

“You Belong Here” Campaign

The “You Belong Here” campaign aims to increase lesbian, gay, bisexual, transgender, queer, intersex, asexual, and [two-spirit \(LGBTQIA2S+\)](#) visibility and to foster a welcoming, supportive, and inclusive environment in the Department of Ecology and Evolutionary Biology at the University of Michigan. The campaign is an update to the “You are Welcome Here” campaign that was [introduced in 2015](#), and features the Progress Pride flag which was created to increase representation of the trans community and communities of color. The Justice, Equity, Diversity, and Inclusion (JEDI) Committee believes that our department is enriched by the inclusion of LGBTQIA2S+ people.

We ask members of the department to consider posting a “You Belong Here” sign in a visible location. By posting the sign, individuals are affirming that they will:

1. Deepen their understanding of allyship as an action rather than as an identity term;
2. Practice active allyship by:
 - a. Using non-gendered terminology when addressing groups and unknowns (“Hi everyone/y’all/folks,” “partner/significant other,” etc.);
 - b. Including pronouns when introducing themselves for the first time;
 - c. Being aware of and using a person’s pronouns, even when they are not in the same room;
 - d. Developing skills to confront micro- and macroaggressions against the LGBTQIA2S+ community and interrupt homophobia and transphobia as they occur;
 - e. Sharing appropriate resources with others as the need arises;
3. Gain knowledge of LGBTQIA2S+ resources and inclusive practices for the classroom, the lab, the workplace, and beyond.

Please note: Members of the department who display the “You Belong Here” sign have not been formally trained on issues relating to the LGBTQIA2S+ community. However, they are agreeing to the statements above and making a visible effort to help create a more inclusive and welcoming environment.

Resources

Spectrum Center:

[About pronouns](#)
[Workshops and trainings](#)
[Health and wellness](#)
[Online learning opportunities](#)
[Resources for faculty, staff, and researchers](#)
[LGBTQ staff and faculty](#)
[Student Support](#)
[Graduate student resources](#)
[QTBIPOC students](#)
[Student Organizations](#)
[Trans guide to U-M](#)

U-M Groups:

[Graduates Out in STEM](#)
[LSA Staff Affinity Groups \(LGBTQIA+ Community Group\)](#)

Local resources:

[Jim Toy Community Center](#)
[SafeHouse Center](#)