



FORT HAYS STATE UNIVERSITY

**PROFESSIONAL DEVELOPMENT DAY
AUGUST 12, 2025**

**Supporting LGBTQIA2S+ Students at FHSU:
Strategies & Opportunities**

2:15-3:00 p.m., McCartney Hall 104

J. David Macey

- **Dean, College of Arts, Humanities, and Social Sciences**
- **Professor, Department of English and Modern Languages**
- **Husband and Cat-Parent**
- **President, Board of Directors, Hays Pride**
- **Scholar of British and American Literature and of Literary, Cultural, and Critical Theory**
- **Humanist, Unitarian Universalist, Former Seminarian and Soup-Kitchen Cook**

Introductions

- **How do you introduce—and how do you present—yourself to students, to colleagues, and to members of the wider community?**
- **How do you invite—and authorize—students to present themselves to you, to one another, and to our FHSU community?**

FHSU Notice of Non-Discrimination

Fort Hays State University is committed to providing equal opportunity and access to its educational programs, employment, services, and activities in compliance with federal and state nondiscrimination laws. FHSU prohibits discrimination, harassment, and retaliation on the basis of race, color, national origin, ethnicity, religion, **sex (including pregnancy, sexual orientation, and gender identity and expression)**, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable law in its programs, activities, admissions, or employment. FHSU is committed to an environment in which students, faculty, administrators, and staff work together in an atmosphere free from all forms of discrimination, harassment, exploitation and intimidation, including, but not limited to, verbal, physical, or written behavior directed toward or relating to an individual or group on the basis of their protected class status.

Classroom Climate

To ensure a positive classroom climate, a course must provide an inclusive environment where all students feel safe and empowered to learn. Creating an inclusive environment begins with the implementation of inclusive course content. Inclusive course content includes **using materials that accurately represent the diversity of ideas, perspectives, and people** within your content area. But inclusivity is more than just content. It also requires **creating safe spaces and opportunities for individuals to contribute to the class.**

**University of Nebraska – Lincoln
Center for Transformative Teaching**

Discussion: What We Do, and Why We Do It

- **How do you understand—and how do you practice—inclusivity as a pedagogical strategy?**
- **What specific techniques do you use—or might you consider adopting—to make your classroom (whether physical or virtual) more inclusive for LGBTQIA2S+ students?**

Possible Strategies

- **Signal the Safeness of Classroom Spaces, both Physical and Virtual**
- **Use Inclusive Language and Inclusive Examples**
- **Challenge Biased and Exclusionary Language**
- **Acknowledge and Discuss LGBTQIA2S+ Topics within Our Courses' Fields of Study**
- **Create Opportunities for One-to-One Engagement**
- **Provide Opportunities for Individualized Projects**

Discussion: Beyond the Classroom

- **What is your sense of the climate, whether on our campus or in our Hays community, for LGBTQIA2S+ individuals?**
- **What strategies, whether personal or institutional, might help to foster a more inclusive and accepting environment for LGBTQIA2S+ individuals within our campus and/or local communities?**

Continuing the Conversation

FHSU Gender & Sexuality Alliance (GSA)

Every Wednesday at 5:00 p.m., Rarick Hall 107

<https://tigerlink.fhsu.edu/organization/gsa>

Us 4 U

<https://tigerlink.fhsu.edu/organization/us4u>

Faculty & Staff Diversity Support Community (FSDSC)

<https://www.fhsu.edu/diversity-inclusion/>

Hays Pride

<https://www.hayskspride.org/>