

**Questions for Faculty
(handout by Ann Fuehrer, PhD)**

1. What assumptions do I make about the sexual orientation of the students in this class? Do I create an atmosphere that recognizes the existence of diversity, and affirms each individual's right to be included and recognized in the class?

Do I make explicit statements that acknowledge diversity of students on a variety of dimensions? Do I encourage presentation of diverse views and disagreement? Do I work to create an atmosphere in which difference and disagreement are acknowledged, explored and valued, rather than erased, discouraged and punished?

When I give writing assignments, do I allow for enough flexibility in the assignment that students can make choices about how much they tell me about themselves? Do I express a tolerance, acceptance or valuing of difference such that students might feel safe "coming out" in writing about their personal experiences?

Do I assure that students' work will be evaluated on the basis of the quality of the work, not on the basis of who they are? Do I guarantee that students' assignments will be read by only me or by a graduate assistant, and that if work is shared with other students, they can choose how they talk about their identities?

2. How inclusive is my curriculum? Do I represent the diversity of human experience in my choice of authors, texts, theories, and conclusions about human experience?

Do I include the work of lesbian and gay men on my syllabi? Do I teach materials which talk about the diversity of human experience? Do I talk about how social identity affects experience?

3. How do I identify myself to the students in the class? What is important for them to know about me, and why is it important for them to know me in these ways?

Resources:

Barale, MA (1989) The Lesbian Academic: Negotiating New Boundaries. *Women & Therapy*, 8 (1-2) 183-194.

Crumpacker, L & VanderHaegen, EM (1984). Integrating the Curriculum: Teaching about Lesbians and Homophobia. Working Paper No. 138, Wellesley, MA: Wellesley College Center for Research on Women.