

Supporting Transgender Students in Higher Education

DEBBIE BAZARSKY, PHD

VISITING ASSISTANT PROFESSOR
CENTER FOR HUMAN SEXUALITY STUDIES
WIDENER UNIVERSITY



Timely Discussion—Nationally

- Bathroom Bills
- Title IX “Dear Colleague Letter” Rescinded
- Ban on Transgender People in the Military
- Nashville Statement
- Women’s College Coverage

Timely Discussion—Tennessee

- Tennessee is 1 of 16 states considering legislation that would restrict facilities (i.e., restrooms, locker rooms, and other sex-segregated facilities) on the basis of sex/gender assigned at birth or "biological sex."



TENNESSEE

House Bill 33



Type of bill: Carve-out

What it would have done: This bill would have required the terms "mother," "father," "wife," and "husband" to be interpreted according to "biological distinctions between men and women" when used in laws, which may affect transgender people's rights as parents or spouses.

Status: Failed. Note that a similar bill, [HB 1111](#), which requires terms in Tennessee law generally to be interpreted according to their "natural and ordinary meaning" was signed into a law and may have a similar effect as HB 33.

House Bill 888



Type of bill: Restroom and school bill

What it would have done: This bill would have required trans K-12 and college students to use restrooms school or college according to their original birth certificates

Status: Failed

Senate Bill 30



Type of bill: Carve-out

What it would have done: This bill would have required the terms "mother," "father," "wife," and "husband" to be interpreted according to "biological distinctions between men and women" when used in laws, which may affect transgender people's rights as parents or spouses

Status: Failed. Note that a similar bill, [HB 1111](#), which requires terms in Tennessee law generally to be interpreted according to their "natural and ordinary meaning" was signed into a law and may have a similar effect as HB 33.

Senate Bill 771



Type of bill: Restroom and school bill

What it does: This bill would have required trans K-12 and college students to use restrooms school or college according to their original birth certificates

Status: Failed



Chronicle of Higher Education: “Ask Me: What LGBTQ Students Want Their Professors to Know”

<http://www.chronicle.com/article/Ask-Me-What-LGBTQ-Students/232797>

Terminology & Concepts

Sex

Hormones
Chromosomes
Secondary Sex
Characteristics
Internals &
External Sex
Organs

Gender

Internal Sense of
Masculine and
Feminine
Comprised of
Identity,
Expression, and
Role

Sexual Orientation

Emotional,
Romantic,
and/or Physical
Attraction

THE SPECTRUM

Our sexuality and gender identity aren't set in stone. In fact, people's identities can be fluid. THE SPECTRUM can help you visualize how you feel at any given time. Mark how you identify today on each line, but don't feel limited – it's ok to mark something different tomorrow!

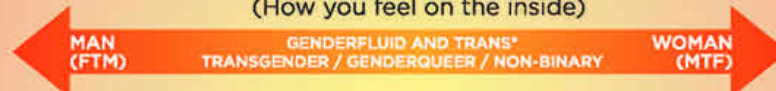
BIOLOGICAL SEX

(What the doctor assigned you at birth)



GENDER IDENTITY

(How you feel on the inside)



GENDER EXPRESSION

(How you present yourself to others)



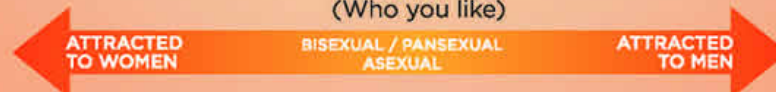
GENDER PRESENTATION

(How the world sees you)



SEXUAL ORIENTATION

(Who you like)



The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender, and questioning youth.

