

2023-2024



Pride Peers

MENTEE HANDBOOK



LGBTQIA
Resource Center

Lesbian, Gay, Bisexual, Transgender,
Queer, Intersex, Asexual

TABLE OF CONTENTS

WHAT IS PRIDE PEERS
MISSION OF PROGRAM
GOALS OF OUR PROGRAM
WHO CAN BE A MENTOR
MENTOR ETHICS
YEARLY TIMELINE.....1

EXPECTATIONS OF A MENTEE
WHAT TO EXPECT AND NOT EXPECT OF THE MENTORSHIP RELATIONSHIP
FREQUENTLY ASKED QUESTIONS.....2

SHARING YOUR EXPERIENCE: COMING OUT, WHY SHARE AND WAYS TO SHARE.....3

RESOURCES.....4-12

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PRIDE PEERS

PRIDE PEERS

Pride Peers is a peer mentoring program designed for students with LGBTQIA identities to assist incoming LGBTQIA students with the transition to Georgia Tech by providing a consistent student mentoring relationship during their first year on campus.

You and your mentor will have regular informal meetings and mentees are encouraged to use the time to ask any questions related to your experience or discuss pertinent topics. Also, together you may decide to visit Institute resources or attend cultural events. Often, mentors and mentees meet for lunch or coffee.

MISSION OF PROGRAM

Pride Peers Mentoring Program seeks to connect incoming lesbian, gay, bisexual, transgender, queer, questioning, intersex, and/or asexual (LGBTQIA) undergraduate and graduate students with peers for community, support, and resources.

GOALS OF OUR PROGRAM

- Connections to facilitate LGBTQIA community
- Positive LGBTQIA identity development
- Provide on- and off-campus resources
- Promote health and wellness across the dimensions of professional, physical, spiritual, emotional, and social well-being
- Support self-care, healthy boundaries, and mental health
- Encourage resilience as an LGBTQIA Georgia Tech student

WHO CAN BE A MENTEE

Mentees are undergraduate or graduate students who are new to Georgia Tech's campus and looking for connection to LGBTQIA community on campus, to further their knowledge about LGBTQIA identity development, and for connection to resources on- and off-campus. If you identify with any of the following, Pride Peers might be for you:

- I am confused or uncertain about my identity/identities
- I want someone to talk to about my LGBTQIA identity/identities or experiences
- I want someone to help me become more involved in LGBTQIA communities on campus
- I want someone to introduce me to resources on campus
- I want advice on how to meet people as an LGBTQIA person
- I am new to Georgia Tech and want someone to help me adjust to campus

YEARLY TIMELINE

Fall Semester

- August – Be paired with mentor
- September – Community Building
- October – On- and Off-Campus Resources
- November – Internships and Career Exploration

Spring Semester

- January – Re-Introduction to Campus
- February – Research
- March – Diversity, Equity, and Inclusion on Tech's Campus
- April – Finishing the Semester Strong

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EXPECTATIONS OF A MENTEE

- Meet monthly with your Pride Peer Mentor
- Participate in semesterly Pride Peer Mentoring Program meet-ups
- Be on time to all meetings
- Communicate your needs and concerns in as open and honest a manner as possible with your Pride Peer Mentor

WHAT TO EXPECT OF THE MENTORSHIP RELATIONSHIP

- Respect
- Guidance
- Support
- Connections to LGBTQIA community on-campus
- Biweekly mentor/mentee meetings
- Semesterly large gatherings with all mentors and mentees
- Invitation to campus events
- Resource sharing

WHAT NOT TO EXPECT OF MENTORSHIP RELATIONSHIP

- Counseling therapy
- Complete confidentiality
- Best friendship and/or romantic partnership

FREQUENTLY ASKED QUESTIONS

Q: Who will see my application?

A: Applications are kept in a secure Microsoft Drive which is only accessed by the LGBTQIA Resource Center professional staff. Currently, the Coordinator of the Office will be overseeing matches for the program. Staff coordinating mentee/mentor pairs use the information in every application only for matching purposes.

Q: How am I matched with a mentor?

A: As a mentee, you will write about three priority areas which will initiate the matching process. Priority areas range from sexuality/gender identity to academic interests. What you share about each priority area tells us that having a mentor who shares a similar experience within these areas is important to you and would assist in establishing an initial connection to a peer. Mentee/mentor relationships are not bound to these topic areas. This information will only be used to make an initial match. If you do not have a preference and would be fine being matched with any available mentor, please indicate that on the application!

