



College Access & Preparation (CAP) Forum

Renewing our commitment to student equity, access and achievement

Fostering LGBTQ+ Inclusion

Billy Curtis, Director
Gender Equity Resource Center
UC, Berkeley

 Diversity and Engagement

[#capforum17](#)

Billy

- Pronouns: he/him/his
- Director, Gender Equity Resource Center, UC Berkeley
- Queer, Bahamian, Black, Cisgender/cis-presenting man, long time UC Employee (18 years),

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Coming Out: Queer Students of Color

This mini-doc focuses on three college students from UCSD, CSUF, and UCSB.



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Our time is limited today

Today

- LGBTQ+ access to college through lens of race, gender and sexuality
 - **QTPOC = Queer and/or Transgender People of Color**
 - **Coming Out – Many people wait until they are somewhat or fully independent to fully and publicly embrace an LGBTQ+ identity. College bound LGBTQ+ plan for this!**
- Pronouns & Names
- Broad Brush
 - Terms & Definitions
- Your role

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Sharing Pronouns

- When in a group – during introductions have everyone say name and the pronoun they feel comfortable providing.
- When pre-printing nametags for participants, always gather their pronouns so you can include them.
- When asking people to create their own nametag, instruct them to include their pronouns.
- When else do you have people share their name in writing or out loud? Include pronouns in those contexts as well.



One Word – Pronouns (cut.com)

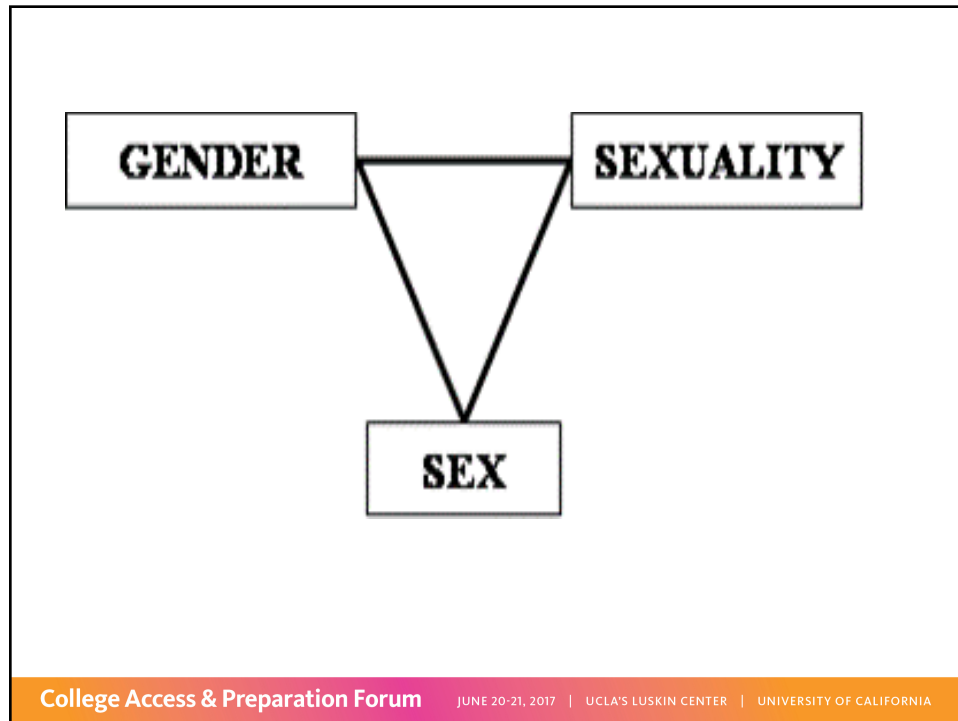


Pronouns

- Commonly heard pronouns: they, we, ze, her, hir, his, hers, someone's first name.
- If you make a mistake, apologize and move on
- If you are engaging in a multi-lingual environment, invite people to share their pronouns in any languages that apply.
- If you don't know, ask
- Never guess someone's pronoun

Pronouns

- Asking and correctly using someone's preferred pronoun is one of the most basic ways to show your respect for their gender identity.
- When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, and alienated
- It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender.
- Making jokes about your pronoun preference (e.g. "my pronouns are she/her/hers... and 'hey you'") when everyone is introducing yourself during group introductions is disrespectful to those for whom this question reveals information necessary to be appropriately referred to.



