

Intentional Inclusion and Support of LGBTQIA+ Students

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Agenda

Basic Terminology



LGBTQIA+ Student Experiences



Strategies for Inclusion



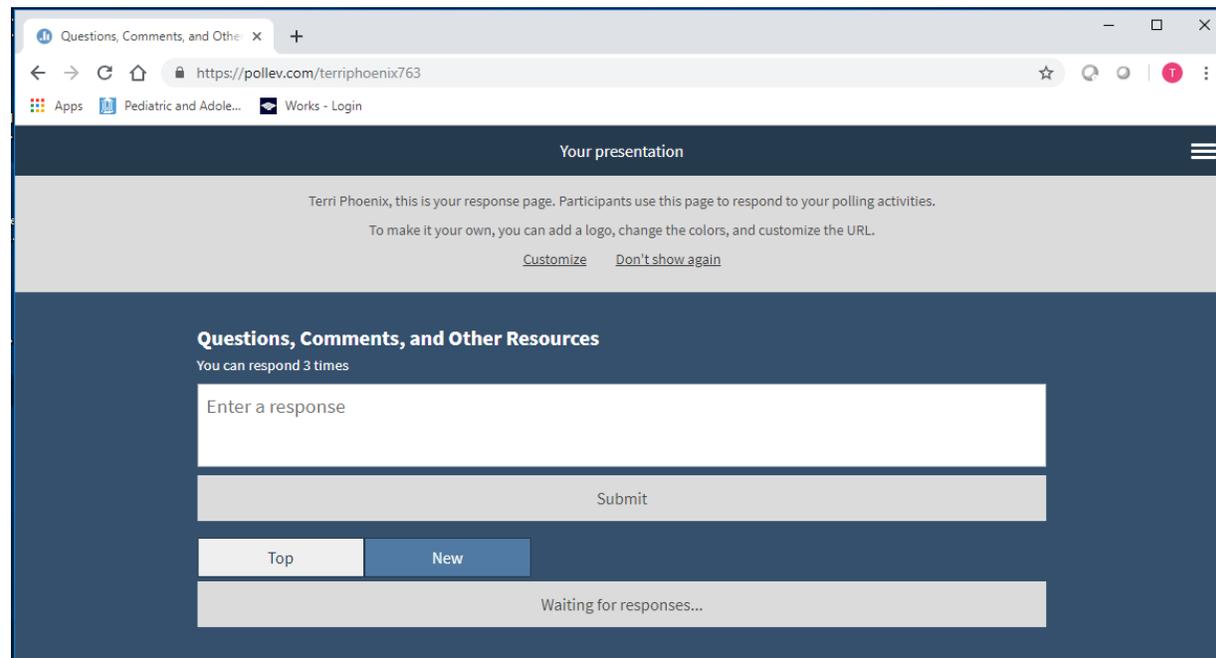
Resources



Questions and Crowdsourcing

Poll Everywhere

- ▶ Enter your questions at: <http://www.PollEv.com/TERRIPHOENIX763>



The screenshot shows a web browser window with the address bar displaying <https://pollev.com/terriphoenix763>. The page content includes a header "Your presentation" with a menu icon. Below the header, a message reads: "Terri Phoenix, this is your response page. Participants use this page to respond to your polling activities. To make it your own, you can add a logo, change the colors, and customize the URL." There are two links: "Customize" and "Don't show again". The main section is titled "Questions, Comments, and Other Resources" and states "You can respond 3 times". It features a text input field with the placeholder "Enter a response", a "Submit" button, and two buttons labeled "Top" and "New". At the bottom, a status bar says "Waiting for responses..."

Basic Terminology

- ▶ Assigned Sex at Birth
- ▶ Gender Identity
- ▶ Gender Expression
- ▶ Sexual Orientation
- ▶ Romantic Orientation
- ▶ Cisgender
- ▶ Gender Binary
- ▶ Heterosexism

Basic Terminology

- ▶ **Assigned Sex at Birth**—the assignment at birth of male or female based primarily upon external genitalia
- ▶ **Gender Identity**—internal sense of self in terms of gender
- ▶ **Gender Expression**—someone's external appearance, mannerisms, or behaviors. May or may not be an intentional communication of one's gender identity

Basic Terminology

- ▶ **Sexual orientation**—refers to a person's openness to being sexually attracted to someone of the same sex, different sex, or irrespective of sex. Desire, behavior, identity are three components.
- ▶ **Romantic orientation**—refers to a person's pattern of romantic attraction based on a person's gender

Basic Terminology

- ▶ **Cisgender**—term to describe someone whose ASAB corresponds with their gender identity
- ▶ **Gender binary**—the classification of sex and gender into two distinct, opposite, and disconnected forms of masculine and feminine.
- ▶ **Heterosexism**—the societal and institutional privileging of heterosexuality as the norm; the assumption that everyone is heterosexual.
 - ▶ Institutional or Interpersonal
 - ▶ Intentional or Unintentional
 - ▶ Subtle or Overt

LGBTQIA+ Youth Experiences

- ▶ 2017 GLSEN Climate Survey
 - ▶ Conducted online
 - ▶ Outreach through national, regional, and local organizations
 - ▶ 23,001 students aged 13-21
 - ▶ All 50 states, Washington DC, and 5 U.S. territories.