Q: How much time will I need to dedicate to the program?

A: As part of the program, Mentees and Mentors will be expected to meet once a month for 30 to 45 minutes. You will also have the opportunity to attend semesterly meetups with the other participants in the Pride Peers Mentoring Program. Mentors and mentees can determine their individual comfort levels on connecting via social media, texting, etc.

Q: What if my mentor and I are not connecting?

A: Hopefully this isn't the case, but if it is, we will work with you and your mentor to discuss what challenges you are facing and how we can move forward. If there are problems beyond repair, we will work diligently to find a new mentor.

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SHARING YOUR EXPERIENCE: “COMING OUT”

Coming out can mean many different things to different people. A common way to define it is *identifying as something other than the sexual orientation or gender assigned to you*. This process of self-identification takes two forms: changes in your personal identity (how you identify to yourself), and changes in your public identity (how you identify to others). Coming out is a lifelong process of understanding, accepting, and acknowledging your identity as lesbian, gay, bisexual, transgender, intersex, queer, asexual (LGBTQIA+) or a combination of these identities. Because we live in a society that assumes that everyone is straight as well as gender and sex conforming, an LGBTQIA+ person is never done coming out.

WHY SHARE?

Sharing information regarding sexual orientation or gender identity can be a very powerful experience for both you and whomever you choose to come out to. It can lead to feelings of relief and greater self-acceptance on your part and closer ties to the people you've trusted with this personal information. After coming out to yourself, your private identity may not line up with the outward, public identity you present. Other reasons that people have for coming out include increasing visibility of LGBTQIA+ people, educating people who assume that everyone is straight as well as gender and sex conforming.

Note: Positive associations and feelings with sharing this personal information may not be the case for everyone, and there may be all kinds of reasons why someone may not want to come out to family, friends, or acquaintances. Everyone has the right to make this personal decision when they want and to whom they want, and whatever decision they make is valid.

WAYS TO SHARE

There are many different ways in which individuals can come out:

- **Take someone aside to tell them.** If you choose to pull people aside and tell them, it is recommended that you ask yourself the following: “Who is the most open-minded and caring person I know who is also the least likely to be shocked, threatened or put off?” This might be a friend, a relative or a teacher. Say you've come to them because you trust them. Try not to come out when one of you is in a hurry, emotionally distraught, distracted, or under the influence of alcohol or other drugs.
- **Write a message.** This gives the person you are coming out to time to react in their own way. This is probably a better approach if, for example, you live a long way from your family or friends. Writing a letter allows you to take your time and to compose your thoughts carefully and clearly. It can also give the person you are writing to space to react and consider the news before discussing it with you. This could be a useful approach if you are expecting a very hostile or negative reaction.
- Some people prefer to think of themselves as just “being out” as opposed to “coming out.” They attempt to represent themselves in a way that feels comfortable to them despite cultural pressures without needing to constantly declare their identity or identities.

PRIDE PEERS

RESOURCES

On Campus Coming Out Resources

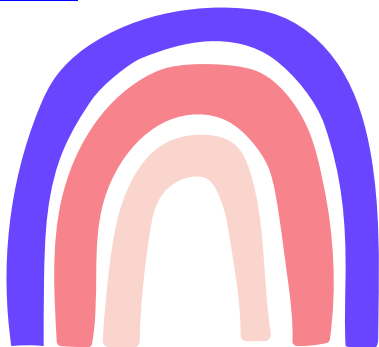
- [Health and Wellness](#)

The [Center for Mental Health Care & Resources](#) provides individual and group counseling for LGBTQIA students and students who may be questioning and/or coming out. Many of the psychologists on staff have participated in Safe Space and Trans 101 training to learn more about LGBTQIA identities.

Many of the staff in [Health Initiatives at Georgia Tech](#) have completed Safe Space and Trans 101 training, including our Dieticians and several Health Educators, and all of them love working with our LGBTQIA communities!

Our [VOICE Advocates](#) have completed Safe Space training and are experienced in providing LGBTQIA-sensitive care and support to survivors of sexual and relationship violence.

