

T

► UNDERSTANDING TERMINOLOGY. A LOOK AT WHAT TRANS* REPRESENTS AND HOW IT'S DEFINED..... 1



► WHAT IS THE CLIMATE ON YOUR CAMPUS? LET'S DETERMINE HOW TRANS* INCLUSIVE YOU ARE 2



► TAKING STEPS TO IMPROVE YOUR CAMPUS FOR TRANS* IDENTIFIED STUDENTS..... 2

Trans* Inclusion

A STEP TOWARD CREATING A FRIENDLY AND SUPPORTING CAMPUS FOR TRANS* IDENTIFIED COLLEGE STUDENTS.

"Being able to have my name changed on my documents, without legally changing it, helped make me feel safe on my campus."

C.J.

Putting Yourself in Students' Shoes

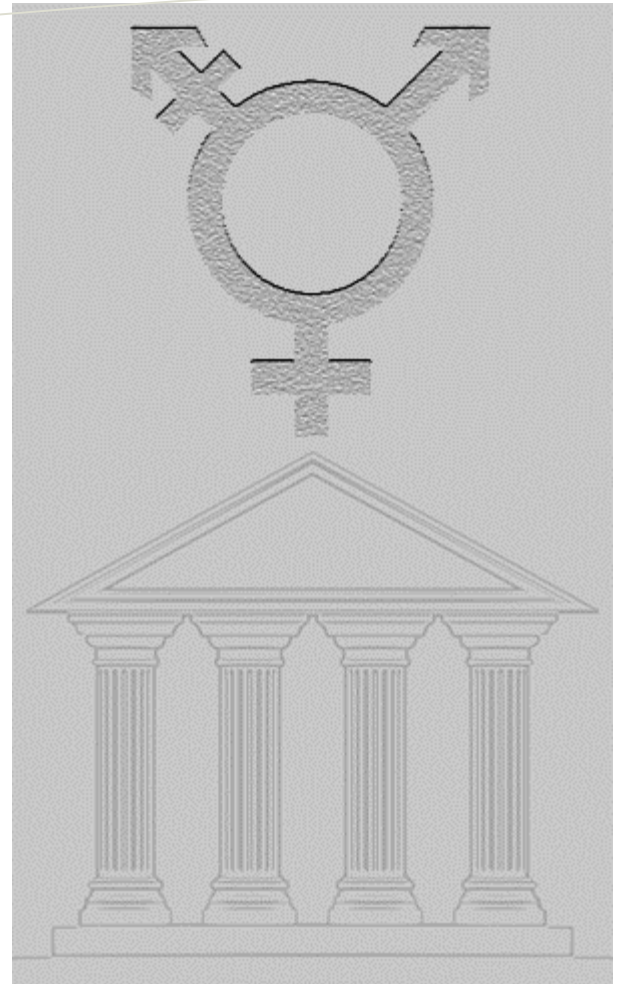
Trans* identified college students face several stressors that are outside of the typical stress experienced by others on campus. Influencing factors may include: not having a non-discrimination policy for gender identity/expression, not having policies that accommodate trans* students in housing, recreation, health care, records and documents, programming, and also not having gender neutral restrooms accessible on campus.

Working toward creating an inclusive environment may help students feel represented and belonging instead of feeling displaced or fearful. Imagine being on campus and having a student ID that has a name and gender displayed that is different than how you identify, or being assigned to a resident hall or roommate that makes you feel unsafe, or avoiding recreation activities because you are fearful of the locker rooms.

These stressors can be changed through education which leads to changes in policy and infrastructure.

To be able to start stepping toward a more inclusive campus, let's begin with terminology. Here are a few terms to be familiar with:

- **Transgender, Trans or Trans***
The umbrella term for the transgender community. Within academia and among bloggers the term "trans*" is starting to be adopted. There are over 100 trans* identities, so having the "*" helps us be aware that "trans" may mean something different to different people.
- **FTM or Transman**
A person who was born assigned female but identifies as male.
- **MTF or Transwoman**
A person who was born assigned male but identifies as female.
- **GenderQueer, Gender Fluid**
A person whose gender identity is neither male or female but fluid or outside the binary.
- **Agender**
A person who identifies as being without a gender



BE AWARE

Language is constantly evolving and takes on different meanings to different people. It is important to be aware of the current language being used and accepted in your region and to also ask students how they want to be addressed, instead of making assumptions based on past experiences.