[TheTrevorProject.org](https://www.thetrevorproject.org)

Gender Identity

One's internal sense of gender

Not necessarily the same as the sex assigned at birth or gender expression

Exists on a spectrum

Gender Expression

How one presents their gender

May or may not represent one's gender id. or sex assigned at birth

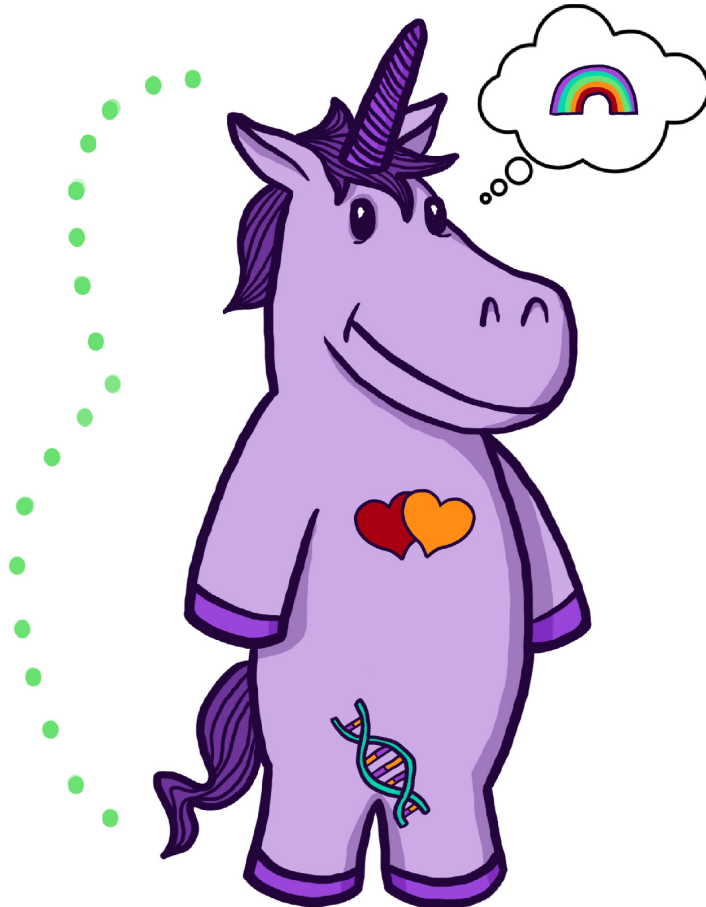
Exists on a spectrum

Gender Role

Gendered expectations society places on people, usually based on sex assigned at birth