[The Women's Clinic in Stamps Health Services](#) provides sensitive and informed care to students who identify as trans men or transmasculine. Trans students can request that their patient record be updated with their [chosen name and pronouns.](#)



- [Diversity Programs and Offices](#)
[The Office of Student Diversity Programs](#) staff are both Safe Space facilitators, and their events throughout the year incorporate LGBTQIA issues and perspectives.

[Institute Diversity, Equity, and Inclusion](#) partners with the Center on initiatives that impact and promote LGBTQIA inclusion among students and employees.

[The Women's Resource Center](#) staff have completed Safe Space and Trans 101 training, and they provide a welcoming and inclusive space for our LGBTQIA students and employees. They also partner with the LGBTQIA Resource Center on programs that support queer and trans women.

[The Office of International Education](#) provides resources on their website for LGBTQIA students who are considering studying abroad, and they also partner with the Center to host an annual [Study Abroad Workshop.](#)

[GT H.U.B.](#) (Home. Unity. Belonging.) is a newly created initiative run out of [Parent and Family Programs](#) to provide support to students who have experienced foster care, are homeless, or may be at risk of being homeless. Visit their website to see the financial support, programs, and resources they offer.

- [Campus Ministries](#)

[Grace House](#) is home to Georgia Tech's Lutheran and Episcopalian ministries. Campus Missioner Kathryn Folk has completed Safe Space training and is committed to creating a welcoming environment for all, including LGBTQIA people.

PRIDE PEERS

- **[Academic and Professional Resources](#)**

In April 2014, the [Career Center](#) received the Out for Work gold certification which indicates that staff members of the Career Center have delivered programs to LGBTQ organizations on the Tech campus, and that they assist individual students in career counseling and interview preparation activities. The Career Center currently partners with the LGBTQIA Resource Center to host the [OUT at Work series](#) for students.

- **[Student Initiatives](#)**

[Pride Alliance](#) is Georgia Tech's oldest LGBTQIA student organization. Visit their website to learn more about upcoming events and how you can get involved. The group meets weekly throughout the academic year for social opportunities, activism, and education.

[Grad Pride](#) is a student org run by LGBTQIA grads, post-docs, and allies at Georgia Tech. They meet few times a month for social mixers and professional development activities.

Atlanta Area Coming Out Resources

- **[General Resources](#)**

[Atlanta Pride](#) is a non-profit that organizes the annual Pride Festival and Parade, as well as community events throughout the year.

[Charis Books and More](#) in Little 5 Points offers queer-inclusive yoga, workshops, writing and reading groups, author readings, and community discussions.

[Georgia Equality](#) is a statewide advocacy organization working for changes to laws and conditions impacting LGBTQIA people. The Rush Center is a community meeting place for LGBTQIA organizations.

- **[SPARK Reproductive Justice Now](#)**

coordinates events and a media camp to engage queer and trans youth, especially youth of color, in organizing for reproductive justice.

- **[Physical Health](#)**

[Yoga at Charis](#) is a weekly, all levels, donation based, yoga class facilitated by a rotation of yoga instructors.

[ATL Bucks](#) is Georgia's only inclusive gay rugby team.

[Atlanta Rainbow Trout](#) is an LGBT-friendly aquatics club.

[Pride Kickball](#) welcomes LGBT players of all skill levels.

- **[QPoC](#)**

[Atlanta Black Gay Pride](#) is hosted by In the Life Atlanta each fall, usually on Labor Day weekend.

- **[S.O.N.G \(Southerners on New Ground\)](#)**

engages queer people in advocacy and justice work at the intersections of race, immigration, class, disability, gender, and sexuality.

[Southern Fried Queer Pride](#) is an alternative pride movement and celebration that hosts workshops, performances, and community gatherings.

- **[HIV/AIDS and Sexual Health](#)**

[AID Atlanta](#) provides HIV/AIDS-related services, care, and education services. The mission of AID Atlanta is to reduce new HIV infections and improve the quality of life of its members and the community by breaking barriers and building community.

PRIDE PEERS

[Feminist Women's Health Center](#) provides a range of healthcare services and is committed to making their services safe and welcoming to the LGBTQIA+ community. The center's healthcare services includes a Trans Health Initiative.

