

The Lesbian, Gay, Bisexual, Transgender, and Allies (LGBTQA) Student Resource Center

The Pennsylvania State University, University Park, PA

Learning outcomes for the LGBTQA Leadership Retreat

Drawing from the mission, vision, and values of the institution, the Division of Student Affairs, and the Center itself, the learning outcomes for the LGBTQA Student Leadership Retreat are broadly organized under the following categories:

1. Identity (psychosocial development)
2. Community and collaboration
3. Inter- and intrapersonal skills
4. Ally/advocate/activist
5. Historical and contemporary issues
6. Support and resources for LGBTQA students
7. Health and wellness
8. Professional and career development

Each category spells out learning outcomes related to the constituency groups that the Center serves: students, faculty and staff, and community and alumni. These learning outcomes are then mapped to taxonomy levels:

- (1) Knowledge (awareness, recognition),
- (2) Comprehension (explain, interpret), and
- (3) Application (demonstrate, apply)

Learning outcomes for the LGBTQA Leadership Retreat

1. Identity (psychosocial development)

Learning Outcome	Taxonomy level
Develop a greater understanding of their personal identities, particularly sexual orientation, gender identity, and gender expression;	3
Gain a working knowledge of the various ways people in the LGBTQA community identify with regard to sexual orientation, gender identity, and gender expression;	3
Gain insight into the diversity within the LGBTQA community in regards to race, ethnicity, socioeconomic status, religion, spirituality, disability, or circumstances of life.	3
Understand the difference between sexual orientation and gender identity and the continuums and fluidity of both; and	3
Gain knowledge of various methods to understand and change the homophobic behaviors of others and, if relevant, their own internalized homophobia.	3

2. Community and collaboration

Learning Outcome	Taxonomy level
Recognize, respect, and celebrate the diversity within the Penn State community	3
Demonstrate an ability to build community through collaboration;	3
Assume a sense of commitment to the LGBTQA community; and	3
Provide a Safe Space for the Penn State Community	3
Demonstrate a commitment to helping others within and outside the LGBTQA community.	3

3. Inter- and intrapersonal skills

Learning Outcome	Taxonomy level
Improve self-understanding;	3
Demonstrate a commitment to their on-going development;	2
Demonstrate an interest in and ability to learn about individuals different than oneself;	3
Demonstrate an interest in and ability to learn about ideas and beliefs different than one's own;	3
Develop an ability to manage and resolve interpersonal conflict;	3
Demonstrate effective peer education and helping skills; and	1
Acquire ethical decision making skills.	1

4. Ally/advocate/activist

Learning Outcome	Taxonomy level
Gain and/or support a sense of commitment to improving social and political outlook for the LGBTQA community;	2
Understand the different roles of LGBT allies, advocates, and activists;	2
Gain self-understanding about their roles as allies, advocates, and/ or activists for the LGBT community; and	2
Gain self-understanding about their roles as allies, advocates, and/ or activists for other marginalized groups.	3

5. Historical and contemporary issues

Learning Outcome	Taxonomy level
Gain knowledge of and ability to articulate the contemporary issues facing the LGBTQA community at Penn State and elsewhere.	2

6. Support and resources for LGBTA students

<b>Constituency Group-Specific</b>	<b>Learning Outcome</b>	<b>Taxonomy level</b>
Students will:	Build awareness and understanding of the resources available to them on campus and within the community; and	2
	Use knowledge to assist in improving the campus climate for LGBTA individuals.	2
Faculty & Staff will:	Build an awareness and understanding of the resources available to LGBTA students;	2
	Understand how they can be a support and resource for Penn State's LGBTA students; and	3
	Demonstrate an ability and commitment to help students find and use the support and resources available to them.	3

7. Health and wellness

<b>Learning Outcome</b>	<b>Taxonomy level</b>
Develop and encourage healthy personal habits, particularly with regard to safer sex and mental health.	1

8. Professional and career development

<b>Constituency Group-Specific</b>	<b>Learning Outcome</b>	<b>Taxonomy level</b>
Students will:	Develop personal and leadership skills, including but not limited to time management, effective written and oral communication, conflict resolution, teamwork, group facilitation, and peer education.	1

- Unless specifically indicated, learning outcomes apply to all constituency-groups.