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Supplement A

Interview Schedule

I. Introduction

[(Establish rapport)] As you know, my name is Jonathan Coley, and I am conducting a research study about LGBT activism at Christian colleges and universities. Since you indicated you had been involved in [name of campus group], I thought it would be a good idea to interview you so I can better understand [name of campus group].

[Inform respondent about interview] I am going to ask you questions about why you have joined and continued to participate in [name of campus group], as well as how [name of campus group] has affected you. I will also ask questions about your personal background. The interview should last between one to two hours.

[Go over informed consent form] Before we begin the interview, I want to go over the informed consent form with you so that you know about your rights in the study and how the responses will be used. [Discuss informed consent form.]

Is it okay if I tape-record this interview?

II. Decision to Join Campus-Based LGBTQ Organization

For these first few questions, I am going to ask you about what was going on in your life when you first joined this organization, as well as your initial motives for becoming involved in the organization. Most people tell me that their reasons for being involved in an organization change over time, but for these first few questions I am only interested in your initial reasons for participation. Does that make sense?

- A. I'd like you to think back to the time when you first decided to join [name of campus group]. How did you first learn about this organization?
- a. Possible follow-ups: Did someone personally ask you to join the organization? Did you ever hear about this organization from your friends? Did you ever hear people talk about this organization in a classroom, or perhaps another club? Did you ever read about this organization on social media such as Facebook, or perhaps through campus media?
- B. What initially motivated you to join this organization?
- a. Possible follow-ups: What interested you in LGBTQ issues specifically? Would you say you were motivated to join this organization because of any political views? Would you say you were motivated to join this organization because of any religious convictions?
- C. When you first joined this organization, would you say that you would have identified as an "activist"? A person of faith? A sexual minority? Transgender?
- a. Possible follow-ups: [If any] Do you believe your sexual identity/religious identity/identity as an activist played a role in your decision to join the organization? [If multiple] Would you say that one of these identities played a more significant role in your decision to join the organization than another?

- D. When you first joined this organization, what did you personally think would come about as a result of your participation?
- a. Possible follow-ups: Did you think that this organization would be successful in changing your school; in what ways? Did you have any friends or relatives in the organization, or did you think that you would make new friends by joining this organization? Did you think that your participation would impact you personally, and if so, how?
- E. Did you tell any friends or family members that you were joining this organization?
- a. Possible follow-ups: [If so] How did they react? [If they told only some, or none] How did you think they would react?
- F. What other activities or commitments did you have when you joined this organization?
- a. Possible follow-ups: Were you working at the time? Were you in school at this time, and if so what year were you in school? Did you have any family responsibilities at this time, such as a partner or any children living at home? Were you active in any other clubs or organizations at the time that you joined this organization?
- G. At the time that you were joining this organization, how accepting would you say your college was of LGBTQ people? Did you expect any backlash in response to your joining the organization?
- a. Possible follow-ups: Had you ever heard any stories about discrimination or harassment of LGBTQ people on campus?

III. Respondent's Socialization

For these next few questions, I'd like to take a step back and learn more about you personally.

- A. Growing up, what were your parents' or guardians' views on homosexuality?
- B. Did you attend a church growing up? If so, how accepting would you say your church was of LGBTQ people?
- C. How accepting would you say your high school was of LGBTQ people? Was there a Gay–Straight Alliance at your high school? If so, were you a member, and what was your experience like? If you were not a member, why didn't you join?
- D. Why did you decide to attend this college?

IV. Decision to Commit to Campus-Based LGBTQ Organization

Now, for these next few questions, I'd like to talk about how you have been involved in this organization, as well as about your experiences in this organization.

- A. First, how exactly have you been involved in this organization?
 - a. Possible follow-ups: [If not specific] Would you say you attend meetings regularly? If so, could you walk me through an average meeting? Have you ever participated in any protests or other events that the organization has organized? If so, could you tell me more about these—why were they organized, what happened? Have you served in any leadership capacities? If so, what responsibilities have these leadership capacities entailed? Would you

say that responsibilities in this organization are equally shared among participants, or are some individuals expected to do more than others?