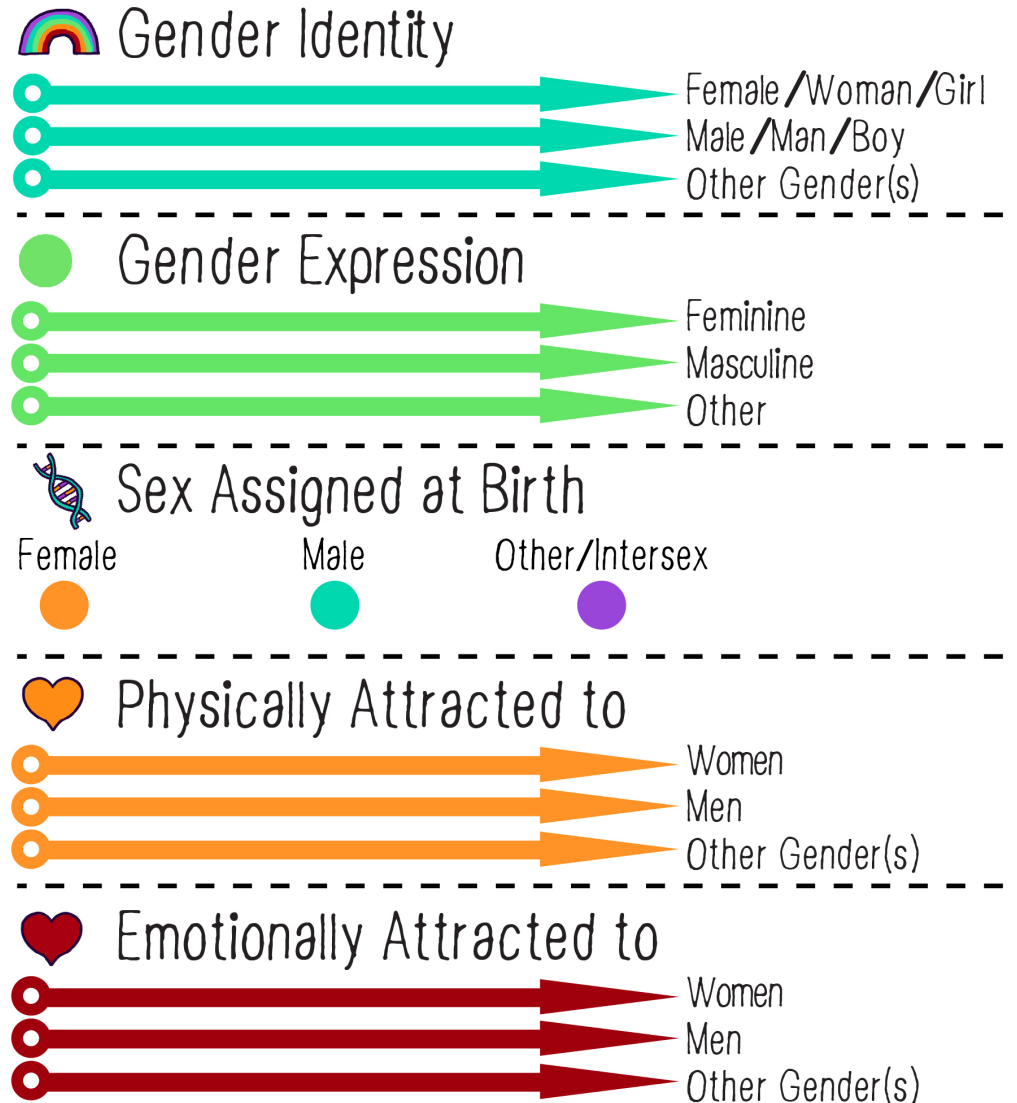
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



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

Design by Landyn Pan and Anna Moore



A word cloud featuring various gender-related terms. The most prominent words are 'transgender' in large green letters, 'non-binary' in large blue letters, and 'genderqueer' in large orange letters. Other visible terms include 'female' (orange), 'agender' (orange), 'transman' (pink), 'transmale' (grey), 'genderfluid' (pink), 'gender-neutral' (green), 'transfeminine' (pink), 'demiboy' (blue), 'transmasculine' (orange), 'gender' (orange), 'm2f' (blue), 'femme' (blue), 'muscle-trans' (green), 'nonconforming' (green), 'she' (yellow), 'not-sure-yet' (orange), 'mostly' (grey), 'transfemale' (pink), 'neutrois' (blue), 'maybe' (blue), 'questioning' (pink), 'cis' (grey), 'gender-fluid' (pink), 'fluid' (orange), 'gq' (grey), 'demigirl' (grey), 'mtf' (purple), 'man' (grey), 'ladyboy' (grey), 'amorphous' (green), and 'tomboy' (pink).

transgender non-binary genderqueer female agender transman transmale genderfluid gender-neutral transfeminine demiboy transmasculine gender m2f femme muscle-trans nonconforming she not-sure-yet mostly transgender neutrois maybe questioning cis gender-fluid fluid gq demigirl mtf man ladyboy amorphous tomboy

BINARY IDENTITIES

Woman

Man

Male to Female

Female to Male

FTM, F2M, FtM

MTF, M2F, MtF

Transgender Man

Transgender Woman

Trans Woman

Trans Man

NON-BINARY IDENTITIES

Genderqueer

Gender Non-Conforming

Genderfluid

Genderbender

Genderblender

Bigender

Intergender

Agender

Neutrois

Gender 101

Gender Binary:

The categorization of gender into two distinct, opposite sexes.



Trans/Transgender:

An umbrella term applied to those whose gender identity is not the same as the sex they were assigned at birth.



