



**A critical conversation:
The campus climate for
transgender and nonbinary
students in higher education**



- ? What does it mean to “be a man” in US society?
- ? What does it mean to “be woman” in US society?
- ? Were you reprimanded for not “acting like a man” or not “acting like a woman”?
- ? What, if any, correlation do you see between all of this and the stat sheets?

Land Acknowledgement

For centuries, the land known as Philadelphia was home to and cared for by Native Peoples. These include the Lenni-Lenape People of Lenapehoking and the Poutaxat (Delaware Bay). We recognize these Tribes' strength and history of resistance to colonization. We commit to honoring their history, presence, and future.

ansrsource is a global company and we acknowledge our remote employees live and work on the ancestral lands of Indigenous Peoples.

We pay respects to their elders past and present. Please take a moment to consider the many legacies of violence, displacement, migration, and settlement that bring us together here today. And please join us in uncovering such truths.

#HonorNativeLand



Reference: Arquette TL, Banks D, Black SS, Pourier L, Sneve S, Tangen R, et al. (2017). *Honor Native Land: A Guide and Call to Acknowledgement*. U.S. Department of Arts and Agriculture. Available online at: <https://centerracialjustice.org/wp-content/uploads/2019/07/Honor-Native-Land-Guide.pdf>



- I have consulted and trained others about sexual orientation and gender identity since the mid-1990s
- I have a doctorate in Educational Leadership from Central Michigan University
- My dissertation studied the campus climate for transgender and nonbinary students in higher education



- I have an MEd in Higher Education Administration from City University of New York - Baruch College
- I have done equity and diversity trainings with YWCA-Lancaster (PA) and Roots of Justice
- I am a published novelist and have conducted writing and storytelling trainings for survivors of sexual assault and domestic violence.



About ansrsource

Your Learning Innovation Partner

Our commitment to accessibility and inclusion enables us to reach all learners and offer universally designed experiences at scale.

Our global team comprises 200+ in-house learning experts supplemented by 300+ external subject matter experts to design, scale, and deliver high-quality, accessible learning.

Our experience: 20 years of developing learning with diverse partners



Products & Services

Impactful custom digital and on-demand learning

DEI Learning Modules - ansrGEM®

- *Customizable learning paths to fit your need*
- *GranuLearn platform available if needed*

LGBTQIA+ Inclusion Training Program (UDI)

Enterprise-Level Accessibility Training

- *ansrAccess – digital auditor, remediator, and monitor if needed*

Let us help you change attitudes, behaviors, and norms to be more inclusive and equitable.

**Gender socialization
starts before we're born.**

BLUE

PINK

**Gender is a
social construct.**

BLUE

PINK

We've always existed.

Two-Spirit:

Lakota: winkte

Ponca: mixuga

Crow: bade

Navajo: asdzaan

(female-in-woman)

hastiin (male-in-man)

