




# Welcome Home

## A Home For All

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A Tale of Leadership and Justice

Western Illinois University  
Kayla Thurman



# Definitions

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- Gender Identity is a person's inner sense of being male or female, regardless of their sex assigned at birth
- Transgender is a term which describes people whose gender identity or gender expression is different from their assigned sex at birth
- Gender Expression refers to the way a person expresses gender to others in ways that are socially defined as masculine or feminine, such as through behavior, clothing, hairstyles, activities, voice, or mannerisms
- Gender Nonconforming people are those whose gender-related identity and/or gender expression do not conform to the social expectations or norms for a person of that sex assigned at birth

# Campus Climate

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- Attitudes
- Staff and Faculty Support
- Community Acceptance and Inclusion



View Youtube Playlist at [tinyurl.com/lisaling-transgender](https://tinyurl.com/lisaling-transgender)

# What Rights Do Students Have?

1. You have the right not to be bullied or harassed because you are transgender or gender non-conforming. If school administrators become aware of bullying or harassment they must take action to end it.
2. You have the right to equal educational opportunities regardless of your gender identity or expression or your race, nationality, or disability. This includes not being punished or excluded from school activities or events because you are transgender or gender non-conforming.
3. You have the right to present yourself in a way that is consistent with your gender identity, so long as you follow rules for how to dress that apply to all students.
4. You have the right to use restrooms and other facilities that are consistent with your gender identity, and can't be forced to use separate restrooms.
5. You have the right to privacy concerning your transgender status and gender transition. Any such information kept in school records must be kept private and not shared without your permission.
6. You have the right to join or start a Gay-Straight Alliance or Pride Alliance, and to have your group treated like other student groups.

<http://www.transequality.org/know-your-rights/schools>

## What We are Doing Well (Assumptions)

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- Limited Gender-Inclusive Housing
- University Policies included- Gender Identity/Expression- Not enforced
- LGBTQA+ Center with support services & faculty and staff trainings
- No dress code
- Honoring Pronouns

# What We Can Do Better

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- Underfunded LGBTQA+ Center
- Implement Professional Development Point System for Faculty and Staff
- Bring in speakers and presenters
- Record system to easily change name and gender
- Teaching and research needs to incorporate the experiences of trans people and trans theory

## Why LGBTQA+ Funding

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- Severely underfunded since the budget cuts in 2007
- LGBTQA+ Centers is a visible representation of the commitment the university holds towards the minority groups
- Centers provide an opportunity for Transgender student to socially integrate
- According to Tinto's research social integration is key in retention numbers

<http://www.psy.gla.ac.uk/~steve/localed/tinto.html>



# Inclusive Housing

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- Our University acknowledges the diverse needs of the student body and the importance of community with the Gender inclusive housing options
- This further develops a residential climate that is positive, respectful, and inclusive for all residents
- Our Gender inclusive housing is only available to returning and transfer students
- Make it available to all students

# Sorority and Fraternity Life

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- Title IX does not affect greek life for transgender students but there was an amendment enables sororities and fraternities to decide their own membership without losing funding
- Greek life has the freedom to decide, they should have a statement in their governing documents about transgender inclusion
- Organizations still have the right to decide, since they are “single gendered organizations”
- Educate those members who question it, education and training is key
- Create LGBT greek life organizations! They will offer a type of support that heterosexual Greek orgs cannot

<https://www.campuspride.org/resources/transgender-membership-in-fraternities-sororities-and-title-ix/>

# Records and Documents

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- At some colleges and universities, the process to change a name or gender on legal documents is nonexistent
- Providing students with the option to change their name and gender
  - Ohio State University offers transgender students who legally change their names can complete a form with the registrar to change the name as well as gender designation on the main college record
  - University of Maryland offers transgender students the option of change their name and gender on their records by obtaining a letter of support from a mental health professional
- Confidentiality should be guaranteed
  - University cannot request individuals to have genital surgery before changing their records

# Sports and Recreation

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- NCAA policies
- Restrict athletes
- M-F can participate on a women's team if they have been taking testosterone suppressants for 1 year
- F-M can receive similar treatment. Once the female has begun transitioning, they are no longer eligible to play on women's teams
- Intramural policies (NIRSA)
- Transgender students can participate on any intramural team that correlates to their gender expression as long as they meet all participant guidelines

## Sports and Recreation - cont'd

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- Facilities
- Gender inclusive facilities in recreation centers i.e. gender neutral bathrooms
- Training
- Transgender inclusive training for coaches and staff
- Gender neutral uniforms

\*Ensure there are written documents relating to policies that promote inclusion, sportsmanship pledge and transgender inclusion statement

# Things to Consider

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- Does the institution respond fairly and promptly to incidents of discrimination, harassment, or bullying?
  - What is the history of the institution?
  - What preconceived notions may need to be considered for students attending this institution?
- Do students know what to do if they feel threatened or intimidated?
  - How can they find this information on campus?
  - Who can they use as a resource?

# Benchmarking

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- UCLA's LGBT Campus Resource Center is now developing a mobile app for people to be able to find these bathrooms easily, and the campus transgender and gender-nonconforming student group is working on a needs assessment to ensure that the population is best being supported
- Through its LGBT Resource Center, UCR offers an ally training program specifically about the experiences of trans people
- Develop a policy that supports the participation of trans students in campus sports
- UVM was one of the first schools to change to its management system software to enable students to use a name other than their legal first name on campus records, and the university offers their software solution for free to other schools with the same management system

<https://www.campuspride.org/resources/top-10-trans/>

## Action Plan - Individual Level

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- Using your role as an educator to train employees and students regarding Transgender Issues
- Safe Space Training
- Include Transgender theories and identities in research
- Challenge your assumptions (“we don’t have Transgender students here”)
- Honor name and gender preferences for all individuals



## Action Plan - Your Department Level

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- Written Policies
- Include and emphasize trainings for your office around Transgender issues
- Think about what in your office is gendered (restroom, name tags, etc) and find a way to restructure it.
- Working in collaboration with the LGBTQ+ Center

## Resources

- U.S. Department of Education, Office for Civil Rights: <http://www.ed.gov/ocr>
- OCR “Dear Colleague” Letter to Schools on Bullying: <http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf>
- Claim Your Rights resources from PFLAG and GLSEN: <http://community.pflag.org/claimyourrights>
- Gender Spectrum: <http://www.genderspectrum.org>
- Trans Youth Family Allies: <http://www.imatyfa.org>
- Links to State and Local Human Rights Agencies: <http://www.justice.gov/crt/legalinfo/stateandlocal.php>
- Links to Legal Services Organizations: <http://www.lsc.gov/find-legal-aid>
- <http://www.transequality.org/>

## References

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<http://www.transequality.org/know-your-rights/schools>

<http://www.lambdalegal.org/know-your-rights/youth/tgnc-friendly-schools>

<https://www.campusprideindex.org/sports>

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