Cisgender:

Someone who identifies exclusively as their sex assigned at birth.



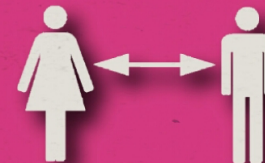
Genderqueer:

A term applied to individuals who do not identify within the gender binary.



Transition:

The process of changing one's gender expression to match their gender identity.



t transstudent

f /transstudent

@transstudent

For more information,
go to transstudent.org/graphics

TSER
Trans Student Educational Resources

	Nominative (subject)	Objective (object)	Possessive determiner	Possessive Pronoun	Reflexive
Gendered Pronouns					
He	<i>He</i> laughed	I called <i>him</i>	<i>His</i> eyes gleam	That is <i>his</i>	He likes <i>himself</i>
She	<i>She</i> laughed	I called <i>her</i>	<i>Her</i> eyes gleam	That is <i>hers</i>	She likes <i>herself</i>
Non-Gendered Pronouns					
They	<i>They</i> laughed	I called <i>them</i>	<i>Their</i> eyes gleam	That is <i>theirs</i>	They like <i>themselves</i>
Ze (or zie) and hir	<i>Ze</i> laughed ("zee")	I called <i>hir</i> ("heer")	<i>Hir</i> eyes gleam ("heer")	That is <i>hirs</i> ("heers")	Ze likes <i>hirsself</i> ("heerself")

Students Today

Gen Z & Gender

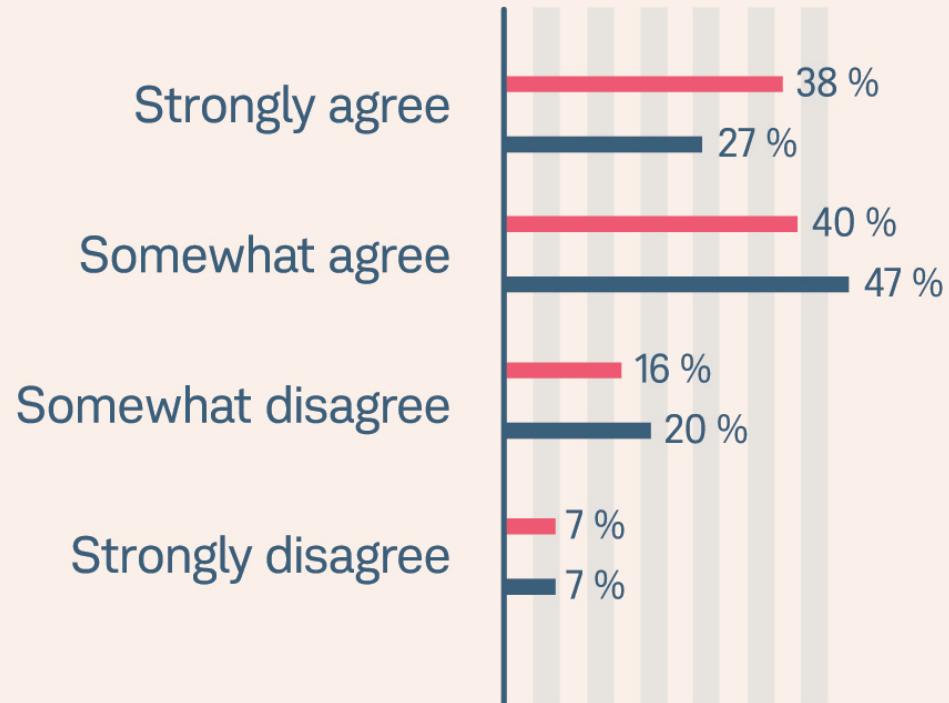
56% of 13-20 year olds know someone who uses gender-neutral pronouns

44% always bought clothes designed for their own gender (vs 54% of millennials)

70 % felt strongly that public spaces should provide access to gender neutral bathrooms (vs 57% of millennials)

Defined by gender?

