

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive**. *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

“Suggested Steps to Make Campuses More Trans-Inclusive”
by Brett Genny Beemyn¹, Andrea Domingue², Jessica Pettitt³, and Todd Smith⁴

To assist colleges and universities in becoming more supportive of transgender students, staff, and faculty, we offer the following practical recommendations in areas where gender-variant people are likely to encounter discrimination on campuses: health care, residence halls, bathrooms, locker rooms, records and documents, public inclusion, and programming, training, and support. For each area, we suggest beginning, intermediate, and advanced steps. Beginning steps focus on raising awareness of transgender issues and providing trans-related information, intermediate steps involve changing institutional practices, and advanced steps entail implementing long-term policy changes.

Health Care

Beginning

- Ask transgender students about their health-care experiences and how services could be improved.
- Identify, affiliate with, and publicize the names of counselors, nurses, and doctors who are supportive of transgender students and knowledgeable about trans health concerns.

Intermediate

- Require all campus health center staff to attend a training session on trans health concerns.
- Enable patients to identify their preferred name and gender identity on intake forms, rather than having “M” and “F” boxes.
- Train health center staff to ask patients their preferred name and to use appropriate pronouns.

¹ Brett Genny Beemyn, Ph.D., is the director of the Stonewall Center at the University of Massachusetts-Amherst, out-going co-chair of the National Consortium of Directors of LGBT Resources in Higher Education, and a board member of the Transgender Law and Policy Institute. Address correspondence to Brett Genny Beemyn, Stonewall Center, Crampton House SW, 256 Sunset Ave., University of Massachusetts, Amherst, MA 01060.

² Andrea Domingue, M.Ed., is the Assistant Director for the Office of LGBT Student Services at New York University and incoming co-chair of the National Consortium of Directors of LGBT Resources in Higher Education.

³ Jessica Pettitt, M.Ed., is a professional speaker, trainer, and consultant for Transgender advocacy and Social Justice with CampuSpeak.com, created the Gender Advocate position for ACPA’s Standing Committee for LGBT Awareness, and Treasurer of the National Consortium of Directors of LGBT Resources in Higher Education. For more information, visit www.jessicapettitt.com.

⁴ Todd Smith, M.Ed., is the Director of the Office of LGBT Student Services at New York University and past chair of the National Consortium of Directors of LGBT Resources in Higher Education.

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive.** *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

- Ensure that prescription labels match the patient's preferred name.
- Offer gender-neutral bathrooms and private changing rooms for patient use in health-care facilities.
- Make gynecological exams available outside of women's health services so that female-to-male transsexual students can receive proper medical care.
- Provide a confidential way for patients to make appointments, such as through a web-based program.

Advanced

- Have campus-affiliated pharmacies stock hormones and intramuscular (IM) syringes.
- Work with the campus counseling center to offer trans-specific services (support groups, individual counseling, community referrals, etc.).
- Hire a therapist who is a trained gender specialist.
- Create a trans clinic or health-care team to provide comprehensive care to transgender students.
- Enable direct insurance coverage for hormone therapy and gender reassignment surgeries.

Resources:

Sylvia Rivera Law Project. www.srlp.org

Callen-Lorde Community Health Center. www.callen-lorde.org

Trans-Health. www.trans-health.com

LGBT Health Channel. www.gayhealthchannel.com/transgender

The Harry Benjamin International Gender Dysphoria Association, Inc. www.hbigda.org

New York City Gay and Lesbian Anti-Violence Project. www.avp.org

Residence Halls

Beginning

- Identify and publicize the names of individuals within residence life who are knowledgeable about trans concerns and can provide support to transgender students.

Intermediate

- Require all residence-life staff to attend a training session on trans issues.
- Have an inclusive housing policy that enables transgender students to be housed in keeping with their gender identity/expression and, if desired, to have a single room.

Advanced

- Create gender-neutral bathrooms and private showers in existing and newly constructed residence halls.
- Establish a LGBT and Allies living-learning program and/or offer a gender-neutral housing option.

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive.** *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

Resources:

University of California, Riverside:

<http://lgbtrc.ucr.edu/themehall.html> and <http://out.ucr.edu/themehall.html>

Pettitt, J. and Krutzsch, B. (2004). **Translating Boyer's principles and community: Impact on Trans/gender variant campus populations.** *Talking Stick: Symbol of International Friendship*, 22 (3), 12-14. Association of College and University Housing Officers- International.

Bathrooms⁵

Beginning

- Conduct a survey of Gender Neutral, Unisex, and Single Stalled/Occupancy women's and men's bathrooms that currently exist and exactly how each it labeled. It is possible that the labeling will be inconsistent which can be used as leverage during discussions as a need for consistency and inclusivity.
- Publicize the locations of gender-free bathrooms through a website/brochure. Using a website allows for broader accessibility of list and is confidential and anonymous for information seekers. Also, a website publication of listing could also include a submission link for other's that have accommodations to add to the list.
- Establish and/or maintain relationships with the ADA compliance and/or service providers as well as any initiative for families. These two populations also benefit from having single occupant bathroom spaces. Bathroom users with disabilities may have attendants that may or may not be similarly gendered needing a single use bathroom space. People with small children may need to accompany the child to the bathroom for assistance and may also be differently gendered and benefit from a single use bathroom space.
- In the absence of gender-neutral bathrooms, establish temporary single use facilities in buildings where events are being held by hanging gender-neutral signs and information outside a set of women's and men's restrooms. It is important to note that not all trans/gender variant folks identify as LGB. The trans community may feel more welcomed at an LGBT event, thus temporary accommodations at LGBT events are important. The heterosexual trans person may not attend LGBT events and would need accommodations as well as other events.