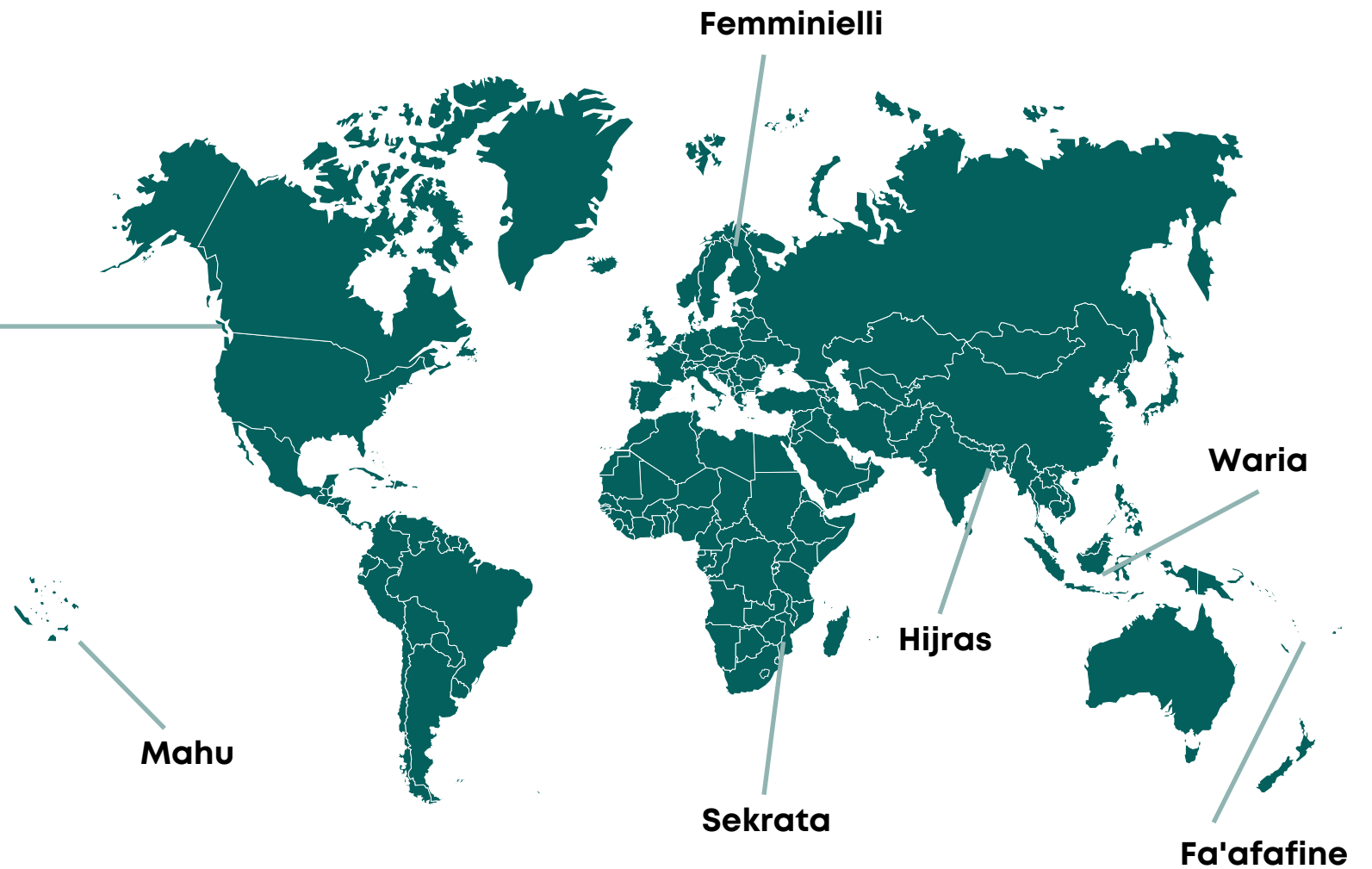
nadleeh (androgyny
or gender fluidity)

nadleehi

(woman-in-man,
feminine gender)

dilbah

(man-in-woman,
masculine gender)



**Here in the US, we tend to
gender everything.**

BLUE

PINK

Some of the words the participants used to describe their gender

Nonbinary adults

Trans femme
Nonbinary
Agender
Genderless
Gender queer
Gender fluid
Feminine/Masculine

Both

Trans
Transgender
Queer

Trans men and trans women

Trans man
Trans guy
Male
Masculine
Woman
Trans woman
Female
Feminine
Transsexual
Trans experience

Source: Focus groups of transgender and nonbinary U.S. Adults conducted March 8-10, 2022.
PEW RESEARCH CENTER



Intersectionality


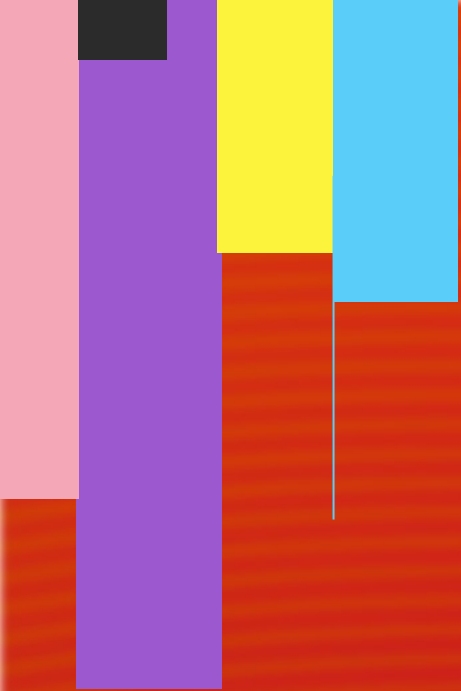
Intersectionality plays a huge role in terms of the level of acceptance or violence some trans and nonbinary people face.





Why it matters





“People ask why I’m tired all the time. ...I’m tired all the time because I’m hypervigilant constantly, and then I’m either answering questions for cisgender people who don’t know or [transgender] people that are just finding themselves or [transgender] friends that are like, “Hey, can you help me just talk through this?” I just want to cry to somebody. You’re expected to be this ambassador, and I’m 19.”

