichotomies implies an absolute division of right and wrong when in fact there is no consensus among scientists about the exact reasons that an individual develops a heterosexual, bisexual, gay, or lesbian orientation. There were two questions in particular that were presented that I believe are loaded. (1) Who would chose to be gay given... That argument falls flat on its face givent he fact that for centuries people have faced death over their convictions and their unwillingness to recant their faith. My experience is that the LGBT community fails to treat that response with respect with intellectual integrity. (2) No one chooses to be heterosexual... This is another question that can be answered that my experience reveals that the LGBT community fails to treat the response with respect with or intellectual integrity. Given the APA facts on homosexuality, and that one video presenter focused so much attention on the complexities of homosexuality, I find it odd that the LGBT community fails to accept "choice" as one of the "millions" of possible variables. In my life experience, I have never seen anything more than slurs aimed at non-heterosexuals. The last time I observed that was in the early 1980's when I worked with a bi-sexual man and an older heterosexual man. For what it worth, I respected each man, but I did not like the derogatory remarks the one man did make. On the other hand, in the late 1990's, one person in our department was labelled a homophobic Nazi in multiple articles that ran in the Georgian Eye student news paper, for simply quoting and citing an article that appeared in Scientific American that contradicted a claim made in a previous article that ran in the Georgian Eye. In my opinion, there has been significant advances in acceptance for the LGBT community since the 1990's. While this type of awareness program might have been of benefit in the 1990's, I feel that in today's society it is over the top and is a full fledged propaganda campaign.</p>	Nov 28, 2012 8:32 AM
76	it would have been useful during the presentation to view the sources used.	Nov 28, 2012 8:26 AM
77	<p>small errors in knowledge were evident but forgiveable. "queer studies" are course as well as a degree program offered thru LU that students who attend Georgian take. materials in the library are proliferate in the library under this subject. lecturers in the academic world use this term but the presenter did not have knowledge of it even though he was presenting to an academic audience. the illustration of the house on fire and the world being ruined as a choice was an excellent and powerful one that impressed me greatly. the video of the boy was hard to take. i did not want to sit thru it but i did not want to leave. it was a difficult choice to make and i wished it was not such a hard and fast choice.</p>	Nov 28, 2012 8:16 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

	small errors in historical knowledge were made at the beginning of the presentation. knowledge of the pink triangle was clear but some knowledge was hinted at rather than stated and then backed up. the presenter had charm and a comfortable manner; presenter needs more experience, a little more less emotionally draining information and more factual information and that will come with time. overall the presentation was deeply informative and well presented.	
78	You need to send out the certificates so we can have them for the future	Nov 28, 2012 8:14 AM
79	Follow up with seminar on transgender issues	Nov 28, 2012 8:06 AM
80	I thought the seminar was very professionally done. Nice Job!	Nov 28, 2012 8:04 AM
81	I appreciate the time you took to speak to our group and though I was admittedly sceptical before going to the seminar (and even looked for ways to get out of it!) I was pleasantly surprised at my interest level in some of the information and I was happy after that I DIDN'T skip out.	Nov 28, 2012 7:50 AM
82	Well Done Dan. Keep up the great work!	Nov 27, 2012 10:42 PM
83	Dale was very engaging and made the seminar very informative. I think that there is a need for the LGBT Awareness & Education seminar and hope that the college continues to offer this for students and staff.	Nov 27, 2012 9:38 PM
84	Great presentation, got the audience involved! You should continue to do this!	Nov 27, 2012 8:54 PM
85	GREAT JOB	Nov 27, 2012 8:50 PM
86	Expand on knowledge of religious perspectives of LGBT community issues	Nov 27, 2012 8:25 PM
87	thank you -keep up the good work. This is an important service!	Nov 27, 2012 7:38 PM
88	the presentation was excellent! Should be taught in high school, might prevent some bullying. great job Dale. Keep up the good work.	Nov 27, 2012 7:37 PM
89	Good job Dale!	Nov 27, 2012 7:10 PM
90	You did a great job. My only suggestion is that it be made into a full time class	Nov 27, 2012 6:23 PM
91	it is useful training	Nov 27, 2012 6:23 PM
92	you did a great job :)	Nov 27, 2012 6:19 PM
93	Maybe have more information because I found it too short.	Nov 27, 2012 6:17 PM
94	I only say that my opinion was not at all improved, because it was already a high opinion.	Nov 27, 2012 6:12 PM
95	I learned a lot of information that I didn't know before.	Nov 27, 2012 6:01 PM
96	Good job, Dale! Glad you have continued your work in this area to help grow tolerance and diversity in our community!	Nov 27, 2012 5:42 PM
97	Dale was an amazing presenter. He was.knowledgeable, inspiration and	Nov 27, 2012 4:44 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