Transgender, Genderqueer & Cisgender

- **Transgender:** A term for people whose gender identity, expression or behavior is different from those typically associated with their assigned sex at birth. Transgender is a broad term and is good for non-transgender people to use. “Trans” is shorthand for “transgender.”
- **Genderqueer** (alternatively **non-binary**) is a catch-all category for gender identities that are not exclusively masculine or feminine—identities which are thus outside of the gender binary and cisnormativity
- **Cisgender:** term used to describe people who, for the most part, identify as the gender they were assigned at birth. For example, if a doctor said “it’s a boy!” when you were born, and you identify as a man, then you could be described as cisgender. (Cis is Latin for “on the near side of”, same side of)

Sexual and Romantic Orientation

- The direction of one's sexual (erotic) and/or romantic attraction towards the same gender, different gender, or multiple genders. It is on a continuum and without a set of absolute categories.
- It is about being gay, straight, lesbian, bisexual, asexual, etc ... it is separate from gender identity and thus transgender persons also have a sexual and romantic orientation (or a lack thereof).
- Sexual orientation is not strictly limited to sexual behavior, i.e. who one chooses as a sexual partner

Is Transgender New?!

Global manifestations of gender: A cross cultural perspective

- **Two Spirit** – Indigenous North American, (modern umbrella term)
- **Mahu** – Hawaiian
- **Fa`afafine** – Samoan
- **Hijra** – India
- **Waria** – Indonesia
- **Ashtime** – Maale (Ethiopia)
- **Whakawahine** – Maori (New Zealand)
- **Yan Daudu** – Hausa (Nigeria)

Legal Recognition of 3rd Genders

Australia	Canada
Germany	India
Nepal	New Zealand
Pakistan	USA (some states)

Our Role

- Is their LGBTQ+ visible among your students, programs, staff?
- Are the LGBTQ+ Centers and Multicultural Centers cross referencing resources?
- Have you supported LGBTQ+ programs?
- Are you practicing gender inclusive language
- Do you actively advertise open positions on listserves, within communities etc to ensure LGBTQ+ folk know they are encouraged to apply
- Are you ensuring that during admissions and yield events targeted at under-served communities you are openly using language to let all students know LGBTQ+ communities are welcomed and supported on campus?
- Are you aware of the campus climate of LGBTQ+ students on the campuses where to take students for a college tour?
- How do you know the answers to the above questions?

Trans* identities on college campuses: considerations for policy & practice

- Restrooms & Changing Rooms
- Records (names & pronouns)
 - ID Cards, directories, forms/applications, name tags, business cards
- Housing
- Athletics
- Health Care
- Career Guidance

Creating Inclusive Communities

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Engaging the whole student: The Holistic Lens

- **Talk about LGBTQ+ issues particularly as they intersect with other marginalities**
 - Are you bringing up LGBTQ+ identities and needs alongside the needs of another marginalization, e.g. race & ethnicity? Be aware of your heterosexual and cisgender assumptions
- **Affirm Complex Identities**
 - QTPOC not monolith; some may be conflicted acknowledging all parts of themselves thus creating a disintegrated and compartmentalized life
 - Some receive direct and indirect messages from those they love and trust such as, "In order to be a good (blank) you can't be gay etc", or "LGBTQ+ is a white person's illness, our people are not that." "Gay people don't exist in our culture, there isn't even a word to describe it"
- **Recognize & Support Resilience**
 - QTPOC often targeted based on real or perceived identities; capable of strength in face of adversity
 - Do not necessarily need counseling, but rather opportunities/encouragement to build on internal resilience
- **Intervene & Prevent**
 - Intervene appropriately when bias incidents occur; create/sustain healthy inclusive environment
- **Partner with Internal & External Resources**
 - UC LGBTQ Centers,
 - Consortium—lgbtcampus.org