[Planned Parenthood Southeast](#) believes in the fundamental right of each individual, throughout our service area, to manage his or her fertility, regardless of the individual's income, marital status, race, ethnicity, gender identity or expression, sexual orientation, age, religion, disability, or residence.

[Positive Impact](#) provides client centered care for the HIV community to have a life worth loving.

[NAESM, Inc.](#) engages, educates and empowers individuals living with HIV/AIDS and other health disparities to achieve better health outcomes by eliminating barriers to culturally sensitive services, building a network for underserved groups, and increasing client resiliency.

- **Spiritual Health**

The [Queer Dharma LGBTQ-QIA2 Sangha](#) is a community of meditation practice for all people, founded and hosted by LGBTQ people and sponsors a free meditation open house that caters to Atlanta's LGBTQ community.

[Kashi Atlanta](#) offers a Trans and Queer yoga class.

- **Trans Support Groups**

[Trans and Friends](#) is a youth focused group for trans people, people questioning their own gender, and aspiring allies.

[TransDecatur](#) is an affirming support group for the Decatur, Georgia area Transgender, Gender Non-Conforming community and their family and friends.

[Atlanta Gender Explorations](#) gives support to transgender community. They also accept cross dressers, gender queer, and gender fluid people.

[North Fulton Trans Support Group](#) offers a safe space to discuss trans issues, with a confidentiality agreement amongst all group members to ensure the privacy of everyone in attendance.

Trans Health and Wellness

- **Mental Health and Counseling**

[Eli Budd, Ph.D.](#)

[Tana Hall, LPC](#)

[Ren Massey, Ph.D.](#)

[Treah Caldwell, MA, LPC](#)

[Mick Rehrig, MSW, LCSW](#)

[All 1 Family](#)

PRIDE PEERS

- **Primary and Preventative Care, General Wellness Programs**

[Erin Duncan, MD, MPH](#) (OB-GYN who provides sensitive and affirming care to post-operative transgender women)

[Feminist Women's Health Center](#) offers sensitive, friendly, and affordable health care to transgender, gender non-conforming, and intersex individuals. They currently provide care to trans men, gender non-conforming and intersex clients from across the Southern states.

[The Health Initiative](#) is dedicated to improving the health and wellbeing of Georgia's LGBTQ community through education, support, access to care and advocacy. We work directly with LGBTQ Georgians and LGBTQ-friendly providers.

[Intown Primary Care](#) takes pride in creating a non-judgmental, safe, and welcoming environment that serves individuals who identify themselves as Lesbian, Gay, Bisexual or Transgender. They also provide access to quality health care and understand the elevated physical and mental health risks such as suicide, HIV, cancer, and other chronic diseases.

[Avita Care Atlanta](#)
[Ponce Primary Care](#)

- **Endocrinology/Hormone Therapy**

[Dr. Izzy Lowell and QueerMed](#)
[Kate Wheeler, MD](#)

- **Plastic Surgeons Providing Top Surgery and Breast Enhancements**

[Sheldon Lincenberg, MD](#)
[James Parker, MD](#)
[The Garramone Center](#)

- **Providers of Surgeries for Trans Men and Women**

[Papillon Gender Wellness Center](#)

Trans Health Information and Guidelines

[World Professional Association of Transgender Health](#)

National Resources

- **General Resources**

[Family Acceptance Project](#)
[Gay, Lesbian and Straight Education Network](#)

[Gender Spectrum](#)

[GLBT Near Me](#)

[GSA Network](#)

[HelpPRO – Therapist Finder](#)

[Human Rights Campaign](#)

[Lambda Legal](#)

[Parents, Families and Friends of Lesbians and Gays](#)

[SoulForce](#)

[The Institute for Welcoming Resources](#)

[Trans Youth Family Allies](#)

Mental Health and Crisis Support

[The Trevor Project](#) provides 24/7 crisis intervention and suicide prevention support for LGBTQIA youth via phone, text, and online chat.

[Trans Lifeline](#) is a hotline for trans people who need support. The line is staffed by trans volunteers.

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[988 Suicide & Crisis Lifeline](#)

Can all help prevent suicide. The 988 Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.

- **[QTPoC General Resources](#)**

Take a look at the LGBTQIA Resource Center's online [resource guide](#) for Queer and Trans People of Color.

