

Example Development Timeline for a LGBT Safe Space Ally Program

By Nancy Tubbs
Director, LGBT Resource Center
University of California, Riverside
www.lgbtrc.ucr.edu

Phase I – Planning (Summer semester or quarter)

- Meet with LGBT communities
- Recruit and meet with Committee members
- Train seminar facilitators
- Create resource packets and pamphlets

Phase II – Logistics (Fall semester, Fall/Winter quarters)

- Offer training seminar for Committee members
- Schedule training seminars for future quarter or semester (location, time, food)
- Schedule office-specific seminar opportunities (ex. academic departments, student services offices)
- Create web site

Phase III – Implementation (Spring semester or quarter)

- Go public with campus newspaper and flyers
- Mail-out to staff and faculty
- Recruit, recruit, recruit
- Hold seminars

Phase IV – The Next Step

- Newspaper advertisements
- Continuing Education sessions
- Rotate Committee members (?)