- Lucas



Safety

Physically/emotionally* safe

- LGBTQIA+ services*
- Library*
- Supportive faculty members coinciding with their program of study

Physically/emotionally* unsafe

- Counseling center*
- Student fitness center*
- Student services building*
- Fraternity/sorority housing
- Poorly lit areas of campus
- Residence halls (first-year)

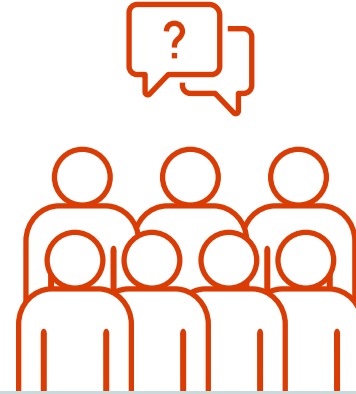
Where to start this work...

Promote and support resources

Training across the university

Focus on improving areas for emotional/physical safety

Adapting Our Language



Avoid making assumptions about someone's gender identity and expression.

Use gender-inclusive language when referring to groups of people.

Avoid language that reinforces gender stereotypes and to be respectful and inclusive of all individuals.

Ask

Don't Make Assumptions

Avoid Saying "Preferred Pronouns"

Respect and Use Pronouns

Do Not Out Someone



Recovering from Mistakes

Mistakes

- Using the incorrect pronouns.
- Using someone's deadname.
- Outing someone unintentionally.
- Calling someone sir/ma'am.
- "Ladies and gentlemen, we'll start..."

Recovery

- Recognize and apologize.
- Avoid making the mistake again.
- Educate yourself.

Inclusive policies

Chosen name policy

Gender inclusive facilities (locker rooms, bathrooms, and residence hall rooms)

Non-discrimination policies

Flexible work arrangements and dress codes

Creating communities for transgender and nonbinary students

LGBTQIA+ Student Groups

Networking Opportunities

Recognize National Days/Weeks/Months

Encourage Allyship

How to continue this work...

Educate yourself

Attend workshops and events

Connect with organizations

Seek out mentors

Have open conversations

Engage in ongoing education

Offer support

Institutional Inclusion Checklist



Policies and Procedures

- Does the non-discrimination policy include sexual orientation, sex (or biological sex), gender identity, and gender expression?
- Does the company allow employees to identify their gender outside of the gender binary?
- Does the company have a name in use policy or chosen name policy that is easy to access and navigate?
- Will systems allow for gender pronouns to be included?
- Does the company health care insurance cover benefits for transgender and nonbinary employees?
- Is gender inclusive language used in internal and external materials (marketing, job ads, etc.)?
- Are gender inclusive bathroom locations shared with potential employees during the interview process and shared with all new employees?

Programmatic Support

- Does the company have an ERG for their LGBTQIA+ employees?
- Does the company have an LGBTQ+ Safe Zone/IDEAL space training available for all employees?

Visibility

- Does the company state publicly their support of LGBTQIA+ communities during Pride Month, National Coming Out Day, National Day of Silence, etc.?
- Does the company publicly address anti-transgender hate and bias crimes that occur?
- Does the company co-sponsor, or have presence at local LGBTQIA+ pride events?

Access to Presentation and Resources



**Thank you for
attending!**



Please reach out!

How ansrsource partners with organizations



ansrsource Services and Products

Your Learning Innovation Partner

- **Impactful Learning**
- **Course Design & Development**
- **Content Curation**
- **Content Digitization & Conversion**
- **Accessibility & Inclusion Solutions**
- **Learning Evaluation & Assessment**
- **Digital Production**



Digital Learning Accessibility-As-A-Service



Mobile-first, easy to use LMS



DEI-A Microlearning for Organizations

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Our experience: 20 years of developing learning with diverse partners

Our 20+ awards:

- Training Industry's 2023 Learning Services Watch List
- Comparably's Best Company for Diversity 2022 Award
- Other awards: <https://ansrsource.com/awards-recognitions/>



How we can help



Our mission:

We make learning more effective, accessible, and affordable.

Our partnerships:

Partnering with leading universities, corporations, learning technology companies, and publishers, our global team of more than 300 in-house learning experts works together to accelerate better ways to learn.

Our expertise:

ansrsource designs, develops, and delivers customized learning experiences and content with speed, scale, and sophistication.



What's next?



Reach out if we can partner
to meet your goals

contact@ansrsource.com