[Online Sexual Health Resources](#)

[Scarleteen](#)

[GSA Network](#)

[On-Campus Financial Resources](#)

- **[Emergency Loans through STAR \(Students' Temporary Assistance and Resources\)](#)**

The Dean Griffin Hip Pocket Fund offers interest-free emergency loans to students for academic or personal matters.

For more information or assistance, contact the Vice President and Dean of Student's office at

studentlife@studentlife.gatech.edu

- **[Housing and Klemis Kitchen \(housing and food support\)](#)**

Georgia Tech offers temporary housing to students who become unexpectedly displaced or put under financial stress.

If you are in need of housing assistance, complete the [Crisis Housing Petition](#) or for more information, contact Steve Fazenbaker,

steve.fazenbaker@gatech.edu

Klemis Kitchen serves as a food pantry for Georgia Tech students with dietary needs and financial concerns that limit their access to proper nourishment. As of February 2016, the functioning and volunteer organization of Klemis Kitchen has been absorbed by Campus Kitchen.

Social media:

www.facebook.com/klemiskitchen

Campus Kitchen:

www.facebook.com/CampusKitchens.GT/

Main contact: Steve Fazenbaker,

steve.fazenbaker@gatech.edu

- **[Student Emergency Fund](#)**

The Student Emergency Fund was established by the LGBTQIA Resource Center, GT Lavender Alumni and Pride Alliance to assist LGBTQIA students at Georgia Tech with emergency expenses.

[Learn more and apply here.](#)

[Document Change Funding](#)

Lambda Legal has [compiled a webpage](#)

dedicated to showcasing organizations and websites that can offer guidance to transgender people needing to change their gender markers or names on identity documents.

[LGBTQIA+ Scholarships](#)

- **[The Theda G. and Dennis Larrimore Scholarship Endowment Fund](#)**

Preference shall be given to qualified students who are Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Asexual, and Ally (LGBTQIA). Further preference shall be given to qualified students who are residents of one of the following counties in the State of Alabama listed in order of preference: Clarke; Cleburne; Dallas; Monroe; Wilcox; or, any other county.

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The HRC (Human Rights Campaign) collates a list of scholarships, fellowships, and grants for LGBTQIA and allied students at both undergraduate and graduate-level. [View the list here.](#)

Study.com has collected numerous scholarship opportunities for LGBTQ students in one webpage. [Their comprehensive guide](#) covers everything from common questions about the application process to Title IX and LGBTQ-friendly colleges.

- [HRC Scholarship Database](#)
 - [Pride Foundation](#)
 - [The #TransgenderFirst Scholarship](#)

[Study.com's Scholarship Database](#)

- [The Point Foundation](#)
 - [NOGLSTP Scholarship](#)
 - [Davis-Putter Scholarship Fund](#)
 - [League Foundation LGBTQ Scholarship](#)
 - [Mary Bowman Arts in Activism Award](#)
- [Specific Scholarships](#)
 - [Pride Foundation](#)
 - [The #TransgenderFirst Scholarship](#)
 - [The Point Foundation](#)
 - [NOGLSTP Scholarships](#)
 - [League Foundation LGBTQ Scholarship](#)
 - [Mary Bowman Arts in Activism Award](#)

Other Funding Sources

- [Gender Bands](#)

GenderBands is a non-profit organization that helps transgender people pay for transition-related costs. GenderBands provides grants, services, and events. To learn more about the organization and the grants, [visit their website.](#)
- [Let's Get By Together](#)

Let's Get By Together provides donations for name/gender marker changes, binders, and other assistance to LGBTQIA and/or disabled community members. [Visit their website to learn more.](#)

Queer and Trans People of Color Resources

- [On-Campus](#)

The QPoC [Q Chats](#) discussion group provides a welcoming and friendly environment for lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual, pansexual, same gender loving, and two spirit students who identify as people of color. Your facilitators will lead the group in a discussion each week about whatever topics the group would like to explore together, with a focus being on the intersections of race, gender, and sexuality.

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- **Off-Campus Resources in the Atlanta Area**

[Atlanta Black Gay Pride](#) is hosted by In the Life Atlanta each fall, usually on Labor Day weekend.

S.O.N.G (Southerners on New Ground)

engages queer people in advocacy and justice work at the intersections of race, immigration, class, disability, gender, and sexuality.