	professional. I hope the school continues on with this program. I knew a few people in high school that struggled socially because of their differences and if people are more knowledgeable about the LGBT they would hopefully realize they are people just like everyone else and should be equally accepted in society. I don't think there was any room for improvement, it was a touching collecting of information and I'm proud to have attended the seminar.	
98	Everything was great. Maybe just slow down the talking while presenting.	Nov 27, 2012 4:38 PM
99	A waste of my time	Nov 27, 2012 4:35 PM
100	Longer seminar. More information.	Nov 27, 2012 2:20 PM
101	Presenter was well prepared and knowledgeable when presenting information about the LGBT community. I really enjoyed the presentation and am now a proud ALLY member. Thank you!	Nov 27, 2012 12:13 PM
102	awesome job :D thanks for presenting to our class!	Nov 26, 2012 11:16 PM
103	Great Seminar! Great presenter :)	Nov 26, 2012 7:30 PM
104	This was very informal, and the presenter Dale knew what he was talking about. This is something I think he could expand on and bring out to the community.	Nov 26, 2012 5:43 PM
105	Dayle Boyle was an excellent LGBTIQ2SA educator, he did a great job at engaging our classroom and explaining everything he knows and getting his point across to us very clearly. I really thought the information was useful and should keep being used to bring awareness to the LGBT community and everyone for that matter	Nov 26, 2012 3:28 PM
106	Very well done	Nov 26, 2012 3:26 PM
107	Dale is an engaging presenter. He is passionate about his work with the LGBT community and this position at the College- and it shows! He encourages participation, questions and feedback. He is professional and friendly. There is a huge need for a position like this within the College for education and awareness to be promoted to students, staff, faculty and Georgian partnerships (organizations, affiliates, etc). This position and what it stands for shows that there is a supportive, respectful and diverse environment at Georgian College. I hope to see this work and position continued!	Nov 26, 2012 10:59 AM
108	Use the video that you showed us on your facebook... it was extremely helpful for me to put everything together and totally understand what you were talking about :)	Nov 26, 2012 9:50 AM
109	I would suggest that this LGBT+ Awareness and Education on being an Ally to be mandatory for anyone studying in the helping services. Knowledge assists in development of comfort and acceptance. I encourage Georgian College to continue to support this mission.	Nov 26, 2012 7:45 AM
110	should be mandatory for everyone in the college and is the best program offered by Georgian I found yet	Nov 25, 2012 8:41 PM
111	Amazing seminar. I wish this was mandatory for people "stuck in their ways". I	Nov 25, 2012 7:03 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

think it would do a lot of good for people who don't "understand" the LGBT community. Thank you.

112	Great presentation. My only suggestion is maybe to slow down in the delivery. Also it would be nice to know if the presenter is part of the LGBTQQ community. Helps to see ourselves reflected in the institution of Georgian College since it is a very homophobic place.	Nov 25, 2012 6:40 PM
113	Dale did a very good job. Wouldn't change anything!	Nov 25, 2012 4:40 PM
114	Make it longer :)	Nov 25, 2012 2:56 PM
115	Excellent short introductory course. Should be made available far and wide to all students until Canadians are more informed. Thank you for creating this and i encourage you to keep going. Paul	Nov 25, 2012 2:40 PM
116	This presentation was way better than I thought it would be. As in it was more informational and engaging and exciting than the usual guest speakers we have in our classes. Dayle inspired me to take more action in the awareness and acceptance of LGBTTIQQ2SA community. Thank you!	Nov 25, 2012 10:59 AM
117	Awesome all around!!!!	Nov 22, 2012 7:43 AM
118	LGBT Awareness need to be part of alot of programs	Nov 21, 2012 8:06 PM
119	It was a great presentation and i am very happy I was apart of it. I hope he continues to go onto bigger crowds and I hope they find someone as knowledgeable in the future to fill his position as he moves on to aspire to his bigger dreams!	Nov 21, 2012 5:47 PM
120	Just want to say he was incredible, not only with the information but was a natural with presenting. He's going to make a difference with LGBT community awareness.	Nov 21, 2012 4:00 PM
121	The presenter engaged the class so well that we were actually asked to stop with the questions because he was going to run out of time. Very presentable articulate and easy to talk to. The class has shown me a lot and i'm sure could show a lot more given the time. Very well done.	Nov 21, 2012 2:28 PM
122	This presentation should be made part of the CYW curriculum and everyone in the Human Services should also be a part of this presentation! Watch out Dale, you are going to get busy!	Nov 21, 2012 2:19 PM
123	Thanks for the great presentation!	Nov 21, 2012 1:54 PM
124	Keep doing this!	Nov 21, 2012 1:47 PM
125	Great Work, this should continue on!	Nov 21, 2012 11:03 AM
126	This seminar is very beneficial to Georgian students. All of the topics covered in the seminar need to be discussed and out in the open to facilitate an environment of acceptance and trust. Dayle has provided an opportunity to change the culture of Georigan college which can sometimes be very homophobic and not tolerant to any diverse groups.	Nov 21, 2012 10:13 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

