Assisting Transgender Students In College Admissions And Matriculation

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WACAC Share, Learn & Connect Conference, Dominican University
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Some statistics...

- about 1.5 million people identify as transgender
- over 40% report attempting suicide (~50% of trans youth)
- 15% unemployment rate
- 30% have been homeless
- 29% living in poverty
- 25% avoided medical care because of a fear of discrimination
- 39% reported experiencing severe psychological distress in prior month alone
  ○ compared with just 5% of overall US population
- only 4% report being very happy in life

- all statistics from National Center for Transgender Equality, 2015 survey
The Genderbread Person v3.3

Identity

Gender Identity

Woman-ness
Man-ness

How you, in your head, define your gender, based on how much you align (or don’t align) with what you understand to be the options for gender.

Gender Expression

Feminine
Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Biological Sex

Female-ness
Male-ness

The physical sex characteristics you’re born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Sexually Attracted to

Nobody

Romantically Attracted to

Nobody

For a bigger bite, read more at http://bit.ly/genderbread
Terminology

Transgender
Trans
Non-binary
Gender Non-conforming (GNC)
Genderqueer
Gender questioning
Agender

Cisgender (when your biological sex matches your gender expression)

Gender, vs. sex (intersex/biological), vs. sexual orientation
At the High School level

- Include LGBTQIA+ in your PD/in-service training regarding diversity
  - Workshop pronoun usage
  - Identify adults on campus who can also be strong allies. Or, sadly, resistors
  - Role-play what to do when you slip up
- Invite LGBTQIA+ guest speakers for assemblies
- When applicable, appropriate, and feasible, use your student’s preferred name, pronouns, and/or gender identity (in addition to legal name):
  - in person, in letters, and on transcript and other school documents
- Use gender-inclusive language
  - not “boys and girls,” but “students”
  - not “brothers and sisters” but “siblings”
  - not “hello, ladies and gentlemen,” but “hello, everyone”
  - check school songs, mottoes, etc
Be sure your campus NDC (non-discrimination clause) includes gender identity; also think about including policy in handbook.

Branson Non-Discrimination Policy

Branson admits students of any race, color, religion, national or ethnic origin, sex, or disability to all the rights, privileges, programs, and activities of the school. It does not discriminate on the basis of race, color, creed, age, gender, gender identity, religion, ethnicity or national origin, sexual orientation, or physical disability in the administration of its educational policies, scholarship programs, or athletic or other school-administered programs. Branson complies with the Americans with Disabilities Act in providing services to students with disabilities.
As a Counselor (1:1)

- Ask open ended questions and deeply listen
- Always thank students when they trust you with their identities/truth
- Make sure to clarify their level of outness - let them define the conditions of confidentiality
- Be an advocate for your LGBTQIA+ students
  - Be very careful not to out them, especially to their parents!
  - Remind them about the way college databases work/email addresses, etc.
- Be open to/accepting of changes in a student’s pronoun usage, spoken identity, level of outness. For some, this is ever-evolving
- Ask the students what they need in terms of support, both currently at your school and on their future college campus
Pronouns & titles: if you screw up
(which you will…)

Hi Ms. Ward, Thank you so much for sending the CV example, it’s helped so much. I’m also really sorry for messing up your pronouns, thank you so much. Sincerely

Brad Ward
to Kaylie

Not to worry! Even my brother and friends do it! :-)

I appreciate your double-checking on pronouns/how to refer to me; even though this is perfectly commonplace for our students’ generation, for adults it’s still a relatively new thing. But yes, I just go by Brad, not Mr Ward or Ms Ward or Mx Ward. Thanks again!

Best,

Brad
---
Brad Ward
pronouns: she/her/hers

● apologize, correct yourself, have a sense of humor, be sincere, move on!
● the transgender person is probably totally used to it & knows you are trying!
Support student Pride marches and other LGBTQIA+ student activities on campus!

Drop by some LGBTQIA+ club meetings (but not affinity spaces)!
Sample desk/workspace area: have lots of rainbow swag to be clear to your LGBTQIA+ students that you support them!
LGBTQIA+ generic support flyer for schools from GLSEN (not a group based at the school, but much better than nothing!)
Posters promoting diversity, including one bilingual, on bulletin board of a college and guidance counseling office at a high school.
Encourage administrative (power positions) buy-in: Principal/Head of School/Dean of Students, etc.

Photo: on high school Vice Principal’s door, highly prominent and visible, in main school lobby ...directly next to the school’s WASC accreditation!
Build faculty support:

- Ensure LGBTQIA+ authors and public figures are included in course materials
- Workshop and correct pronoun or “deadname” mistakes

(photo from Texas Tech University: Lubbock, Texas)
Include a question that asks for preferred name and pronouns

Include a catch-all question
Naviance:

you can select Non-Binary for your students!

can be customized to include a student’s preferred name (in the “Nickname” section)

<table>
<thead>
<tr>
<th>Personal</th>
<th>Plan</th>
<th>Scores</th>
<th>Assessments</th>
<th>Colleges</th>
<th>eDocs</th>
<th>Resume</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nickname:</td>
<td>Taylor=gender-neutral name :-)</td>
<td>Brad Ward</td>
<td>Non-Binary</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Email signature:

