Encouraging Progress

Change Management & Trans Student Resources

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Change Management, Policy & Advocacy

- Overview of Topic
- CM in Higher Education
- Policy Advocacy at BU
- Best Practices
- Suggestions & Resources
Language Matters

The Genderbread Person

- Gender ≠ Sex
- Trans
- Nonbinary
- Cis
- Chosen Name
- Dead Name
- Preferred Pronouns
Trans Community & Millennials

Ayishat A. Akanbi
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Millennials aren't creating new gender identities they're only giving language to ones that have always existed under the burden of shame.
Trans Community & Gen Z

“Now that there are terms to describe varying identities, more and more people are realizing they fit into another box or no box at all.”

B. Riepma, 19, non-binary student

70% support gender neutral restrooms in public spaces

56% know someone using gender neutral pronouns

81% Gender doesn’t define a person as it used to

J. Walter Thompson Intelligence & Vice. March 2016

70% support gender neutral restrooms in public spaces
Transgender students push change on college campuses

“WE CANNOT ALLOW OUR SIS TO DICTATE OUR STUDENTS’ EXPERIENCE AND SUCCESS.”

DR. JOSEPH SALOMONE, REGISTRAR @ DREXEL UNIVERSITY

The Boston Globe, August 30 2017
Belonging Uncertainty & Student Records

Figure 1. Students’ self-rated emotional health

- Transgender students: 52.1% Lowest 10%/below average, 24.4% Average, 23.5% Above average/highest 10%
- National sample: 12.7% Lowest 10%/below average, 36.7% Average, 50.6% Above average/highest 10%

Protections & Complexities

- FERPA
- Aid & Selective Service
- IPEDS
- California, Oregon, Washington D.C.

Institutions Leading the Way

BROWN

STANFORD

UMASS AMHERST

UVM

NYU
When I started at BU...

- No LGBTQ Student Center or Specialized Staff
- Legacy Homegrown SIS
- No Policies or Procedures
- Limited Awareness
- “Not a priority”

BU Today...

- Chosen name on BU ID Card
- Email “Display Name” Instructions
- Heightened Awareness
- Forms and Explanations
- Pronouns in Email Signature
- Introduction Letters: Name & Pronoun
- “Gender” removed from transcript
- Chosen Name on Blackboard
- Name change info on website
Change Management

Kotter’s 8 Step Process
WHY TRANS PEOPLE NEED MORE VISIBILITY

With more visibility comes more understanding. These statistics can and will get better as trans people become more visible in our society.

80% of trans students feel unsafe at school because of their gender expression

58.7% of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 23% of their peers

49% of trans people reported physical abuse in a 2007 survey

50% of trans people have been raped or assaulted by a romantic partner

Trans people of color are 6x more likely to experience physical violence when interacting with the police than white cisgender survivors of violence

41% of trans people have attempted suicide

1 in 5 transgender people have experienced homelessness at some point in their lives

1 in 8 have been evicted due to being transgender

THE COMMON APPLICATION

Date of birth *
Our Students - A Sense of Urgency

I probably won't be changing my legal name any time soon though, since my parents "wouldn't allow it"-- even though I'm old enough to do it on my own.
Our Students - A Sense of Urgency

When a college refuses to acknowledge the trans community’s need for chosen names in all education media and purposes, the college is, in fact, perpetuating the allowance of discrimination.
I was deciding between a school that only asked legal sex and BU, and because it was not clarified on the application, I thought that at BU gender identity went into official school records if it differed from sex.
My dead name is clearly visible to classmates; this is not only exposing and outing, but can also cause confusion which impedes group work and communication. Time, energy, and emotional resources used finding ways to avoid having my dead name read aloud, managing my own anxiety, discomfort, and experience of beingouted and stigmatized would be significantly better applied to actual schoolwork and class time focus and preparation.
Build Guiding Coalition & Enlist Volunteer Army
Form Strategic Vision & Initiative - Enable Action by Removing Barriers
Generate Short Term Wins

- Celebrate Wins
- Start Spreading the News
- Stay Connected to Support Systems
Sustain Acceleration & Institute Change

HIERARCHICAL ORGANIZATIONS
KEEP CALM AND IMAGINE SISYPHUS HAPPY
Where is BU Now?

Chosen name on BU ID Card

Email “Display Name” Instructions

Heightened Awareness

Forms and Explanations

Pronouns in Email Signature

Introduction Letters regarding Name & Pronoun

“Gender” field removed from transcript

Chosen Name on Blackboard

Name change info on website
Top Takeaways

- Data & Competitor Practice
- Initial buy-in
- BU Community, AACRAO Colleagues, Consortium of Higher Education LGBTQ Resource Professionals
- Small Wins & Persistence

WATCH: Mt. Holyoke Becomes First 'Seven Sisters' School to Admit Trans Women

The Advocate, 9/14
Free & Immediate Actions

- Add Pronouns in Signature and link to mypronouns.org
- Remove Gendered Salutations
- Utilize your LMS
- Learn from Colleagues & Pass it On
- Find Allies
- Update Forms
- Write an Intro Letter
- Trans Inclusive Training & Signs
- Get to Know your Students
- FERPA is your Friend
- Document Policy & Procedures
- Educate Yourself
Additional Resources

- Campus Pride
- Lambda Legal
- National Center for Transgender Equality
- GLSEN
- Human Rights Campaign
- GLAAD
- Williams Institute @ UCLA

WE HAVE AN OBLIGATION TO ENSURE THAT ALL OUR STUDENTS ARE ABLE TO TAKE ADVANTAGE OF THE EDUCATIONAL OPPORTUNITY WE OFFER WITHOUT FEAR FOR THEIR WELL-BEING.

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