How much do you agree, or disagree, with the statement
“Gender doesn’t define a person as much as it used to”?



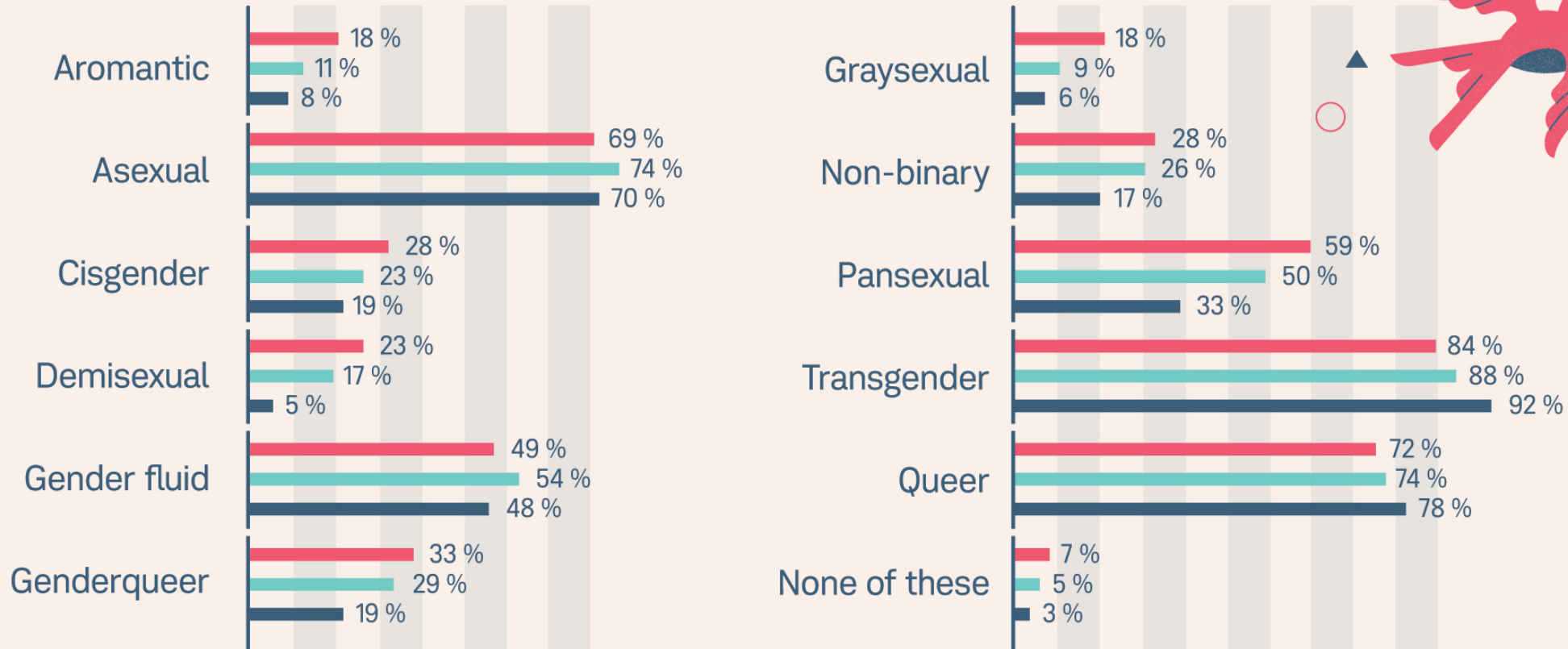
Total respondents

Gen Z (13-20) ● 300

Millennials (21-34 - Net) ● 300

Terms

Which of the following terms have you seen or heard of before today?