127	Dale is awesome! He should keep his position with Georgian College and keep the seminar rolling. He would be a horrible asset to lose!	Nov 20, 2012 5:16 PM
128	I really enjoyed this seminar because I think that the statistics that Dale used really opened our eyes to how becoming an Ally is important to support people. It would be interesting to learn more about how becoming an ally will help people in a future seminar, or to know more about the pride group that is at Georgian College. Overall it was a very informative seminar. Thank you for coming to our class!	Nov 18, 2012 11:13 PM
129	The Only thing I see a need for would be more time. The class that I was in that recieved the presentation DEFINATELY needed more time to discuss and explore ideas. Another suggestion that was felt greatly by the enitre class was that this seminar SHOULD be a perminate and on going position. This seminar in my opinion is an asset to students like me in the CYW program at Georgian College as well as any other student on campus. The seminar gives understanding to a subject that is rather unknown to people who may not otherwise have access to facts.	Nov 17, 2012 10:17 AM
130	ive had to sit through about 4 LGBT awareness classes since i started at georgian and im getting really sick of them. not sure if they are all from the exact program but i feel like i have had them shoved down my throat since i walked through the doors. i have always had gay friends and felt comfortable around the gay community, because of the way my mother raised me not through education and awareness seminars. no offense. i think it should be optional in case some people have taken it or have a broad understanding of the LGBT community.	Nov 16, 2012 7:19 PM
131	I thought that it was great, but he really need to slow down his speaking a bit because at times it seemed like he was just reciting in a way that was.."ok, ive done this a thousand times, heres 1001', I realize thats not how he feels, but at times it felt that way, other than that I though he was a great speaker, and he really tried to interact with the class and was knowledgeable. GJ! Keep it up :)	Nov 16, 2012 5:14 PM
132	I absolutely loved the presentation and learned a lot.	Nov 14, 2012 9:28 PM
133	Dale did an amazing job, he was extremely informative when it came to all the information. He is passionate about it which made it even better.	Nov 13, 2012 6:24 PM
134	A remarkable young man who is a wonderful spokesperson and educator. Well done!	Nov 13, 2012 4:15 PM
135	i enjoyed every minute of the presentation. It also improved my perception of this lifestyle and that there are many different types of individuals involved. I really enjoyed this . thank you	Nov 13, 2012 1:44 PM
136	i found it very interesting and your presentation was very easy to follow	Nov 12, 2012 10:03 PM
137	Speak slower, overall very good presentation !	Nov 12, 2012 8:02 PM
138	Was extremely useful in understanding what LGBT youth go through from a CYW perspective. Only scratched the surface though could use more in-depth seminars because it is sich a diverse population.	Nov 12, 2012 7:44 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