Adapted from GLSEN.org

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LGBTQ+ Inclusion

- **Be Aware of Your Language:** educate self and colleagues on the appropriate terms used to refer to LGBTQ+ individuals.
- **Increase Visibility:** reduce isolation by using inclusive language and content in our offices
- **Promote Understanding:** make an effort to learn about LGBTQ+ people, their history, issues and communities.
- **Ask questions:** If you don't know ask; don't assume anything
- **Brainstorm solutions:** help LGBTQ+ colleagues by helping them brainstorm solutions to workplace challenges
- **Facilitate and Support:** support and facilitate - rather than overprotect – LGBTQ+ individuals in their struggles with prejudice and discrimination.
- **Speak up:** challenge words, decisions and actions that target or have a differential impact on LGBTQ+ individuals.
- **Know your resources:** Find out what resources are available on campus or surrounding community for the LGBTQ+ communities.

Adapted from GLSEN.org

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Taking Action

- No Action/ response -- no service
- Compassionate ignorance (feel bad for)
- Compliance
- Empathy (walking in their shoes)
- Justice

The decision for all of the above actions carry consequences and risks and all are in the context of a dynamic evolving wisdom on gender, and diminishing resources in higher education

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Take Aways

Things we could not cover the limited time we had.

30+ Examples of Cisgender Privilege

If you identify with the gender you were assigned at birth, there are a bunch of unearned benefits you get that many folks do not.

Take a look at the list on this webpage and consider them.

It's not about shame. It's about understanding –

itspronouncedmetrosexual.com/2011/11/list-of-cisgender-privileges/

Policies & Law

POICIGS & LAM

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UC Nondiscrimination Policy

- The University of California, in accordance with applicable Federal and State Law and the University's nondiscrimination policies, does not discriminate on the basis of race, color, national origin, religion, **sex** (including **sexual harassment**), **gender identity**, pregnancy/childbirth and medical conditions related thereto, disability, age, medical condition (cancer-related), ancestry, marital status, citizenship, **sexual orientation**, or status as a Vietnam-era veteran or special disabled veteran. This nondiscrimination policy covers student admission, access, and treatment in University programs and activities. It also covers faculty (Senate and non-Senate) and staff in their employment.

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UC Policy on Sexual Harassment & Sexual Violence

- You can see the full definition at
- “Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual natureaffects a person's employment or education.”
- “Harassment that is not sexual in nature but is based on **gender, sex-stereotyping, or sexual orientation** also is prohibited by the University's nondiscrimination policies.... in determining whether a hostile environment due to sexual harassment exists, the University may take into account acts of discrimination based on **gender, sex-stereotyping, or sexual orientation.**”

Title IX & Title VII

Title IX-- In April 2014, The Department of Education's Office for Civil Rights (OCR) issued explicit guidance barring schools that receive federal Title IX funds from discriminating against transgender and gender-nonconforming students.

Title VII-- Transgender employees are protected against being fired due to status as a transgender person in all 50 states.

The Gender Unicorn

Graphic by: **TSER**
Trans Student Educational Resources

Gender Identity (Rainbow icon)

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression (Green icon)

- Feminine
- Masculine
- Other

Sex Assigned at Birth (DNA icon)

- Female (Orange dot)
- Male (Teal dot)
- Other/Intersex (Purple dot)

Physically Attracted to (Orange icon)

- Women
- Men
- Other Gender(s)

Emotionally Attracted to (Red icon)

- Women
- Men
- Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Confidentiality & Curiosity

- It is never ok to disclose to anyone the gender identity or sexual orientation of another without the express permission of that person.
- Do not engage in speculative conversations about someone's gender identity or sexual orientation, if you hear others doing so, particularly in your role as RA, stop the conversation
- Avoid asking personal questions of trans people that you would not ask of others. Never ask about body functions, anatomy or medical care.
- Please do not ask a transgender person their former name, why or how they know they are trans, their sexual orientation or practices, their family's reaction to their gender identity or any other questions that are irrelevant to your relationship with them unless they invite you to do so or voluntarily share the information.