Total respondents Gen Z - 13-20 300 Younger millennials - 21-27 151 Older millennials - 21-34 149

Other “Trends” and Realities

- Bathroom Bills
- Title IX “Dear Colleague Letter” Rescinded
- Ban on Transgender People in the Military
- Nashville Statement

40 % of homeless youth identify as LGBT

LGB youth attempt suicide 4 times higher and questioning youth 2 times higher than straight youth

In the 2015 US Transgender Survey, 40% of transgender adults reported a suicide attempt (92% of these individuals attempted suicide before the age of 25)

Each episode of LGBT victimization increases the likelihood of self-harming behavior by 2.5 times

3 out of 4 LGBT students reported sexual harassment and higher rates of sexual assault involving penetration; Rape, Abuse & Incest National Network reports 21 % of TGQN undergraduate students experience sexual assault.

2010 State of Higher Education For LGBT People

Transmasculine respondents were least likely to feel very comfortable or comfortable with their overall campus climate (56%), department/work unit (61%), and classroom climate (45%)

53% of transmasculine and 52% of transfeminine respondents were most likely to observe others staring


2010 State of Higher Education For LGBT People

- 39% of transmasculine respondents, 38% of transfeminine respondents, and 31 % of gender non-conforming respondents reported experiencing harassment
- 87% of transmasculine respondents and 82% of transfeminine respondents indicated their gender expression was the basis for harassment
- Transmasculine, transfeminine, and gender non-conforming respondents of color were more likely to experience harassment

National Transgender Discrimination Survey

- 41% reported attempting suicide as compared to 1.6% of general population
- 26% reported misusing drugs or alcohol to cope with the discrimination experienced because of their gender identity and expression
- 97% reported experiencing harassment or mistreatment on the job
- 47% experienced an adverse job outcome, such as being fired, not hired or denied a promotion

**How do we balance these two realities
for students, staff, faculty, and alumni?**



On Campus

PRIMARY ISSUES ON CAMPUS

SAFETY

- ✓ Bathrooms
- ✓ Housing
- ✓ Locker Rooms and Changing Facilities
- ✓ Being Out

PROCEDURAL ISSUES & SERVICES

- ✓ Healthcare
- ✓ Transitioning and Coming Out Resources
- ✓ Gender on Forms and in Databases
- ✓ Names on email, IDs, diplomas, etc.

INCLUSION

- ✓ Discrimination Policies
- ✓ Programming
- ✓ “Single Sex” Activities
- ✓ Admission to Alumni
- ✓ Publications and Communication

Tennessee Colleges and Universities with Nondiscrimination Policies that Include Gender Identity/Expression

Austin Peay State University
Columbia State Community College
Dyersburg State Community College
East Tennessee State University
Middle Tennessee State University
Nashville State Community College
Northeast State Community College
Pellissippi State Community College
Rhodes College
Roane State Community College

Tennessee College of Applied Technology
Tennessee State University
Tennessee Technological University
University of Memphis
University of Tennessee, Chattanooga
University of Tennessee, Knoxville
University of Tennessee, Martin
Vanderbilt University
Volunteer State Community College
Walters State Community College



Suggested Best Practices for Supporting Trans* Students

Developed by the Consortium's Trans* Policy Working Group

Consortium of Higher Education LGBT Resource Professionals

These best practices were drafted by the Consortium's Trans* Policy Working Group, in consultation with various relevant national student affairs associations, to assist colleges and universities in providing services and support to trans* students. While schools will vary in their ability to implement all of these recommendations and in the resources that they can offer, these practices are what institutions should strive for in addressing the needs of trans* students—that is, students whose self-identification or expression challenges traditional notions of “male” and “female.” Under this umbrella term are female-to-male (FTM) and male-to-female (MTF) transsexuals, crossdressers, drag queens and kings, genderqueer individuals, and people with many other nonbinary gender identities.