TRANS* INCLUSION Campus Checklist

Stepping Toward Trans* Inclusion

The first step you need to take is to ask yourself, Where is the best place to begin? This isn't a race, it is a process.

Our Campus Has:

- A nondiscrimination policy that includes gender identity/expression
- Campus-wide trans* speakers and other programming
- Staff dedicated to working on safety and support
- Gender-inclusive housing
- Gender-neutral restrooms
- Family and individual shower and changing rooms in Recreation Centers
- Staff trainings on working with trans* students: (check sub-bullets that apply)
 - Health and Wellness Staff
 - Residence Life Staff
 - Student Affairs Staff
 - Administrative Staff
 - Faculty and Adjunct Staff
- Materials advertising being a Trans*-friendly campus
- Trained counselors and healthcare providers on transgender issues
- Student health insurance policies that cover transition-related care

JUST GETTING STARTED:

POLICIES:

Look to see if your campus includes "gender identity/expression" in its nondiscrimination policy. If not, then establish this policy to protect students on campus.

HOUSING:

Establish a knowledgeable contact person in housing that can answer questions and assist trans* identified students.

RESTROOMS:

Identify all restrooms on campus that are currently single stall and have these marked in a handout and online for students. Begin to advocate for these restrooms to be changed to gender-neutral and identify other places on campus where gender-neutral restrooms are needed.

PROGRAMMING:

Host an event on campus that relates to transgender identities or days of awareness. For example, hold an event during Transgender Day of Remembrance, Nov 20.

HEALTHCARE:

Assess your current healthcare services, staff knowledge, intake forms, restroom access and insurance coverage policies.

RECORDS/DOCUMENTS:

Identify current campus procedure for changing names on documents.

WE HAVE SOME THINGS IN PLACE:

POLICIES:

Review all campus activities and organization policies and identify/change areas that could exclude or create barriers that prevent trans* students from participation.

HOUSING:

Establish a trans* inclusion training and require all residence life staff to attend. Develop a housing policy that gives all staff guidance on how to best serve trans* identified students.

RESTROOMS:

Move to change all single-stall bathrooms to gender-neutral. All you need are new signs and maybe some locks!

PROGRAMMING:

Create a trans* student speaker's bureau. Assess trans* inclusion in already established student organizations such as LGBTQ groups on campus.

HEALTHCARE:

Move to change or offer gender neutral restrooms in your healthcare settings. Change patient intake forms to be trans* friendly. Train frontline staff and providers on how to work with trans* identified students. Establish a resource list of providers and counselors either on campus or off campus that work with trans* clients.

RECORDS/DOCUMENTS:

Have a policy in place that allows trans* students to change their name on all records and student ids.

WE ARE PRETTY ESTABLISHED:

POLICIES:

Assess all policies on campus to see if they have added trans* inclusion. If not, advocate for updating these documents.

HOUSING:

Provide gender-neutral housing, design new buildings with single stall showers and restrooms that lock. Create learning environments that include gender neutral housing.

RESTROOMS:

Like with housing, identify new construction and buildings that require renovations make sure the blueprints include spaces for gender neutral restrooms.

PROGRAMMING:

Have an established yearly budget that includes funding for on-going programming/activities related to trans* identities.

HEALTHCARE:

Offer trans* specific care and have student health insurance policies that include trans-specific care coverage.

RECORDS/DOCUMENTS:

Establish a policy and procedure that allows students to change all documentation, both gender and name, in one-step.

Suggested Resources and Articles:

- Beemyn, B., Curtis, B., Davis, M. & Tubbs, N.J. "Transgender Issues on College Campuses." *New Directions for Student Services*, 2005 (111), 49-60.
- Beemyn, B., Domingue, A., Pettitt, J., Smith, T. "Suggested Steps to Make Campuses More Trans-Inclusive." *Journal of Gay and Lesbian Issues in Education*, 2005, 3 (2).
- Transgender On-Campus Nondiscrimination Information Project (TONI) - <http://www.transstudents.org/>
- Campus Pride - <http://www.campuspride.org/resources/trans-advocacy/>
- National Consortium of Higher Ed LGBT Resource Professionals - <http://www.lgbtcampus.org/>

Created by: **Ryan K. Sallans, MA**
LGBTQ Consultant/Trainer

Email: rsallans@gmail.com
Website: RyanSallans.com