139	This was very fast-paced but extremely informative.	Nov 12, 2012 4:27 PM
140	Dale did an exceptional presentation. Very knowledgeable and made everyone in the room very comfortable.	Nov 10, 2012 11:24 AM
141	Dayle was a very good presenter, he made sure to make the audience feel comfortable and was very informative. I learned a lot by attending and believe it will help me in my future encounters.	Nov 10, 2012 8:33 AM
142	<p>I have included a short essay we did in class with our instructor, Leslie Penfold after having Dale speak for just a short period. I found many things interesting and unique about Dale Boyle's presentation on LGBT (Lesbian, Gay, Bisexual, and Transsexual). Dale provides Awareness and Education Training around Georgian campus, satellite campuses, community partners, and local high schools. Dale Boyle, as a business student at Georgian College put in a request with the college to do his co-op as the "Positive Space & LGBT Student Advisor." He spent months gathering information to present his proposal to the college. After he was approved he spent another nine months preparing his presentation for his seminars. Dale has an unbelievable drive to educate and inform people on the LGBT community. This young gentleman is not only a well-spoken individual, he is full of information regarding this topic. By using "Defining the Rainbow", Dale explained to our class the appropriate terms within the LGBT community. These terms will help us deal with diversity and acceptance of all genders and sexualities. Sometimes these diversities are not visible, with this in mind we need to be careful when addressing people we don't know or know little about. These values shouldn't change whether the people you interact with on a daily basis are gay or straight. All humans have the need and want to feel included and accepted. Treat everyone with respect you don't know the inner battle they may be dealing with to be accepted in the community or in life in general. Students may feel more eager to attend Georgian College now that they have implemented a program on LGBT Awareness and Education. This diversity may be one of the many contributing factors students use when deciding to attend Georgian College rather than moving to another city for secondary education. Dale Boyle will be offering seminars throughout the school year on LGBT. I strongly believe it would be to your benefit to take advantage of these educational practices that will aid in your career and social endeavours. Dale will provide you with all the basic information needed to get you in the right direction. Upon completion of his seminar, he will provide you with a certificate of attendance. This certificate states that you are now a certified LGBT Ally (friend, supporter of LGBT, and trained to have an open mind and treat people with respect).</p>	Nov 9, 2012 7:14 PM
143	Dale's presentation was fantastic. I believe that the messages he is conveying in his presentation are extremely important and as an educational institution we need to be equipping our staff, faculty and students with information pertaining to this at risk group. Dale could have expanded his presentation to fill 2 hours, but he managed to jam pack his wealth of information into 1 hour. There is no other department at the College that supports and can facilitate this type of information sharing and training for our staff, faculty, and students. Awareness is so imperative, especially since my campus is located in a small community with sometimes very "old fashioned and narrow views". Dale is an absolute necessity for us moving forward and I cannot wait to see what other projects he has up his sleeve. He has been an invaluable resource for our own Pride club here.	Nov 8, 2012 2:13 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

144	I can't think of any improvements at this time. I think Dale did a very good job of running this seminar.	Nov 8, 2012 10:33 AM
145	As an Alumni of Georgian, the ALLY Awareness Program had not been in place when I started at the campus in Orillia. I feel is it a great educational program as well as an outlook of support for those in the LGBT community. When I was attending Georgian, it did not feel as if there was an advisor I could turn to regarding gender and sexuality acceptance. Had this been in place when I started at the college, I would have felt more comfortable with myself and the support at the institution. The ALLY program is a great base that opens up many possibilities for the school and its students.	Nov 8, 2012 8:30 AM
146	This initiative is invaluable in creating a respectful environment for everyone!	Nov 8, 2012 8:13 AM
147	This is a great resource and program for students and faculty alike. Dale does an excellent job making the seminar accessible, engaging and encouraging. It would be great if this program - and ones like it - would be implemented on a more regular basis and at a more systemic level. Well done, Dale! Keep up the good work.	Nov 7, 2012 8:47 PM
148	excellent PowerPoint!	Nov 5, 2012 9:08 PM
149	well done presentation.	Nov 5, 2012 5:50 PM
150	Dale did an exceptional job. Well done and keep up the good work.	Nov 5, 2012 2:58 PM
151	Great job Dale!!!!	Nov 5, 2012 1:15 PM
152	Watch wording.... eg. People do not suffer from autism they have autism, just as people do not suffer from being gay. You never know who is in the audience who has family members with disabilities or has a spouse/friend who attempted suicide.	Nov 5, 2012 12:01 PM
153	Very well done! Everyone should attend this seminar. I would suggest some slides be explained better or changed- some stats/diagrams not as clear as could be.	Nov 5, 2012 10:19 AM
154	This should be required training for all Georgian employees. It was excellent~	Nov 5, 2012 10:17 AM
155	This was a great seminar and well received. Thank you. Jacqueline	Nov 5, 2012 8:16 AM
156	i feel that they are forcing you to feel how they feel about gays.	Nov 4, 2012 5:18 PM
157	It would be nice if there was more time set for this presentation because there is so much info to cover. However, I feel that some people may lose interest if it was any longer.	Nov 4, 2012 1:13 PM
158	Fantastic! I think it is important to spread awareness as much as possible. This seminar was very engaging and informative.	Nov 4, 2012 1:04 PM
159	This seminar should continue after this seminar. It was very informing, and Dayle did an amazing job at answering questions, be very open and honest with answers, and this topic is very important to be educated on	Nov 4, 2012 12:11 PM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