- Include your own gender pronouns, if you’re comfortable with it
  - normalizes it for all students
  - helps trans students feel included
Preparing the Application

- Demographics: Names, Pronouns, Gender Identity
- The Essay - Should I/Shouldn’t I?
- Pay attention: What are colleges asking and how are they asking it?
- Style of the Admission Rep

Basically, if colleges are not making the student feel welcome in the application process, is it the right college?
First/given name *
Brad

Middle name

Last/family/surname *
Ward

Suffix
Select

Preferred name (nickname)

Have you ever used any other names? *
- Yes
- No

Sex *
- Male
- Female

If you would like the opportunity, we invite you to share more about your gender identity below

Standardized Testing

College Board: still a gender binary
Standardized Testing

ACT: still a gender binary
At the college/university level

- be prepared to answer questions
  - campus safety
  - athletic opportunities & locker rooms
- assign an admissions officer to be the point-person/go-to for LGBTQIA+ questions
- check your college’s general website for LGBTQIA+ friendliness/availability of information
- have a printed (and visible!) document/brochure about your campus LGBTQIA+ resources
  - include in folders, just like you might promote arts, athletics, financial aid, religions, etc
- include your own gender pronouns in your email signature, if you’re comfortable with it
- recruit LGBTQIA+ undergrads, to serve as student hosts for prospective students
college supplement: give your applicants the opportunity to include their gender identity!

Macalester College: St. Paul, MN

Macalester Application Part 1 for First-Year Students

I am interested in applying as a:
- [ ] First-Year student
- [ ] Transfer student

Enrollment Term
2018 Fall

*Indicates a required field

Biographical and Contact Information

Student E-mail Address*

Given Name (First)*

Middle Name

Family Name (Last, Surname)*

Preferred First Name

Name Suffix

Sex Assigned At Birth*

Optional: Gender Identity
Would you like to provide information regarding preferred pronouns? (optional)

Would you like to provide information regarding personal identification with the LGBTQ+ community? (optional)

Identify as LGBTQ+ (optional)
Make your LGBTQIA+ resources easy to find on your Admissions website!

Chapman University: Orange, CA
Housing:
- single-sex
- coed by floor
- coed by room
- ...or gender-neutral available!

Gender-neutral housing options are available campus wide. Gender-neutral housing provides a living environment where student housing is not restricted to traditional limitations imposed by gender and/or sex definitions. This option is ideal for students whose gender expression, gender identity and/or biological sex varies from the standard paradigm and for students who believe that their gender and/or biological sex should not be limiting factors in roommate decisions. No student will be restricted by traditional limitations of gender identity, gender expression, biological sex, or other identities pertaining thereto. All students will have the option to participate in, or opt out of, gender-neutral housing simply by indicating your preferences on the Roommate Preference Form described below.
Equal Employment Opportunity Policy Statement

The Marin Community College District is committed to the principles of equal employment opportunity. The District will implement comprehensive programs as articulated in the Equal Employment Opportunity Plan to demonstrate the District’s commitment to putting those principles into practice.

District policies ensure that all qualified applicants and employees have full and equal access to employment opportunities, are not subjected to discrimination in any District program or activity on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, ancestry, gender identity, sexual orientation, language, accent, citizenship status, transgender status, parental status, marital status, economic status, veteran status, medical condition, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.
Queer Resource Center

Rice University: Houston, Texas
Office of Institutional Equity, including gender identity and gender expression

The University of Texas: Austin, Texas
Multiple diversity support stickers

Trinity University: San Antonio, Texas
Know where your LGBTQIA+ office is!

Student Center

SMU/ Southern Methodist University: Dallas, TX
Campus tours: walk around random academic buildings, looking for indications of inclusion.

SMU: Dallas, TX
Safe Space sticker on professor’s door

Texas Tech University: Lubbock, Texas
All-gender bathroom, in meditation chapel!

Openness to using one matching gender ID?

Trinity University, San Antonio, Texas
Inclusivity march

TCU/
Texas Christian University:
Ft. Worth, Texas
Rainbow flags

Notre Dame University: South Bend, Indiana
Professor’s door

The University of Oklahoma, Norman, Oklahoma
Awards & Recognition
For Inclusivity and Diversity

Student Center

Oklahoma State University: Stillwater, Oklahoma
Know what’s in the news about your campus

LGBTQIA+ support rally

Liberty University: Lynchburg, VA

Liberty University students protest against recent comments made by President Jerry Falwell Jr. and his wife Becki Falwell on Wednesday, March 6, 2019 at the Montview Student Union in Lynchburg, Va.
Resources

- CampusPride.org
- GenderSpectrum.org
- GLAAD.org
- GLSEN.org
- HRC.org (Human Rights Campaign)
- LALGBTCenter.org
- LambdaLegal.org
- PFLAG.org
- PointFoundation.org
- SFPride.org
- TheTaskForce.org (National LGBTQ Task Force)
- TheTrevorProject.org
- TransEquality.org (National Center for Transgender Equality)
- TransLifeline.org
- TransgenderLawCenter.org
- WilliamsInstitute.Law.UCLA.edu
Please help when and where you can! Advocacy, assistance, and partnerships are critical! Thank you!
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