Join the members of the Consortium in the discussion! For more information about these guidelines, please contact us at info@lgbtcampus.org

June 10, 2014

To critically transform higher education environments so that lesbian, gay, bisexual, and transgender students, faculty, administrators, staff, and alumni have equity in every respect.

www.lgbtcampus.org
280 Madison Avenue Ste. 912
New York, NY 10016-0801

THE TEACHING *transgender* TOOLKIT

A FACILITATOR'S GUIDE
TO INCREASING KNOWLEDGE,
DECREASING PREJUDICE
& BUILDING SKILLS

Eli R. Green, PhD, CSE
Luca Maurer, MS, CSE, CFLE

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Bathrooms Locker Room/Housing Examples

- Non-Gendered and Gendered Single Stall Bathroom Map
- Converted Gendered Single Stall Bathrooms
- New Construction Policies
- Gender-Inclusive Housing Facilities
- Private Lockable Bathrooms and Shower Facilities
- Private Changing Facilities (Bathroom, Shower, & Locker Access) in Gyms and Athletic Facilities
- Preparedness of Housing, Recreation, and Athletic Staff

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Health Care

Why is Health Care So Important?

- Access to Services/WPATH
- DSM V/Gender Dysphoria

National Transgender Discrimination Survey Report on Health and Healthcare

- 28% reported postponing medical care when sick because of discrimination and disrespect from medical providers
- 28% also reported verbal harassment in medical settings and 2% physically attacked in doctors offices
- 1 in 5 report being refused medical treatment
- 50% reported the need to teach medical providers about trans healthcare.

Healthcare Examples

- Inclusive services that students know about (if you have it check it)
- Insurance coverage for students and employees
- Clinicians who can administer hormones
- Counseling services and the ability to write letters for service
- Community clinicians and referrals
- Inclusive forms
- Not outing students (intake, waiting rooms, pharmacy, etc.)
- Emergency Medicine

Procedural and Service Examples

- Ability to change name and gender easily in databases
- Preferred name policies
- Ensuring students are not outed to those who have access to legal sex and legal name
- Ability to find out how to access services via online site (Trans@)

Measuring Gender

- Is it necessary?
- Should mirror other questions, such as question about race

Gender Choices

- Woman
- Man
- Transgender
- Genderqueer / Non-Binary
- Additional Identity Not Listed Above _____

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Inclusion

- Support & Resources
- Programming
- Admission to Alumni Affairs
- Streamlined Process
- Campus Education & Training
- Diversity and Multicultural Initiatives
- Publications

Other Issues

- Coming Out Before College
- Adjustment to College
- Being Out vs. Just Being
- Non-Binary vs. Transitioning People
- Streamlining Process for Transitioning Students

Other Areas/Offices

- Admission
- Human Resources
- Financial Aid
- ROTC/Military
- Athletics
- Career Services
- Alumni Relations
- International Students, Researchers, and Employees
- Study Abroad
- Public Safety
- Other Areas of Consideration?

Do & Don't Recommendations

- Do ask and use the name and pronouns that people use for themselves
- Don't ask people their "real name" or discount their pronouns
- Do understand the difference between "coming out" as LGB vs. "coming out" as transgender
- Don't "out" transgender people
- Do understand how upsetting and life threatening it can be if someone is "outed" or if a student or employee's wrong name or pronouns are used
- Do understand not all trans people physically transition
- Do understand the experience of non-binary people
- Do understand understand there is no "right way" or "wrong way" to be trans or transition
- Don't ask trans people about surgery, hormones, or their bodies
- Do educate yourself, be and ally, and make referrals



Q & A

- **What are the needs of transgender students, staff, and faculty on your campus?**
- **What can your campus do to be more supportive?**
- **What is one thing you can do in your role?**
- **What would you like to discuss/what may I answer for you?**

Athletics-New NCAA Policy

- FTM on T (athletes who have testosterone in their systems from medical treatment) will not be allowed to compete against women's teams in gender-specific sports at NCAA championships. They will be allowed, however, to compete against men.
- MTF athletes need to provide documentation that they had testosterone suppression treatment for 1 calendar year and will have to continue to document medical treatment each successive year to remain eligible for a women's team in postseason play.
- NCAA says individual schools can continue to make their own decisions about eligibility during regular-season play.