160	great seminar, very important to teach	Nov 4, 2012 1:16 AM
161	Amazing speaker, very friendly. You could tell Dale really cares about what he's doing. He's going somewhere in life, im so happy he's doing this because I KNOW he's made a HUGE impact on the class.	Nov 3, 2012 7:53 PM
162	http://www.youtube.com/watch?v=hIVBg7_08n0 a link that you possible show or promote. Hope this is useful, or atleast makes you smile.	Nov 3, 2012 6:03 PM
163	Overall, I felt the seminar was very informative.	Nov 3, 2012 4:41 PM
164	Dale did an excellent job. My only feedback would be that he slow down a bit when talking as he tended to speak too quickly.	Nov 3, 2012 12:31 PM
165	Great presentation and information. Something that should be offered to more staff and students.	Nov 2, 2012 9:26 AM
166	I think all students should have an opportunity to be a part of these sections. I am very happy that LGBT Awareness and Education has become a part of our community. It has been too long in coming.	Nov 2, 2012 8:14 AM
167	Awesome job and awesome project to be working on. Good luck with everything and thank you for sharing your wisdom and enthusiasm.	Nov 2, 2012 8:04 AM
168	Keep up the great work!	Nov 2, 2012 8:03 AM
169	great presenter. informative,	Nov 2, 2012 7:55 AM
170	A well thought out and well delivered learning session. Informative, interesting, respectful and I came away with a better understanding of our broad rainbow of earths citizens. Thank you.	Nov 2, 2012 7:49 AM
171	I would shift the statistical focus (if data exists) from the use of illegal drugs to the abuse of any drug. There are illegal drugs that are not overly harmful (i.e. cannabis) and there are many legal drugs with a high potential for abuse.	Nov 2, 2012 7:40 AM
172	The program needs to continue and to be built into Georgian College's 'official' new student and staff orientation sessions.	Nov 2, 2012 6:53 AM
173	I think it is a great idea, I just hope people truly heard the information and do apply it when they are in society.	Nov 2, 2012 5:30 AM
174	Well done Dale!	Nov 1, 2012 9:30 PM
175	The pace and amount of content for a one hour meeting was well done.	Nov 1, 2012 3:28 PM
176	Doing well keep it up !!	Nov 1, 2012 9:39 AM
177	i believe everyone should be able to see this presentation it was very helpfull in letting everyone know everyone should be welcomed not discriminated against for any reason	Nov 1, 2012 6:48 AM
178	Inspite of increased mainstream media coverage and general societal acceptance this work is very relevant and necessary today. LGBT Awareness	Oct 31, 2012 7:53 AM

Page 7, Q12. Any comments, feedback, and suggestions to improve?

and Education has been funded at most universities and colleges for the past 20+ years. Dale should be commended for bringing these seminars about however Georgian needs to continue and expand these efforts to offer real support to students in these contexts.

179	Dale did a wonderful job in the seminar. Very knowledgeable and approachable with any question(s).	Oct 29, 2012 12:17 PM
180	loved it	Oct 28, 2012 12:53 PM
181	A great job in making people aware of the other aspects of the LGBT community.	Oct 27, 2012 2:31 PM
182	The presenter couldn't answer all of the classes questions. The stats weren't recent. They were 2-8 years old. Up to date information would be more effective.	Oct 27, 2012 12:35 PM
183	Keep it up! This is seminar is the type of thing that's needed to promote awareness and stop prejudice.	Oct 26, 2012 2:11 PM
184	Dale extremely engaging and was a pleasure to listen to	Oct 26, 2012 1:28 PM
185	Excellent seminar. Very glad to see this done at Georgian. Should be part of every workplace.	Oct 26, 2012 8:02 AM
186	Best part truly is the presenter - friendly, connecting with the audience, light heartedness, not preaching, recognizing discomfort some may have - a great 'face' for the community.	Oct 26, 2012 6:43 AM