[Southern Fried Queer Pride](#) is an alternative pride movement and celebration that hosts workshops, performances, and community gatherings.

[Trans People of Color Coalition](#) is a national organization that promotes the interests of trans people of color.

Latinx Resources

[The Trans Latin@ Coalition](#) engages in advocacy, education, and activism to create positive change for trans Latinas across the U.S.

[Somos Familia](#) provides information for families of LGBTQ youth in English and Spanish.

[Las Memorias](#) aims to promote wellness and prevent illness among Latinx individuals living with HIV and AIDS.

- **Black and African American Resources**

[Black Trans Advocacy](#) is a national social justice organization that hosts an annual conference and provides free wellness and advocacy services.

[National Black Justice Coalition](#) is a civil rights organization working to empower Black LGBTQ people.

- **Asian, Asian-American, Pacific Islander Resources**

[NQAPIA](#) is the National Queer Asian Pacific Islander Alliance, is a federation of LGBTQIA Asian, South Asian, Southeast Asian, and Pacific Islander organizations.

[Gaysi](#), the Gay Desi, is a blog site with news and articles centered on LGBTQIA South Asian experiences.

[Asian Q+A](#) is a collective of friends, activists, and advocates looking to create spaces for LGBTQIA and TGNC Asian/Desi folks to be uniquely themselves.

[Desi Rainbow Parents & Allies](#) is space for parents and families of LGBTQIA individuals to find community with another and learn how to better support their children.

- **Indigenous, First Nations, and Two Spirit Resources**

[NativeOUT](#) provides information and resources for and about Two Spirit communities.

Native Youth Sexual Health Network

works on the issues of sexual and reproductive health, rights, and justice.

PRIDE PEERS

More Helpful Resources!

- Visit our curated webpage for [LGBTQIA Self-Care Resources](#) and learn about techniques, resources on- and off-campus, and common stressors and ways to combat them for LGBTQIA people.
- The LGBTQIA Resource Center and the Women's Resource Center are [confidential reporting sources](#) for anyone who has experienced sexual violence, stalking, and intimate partner violence.
- [The Aguirre Center for Inclusive Psychotherapy](#) is a group practice comprised of talented and experienced therapists who are passionate about providing culturally-responsive psychological services to our communities.
- [Ethical Non-Monogamy Literature](#)
 - [More Than Two by Eve Rickert and Franklin Veaux](#)
 - [Loves Not ColorBlind by Kevin Patterson](#)
 - [5 Love Languages- Gary Chapman](#)
 - [Opening up- Tristan Taormino](#)
 - [Ask Me About Polyamory: The Best of Kimchi Cuddles by Tikva Wolf](#)
- [Online LGBTQIA Relationship Resources](#)
 - [What is a Healthy Relationship?](#)
 - [Abusive LGBTQ Relationships - Is this Abuse?](#)
 - [Who is in Your Support System?](#)
 - [What is Your Safety Plan?](#)
 - [Get Help for Yourself - Referrals](#)
 - [Healthy Relationships Online Workshop](#)
 - [How to Set Boundaries With Your Family, According to a Life Coach](#)

[How to Set Boundaries with a Toxic Family Member](#)

[How to Set Healthy Boundaries](#)

- [Trans Support Groups in the Atlanta Area](#)
- [Trans and Friends](#)
- [TransDecatur](#)
- [TILTT](#)
- [North Fulton Trans Support Group](#)

[Trans Law and Policy](#)

These national organizations provide information regarding laws that impact transgender people, along with resources for advocacy, activism, and support.

[National Center for Trans Equality](#)

[Transgender Law Center](#)

[Lambda Legal](#)

- [Gender Inclusive Housing](#)

The Georgia Tech Department of Housing and Residence Life is committed to serving the holistic needs of our student population. Georgia Tech Housing offers a residential option in which two or more students choose to live in a multiple-occupancy traditional, suite, or apartment style space. It is offered to every student regardless of class status, gender, or sexual orientation.

The roommate selection process mirrors what is provided for all students. Students have the option to list eligible roommate(s) in their application, search for eligible roommate(s), or choose to be paired with another student who has also chosen to participate in gender inclusive housing and has completed the [agreement](#). The application is available at [My Housing](#).

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For more information, please contact [The Department of Housing and Residence Life](#)

Gender Inclusive Restrooms Map