Intermediate

- Have single-occupancy men's and women's rooms converted into Gender Neutral Bathrooms by installing locks (if necessary) and changing signs.
- Create consistent signage for all bathroom facilities that appropriately label the space.

Advanced

- Have new and renovated spaces include visible and accessible Gender Neutral Bathrooms with consistent signage

⁵ This section has been updated since original publication by J. Pettitt and supported co-authors.

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive.** *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

Resources:

People in Search of Safe Restrooms (PSSR): <http://www.pissr.org>

Sylvia Rivera Law Project: <http://www.srlp.org/documents.html#bath>

University of California Lesbian, Gay, Bisexual, Transgender, Intersex Association web page on gender-free restrooms: <http://www.uclgbtia.org/restrooms.html>

University of Chicago's Gender-Neutral Bathrooms Campaign:
<http://queeraction.uchicago.edu/bathroomindex.html>

Locker Rooms⁶

Beginning

- Conduct a survey of on site single-person showers and provide the info through a website/brochure. Using a website allows for broader accessibility of list and is confidential and anonymous for information seekers. Also, a website publication of listing could also include a submission link for other's that have accommodations to add to the list.

Intermediate

- Provide more privacy in public locker rooms, such as by creating individual showers with curtains, lockable doors, or other means of securing a users sense of privacy and safety that are consistently labeled.

Advanced

- Have new and renovated locker rooms include private changing facilities and single-person showers that are consistently labeled.

Records and Documents

Beginning

- Research and publicize state and campus procedures for officially changing one's name and gender designation.
- Identify and publicize the names of individuals within the registrar's office and human resources who can facilitate name and gender changes on records and documents.

Intermediate

- Enable transgender students to request an identification card with a name other than their birth name, even if they have not legally changed their name.

Advanced

⁶ This section has been updated since original publication by J. Pettitt and supported co-authors.

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive.** *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

- Establish a simple, one-stop procedure for transitioning employees and students to change the name and gender designation on their records and documents, including identification cards, listings in electronic and print directories, and files in admissions, financial aid, human resources, and the registrar's office.

Resources:

Sylvia Rivera Law Project: <http://srlp.org/documents2.html#identity>

Lambda Legal: <http://www.lambdalegal.org/cgi-bin/iowa/documents/record?record=1164>

Transgender Law and Policy Institute:

<http://www.transgenderlaw.org/resources/index.htm#identity>

Public Inclusion

Beginning

- Identify aspects of campus life that are organized along gender lines (fraternities and sororities, sports teams, student organizations, etc.) and educate these gender-based groups about the need for transgender inclusion.

Intermediate

- Build support within lesbian, gay, and bisexual student organizations to change their names and mission statements to include “transgender” and to provide trans and trans-inclusive programming.
- Change forms in admissions, residence life, student health, human resources, and other college units to allow for trans self-identification.

Advanced

- Advocate for student affairs offices, including student health, residence life, student activities, and campus multicultural centers, to adopt a trans-inclusive non-discrimination policy.
- Have a campus anti-harassment policy that includes “gender identity or expression” and make anti-transgender bias a part of campus bias reporting and response systems.
- Adopt a campus diversity statement that includes transgender people.
- Amend the institution's non-discrimination policy to include “gender identity or expression.”

Resources:

Transgender Law and Policy Institute: www.transgenderlaw.org.

United States Student Association Foundation, *Transgender Inclusion Guide: A Primer by and for College Students and Student Organizations*, 2004.

Programming, Training, and Support

Beginning

Revised from original publication with permission from co-authors. Beemyn, B., Dominique, D., Pettitt, J., and Smith, T. (2005). **Suggested Steps to Make Campuses More Trans-Inclusive.** *Journal of Gay and Lesbian Issues in Education*, 3, (2). pg. 89-94.

- Have an event or activity to commemorate the annual transgender Day of Remembrance (November 20) and hold trans-related events during LGBT pride weeks and awareness months.
- Create a web-based campus resource guide for new and prospective transgender students.

Intermediate

- Establish a transgender student organization or support group.
- Provide training sessions on transgender issues to campus staff, including senior administrators, police officers and other public safety officials, health-care workers, student union personnel, resident advisors and hall directors, campus religious leaders, financial aid, human resources, and registrar's office workers, and clerical and support staff throughout the institution.

Advanced

- Include trans-focused and trans-inclusive programs as part of general campus programming.

Resources:

Safe Zone Training Information: http://www.lgbtcampus.org/faq/safe_zone.html

Transgender Day of Remembrance, November 19th:

<http://www.gender.org/remember/day/>

Intersex Awareness Day, October 26th: <http://www.intersex-awareness-day.org/>