Beyond Pronouns and Policy: Moving Towards Trans-Inclusive Practices

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She/Her/Hers  They/Them/Theirs

The University of Alabama
Monday, March 26 1:15
Session ID 7309
Learning Outcomes

• Understand terminology surrounding trans identities

• Gain knowledge about promising practices to implement on your campus

• Develop tangible ideas for creating a trans-inclusive environment specific to your institution type, context, and culture
Agenda

- Overview of terms
- Quotes from students
- Numbers
- Ways to support trans students
Terms

- Sex Assigned at Birth
- Gender
- Gender Expression
- Sexuality

LGBTQ+
Terms

- Cisgender/cis
- Transgender/trans
- Cissexism

- Gender pronouns
- Gender binary
- Genderism
Language to Avoid

- “Transgender *ed*”
- “Preference” or “Lifestyle”
- Guiding Rule
Reasons to Review Your Practices

“Before I got to campus, I emailed my professors to let them know my name and pronouns, but I had to have a couple of beers before I could send that email.”
• 249 include chosen name on student records
• 199 institutions have a full time (40 hour/week) staff member focused on LGBTQ+ resources
• 74 include gender affirming medical intervention on student health insurance
• 54 institutions allow gender record updates without medical intervention
• 42 include chosen name on campus identification cards
• 27 include LGBTQ+ identities on admissions applications
• 13 include gender pronouns on course rosters

4,700 postsecondary institutions in U.S.
Promising Practices

- Inclusive recruiting practices
  - Orientation
- Decoupling sex assigned at birth and gender identity
- Train and educate staff
- Data Collection
Promising Practices

• Allow students to designate pronouns and first name
• Make the pronoun designations and first name available through the class roster and all forward facing screens
• Do not require medical intervention to change gender marker
• Allow chosen name on all non legal documentation and forms
First Steps

• Provide your pronouns where your name exists
• Question your own practices
• Remove gendered language from websites and forms
• Don’t reinforce the gender binary
• Decorate your office space with inclusive materials
Creating Inclusive Environments
Questions

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