LGBTQIA+ Youth Experiences

- ▶ Higher likelihood of homelessness (20-45% of LGBTQ youth)
- ▶ Primary reason for homelessness for LGBQ (55%)and Trans (67%) youth was being forced out by parents or ran away because of sexual orientation, gender identity, or gender expression
- ▶ LGBTQ youth are over-represented in foster care system

LGBTQIA+ Youth Experiences

- ▶ Campus Pride (2010)
 - ▶ N=5,149
 - ▶ All 50 states
 - ▶ All types of higher education institutions (>100)

LGBTIQA+ Youth Experiences

- ▶ Changing legal name is frequently cost-prohibitive as well as a complex process.
- ▶ Changing legal gender marker requires procedures that are not accessible to most students.
- ▶ Conflict with parents/guardians due to sexual orientation, gender identity, or gender expression that makes getting information difficult or impossible.

LGBTQIA+ Youth Experiences

- ▶ LGBTQIA+ youth are resilient and more so in the presence of:
 - ▶ Family support
 - ▶ Peer support
 - ▶ Social support
 - ▶ Self-acceptance & Identity pride
 - ▶ Transitioning

Strategies for Inclusion

- ▶ Educate yourself about LGBTQIA+ youth and same sex headed households
- ▶ Investigate your own implicit bias and heteronormativity
- ▶ Don't assume that a student's parents/guardians are cisgender and heterosexual
- ▶ Make sure your forms ask about parent/guardians in an inclusive way.
- ▶ Include visible symbols of inclusion in the office
- ▶ On campus specific forms, include a way for students to indicate preferred name and pronouns.

Strategies for Inclusion

- ▶ Make a gender nonspecific bathroom available and visible
- ▶ If calling someone from a waiting area, call by last name only. Use date of birth or student ID number to verify identity.
- ▶ Offer your pronouns
- ▶ Ask “what pronouns do you use?”
- ▶ Avoid gendering someone if you don’t know their identity

Strategies for Inclusion

- ▶ Where you must use legal name because of federal or state requirements, do so with an acknowledgement that you know it is problematic. In interactions with student, use preferred name.
- ▶ Recognize that LGBTQIA+ youth are more likely to have experienced homelessness, been in the foster care system or raised by someone other than parents.
- ▶ Consider independent student status for LGBTQIA+ students
- ▶ Be familiar with scholarships specifically for LGBTQIA+ students
- ▶ Work with your development officer to create a fund that benefits LGBTQIA+ students specifically.

Strategies for Inclusion

- ▶ Know and educate students about selective service requirements
 - ▶ Individuals assigned female at birth and who changed their gender marker to male are **not** required to register. They will need to complete a request form for a “Status Information Letter” and provide a copy of their birth certificate.
 - ▶ Individuals assigned male at birth and who changed their gender marker to female **are** still required to register.
- ▶ Contact the Registration Information Office with specific questions 1-888-655-1825

Resources



Point Foundation
pointfoundation.org

Largest scholarship-granting organization for LGBTQ students
Applications accepted November 1-January 28

Resources

Human Rights Campaign

www.hrc.org/resources/scholarship-database

Search by state to see listing of available scholarships



Nitro College

www.nitrocollege.com/scholarships/lgbtq



Resources



Founded in 1998 by the creators of the Academy Award®-winning short film TREVOR, The Trevor Project is the leading national organization providing crisis intervention and suicide prevention services to lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people ages 13-24.

thetrevorproject.org

Lifeline # 866-488-7386

Resources

Trans Lifeline

translifeline.org

Lifeline #877-565-8860



Trans Lifeline is a 501(c)3 non-profit dedicated to the well being of transgender people. We run a hotline staffed by transgender people for transgender people. Trans Lifeline volunteers are ready to respond to whatever support needs members of our community might have.

Questions, Comments, and Other Resources

Top

References

- ▶ Kosciw, J. G., Greytak, E. A., Zongrone, A. D., Clark, C. M., & Truong, N. L. (2018). The 2017 National School Climate Survey: The experiences of lesbian, gay, bisexual, transgender, and queer youth in our nation's schools. New York: GLSEN
- ▶ James SE, Herman JL, Rankin S, Keisling M, Mottet L, Anafi M (2016) The report of the 2015 US transgender survey. National Center for Transgender Equality, Washington, DC
- ▶ Choi, S.K., Wilson, B.D.M., Shelton, J., & Gates, G. (2015). Serving Our Youth 2015: The Needs and Experiences of Lesbian, Gay, Bisexual, Transgender, and Questioning Youth Experiencing Homelessness. Los Angeles: The Williams Institute with True Colors Fund.
- ▶ Rankin, S., Weber, G., Blumenfeld, W., & Frazer, S. (2010). The state of higher education for LGBT people. Campus Pride, Charlotte, NC.