



# Beyond Pronouns and Policy: Moving Towards Trans-Inclusive Practices

Lauren Bennett & Dr. Cindy Ann Kilgo  
She/Her/Hers      They/Them/Theirs

The University of Alabama

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## 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
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# Agenda

- Overview of terms
  - Quotes from students
  - Numbers
  - Ways to support trans students
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<https://www.chronicle.com/article/ask-me-what-lgbtq/232797>

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# Terms

Sex Assigned at Birth  $\neq$  Gender  $\neq$  Gender Expression  $\neq$  Sexuality

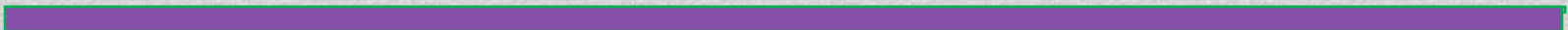
LGBTQ+

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## Terms

- Cisgender/cis
- Transgender/trans
- Cissexism
- Gender pronouns
- Gender binary
- Genderism





# Language to Avoid

- “Transgendered”
  - “Preference” or “Lifestyle”
  - **Guiding Rule**
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# 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.”

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- **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.**

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# Promising Practices

- Inclusive recruiting practices
    - Orientation
  - Decoupling sex assigned at birth and gender identity
  - Train and educate staff
  - Data Collection
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## 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
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# 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
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# Creating Inclusive Environments





# Questions

Lauren Bennett (she/her/hers)

[Lauren.bennett@ua.edu](mailto:Lauren.bennett@ua.edu)

Dr. Cindy Ann Kilgo (they/them/theirs)

[cakilgo@ua.edu](mailto:cakilgo@ua.edu)

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