- B. How would you describe your organization to someone who wasn't familiar with it?
- C. Over the past month, how many hours each week would you say you spend participating in this organization? Would you say you have increased your involvement in the organization over time, decreased your involvement in the organization over time, or does your involvement tend to be more sporadic? Why?
- D. Would you say that most of the people in this organization tend to share your political views? Religious views? Stance on LGBTQ rights issues?
 - a. Possible follow-ups: Have there been many conflicts in this organization over political issues? Religious issues? LGBTQ rights issues? How have these conflicts been resolved?
- E. Have you made any new friends through this organization? Have your existing friendships have been strengthened, weakened, or changed in any way since you began participating in this organization?
 - a. Possible follow-ups: How did you make these friends? How have these friendships changed?
- F. Have you taken on any new work or family responsibilities since you first began participating in this organization? Have you been involved in other campus clubs since you first began participating in this organization?
- G. If you had to pick from this list, what kind of individual do you think you have most in common with and why: (1) someone with the same political views, but a different sexual orientation and different religious views; (2) someone with the same religious

views, but with different political views and a different sexual orientation; or (3) someone with the same sexual orientation, but with different political views and religious views?

H. How supportive would you say that the student body has been of this organization?

The faculty? The administration? University Ministries? Alumni?

- a. Possible follow-ups: Has there been any significant backlash to the organization on campus since you have become involved?

V. Impacts of LGBTQ Organizations

We are nearing the end, but I have a few more questions for you. I'd like to ask you about the impacts this organization has had at your school, as well as about any changes that have occurred in your life during the time that you have been involved in this organization.

A. What kinds of changes do you think your organization has helped bring about at your school, if any?

- a. Possible follow-ups: [If not specific] Do you know whether your school has changed in terms of its policies on homosexuality or GSAs, and if so, how? Would you say your school has changed in terms of the atmosphere for LGBTQ students, and if so, how? [For each of these questions] What role do you think the organization has played in these changes, if at all?

B. Given what you thought this organization would achieve when you first joined this organization, would you say this organization has met, exceeded, or fell short of your expectations? In what ways? Why?

- C. Do you think you were personally changed as a result of your participation in this organization; if so, how?
- a. Possible follow-ups: Have your views on religion, politics, or LGBTQ issues changed at all since you started participating in this organization? [If so] How?
- D. Having participated in this organization, would you say that you personally would identify as an “activist,” or do you not generally consider yourself to be an “activist”? A person of faith? Why? [If sexual or gender minority] Do you think this organization has affected your openness or your expression of your sexual or gender identity? Why/how?
- E. Have you joined or changed churches since you started participating in this organization? Have you become involved in any other activist organizations since you started participating in this organization?
- a. Possible follow-ups: [If so] Which ones, and do you think this organization played a role in your involvement?; [if not] looking forward, would you like to become involved in churches/other organizations in the future?
- F. Have any of your friends or family members changed their views on LGBTQ issues since you started participating in this organization?
- a. Possible follow-ups: [If so] In what ways? Do you think you or this organization played a role in these changes?
- G. When you first joined this organization, what had your postgraduation plans been? What are your plans for after graduation now?

- a. Possible follow-ups: What kind of job do you hope to pursue? Has this organization played any role in shaping these job plans, and if so, how?

VI. Conclusion

- A. Sometimes, over the course of my research, I learn new information that I believe respondents like you could give me insight on. I may also have additional questions about something you said in the interview. Would it be okay if I e-mailed you at any point if I have any further questions?
- B. Also, I am interested in interviewing other people who were involved in [name of campus group]. Would you be able to recommend anyone else I could interview?
- C. That concludes my questions. Thank you very much for participating in the interview.