

Strategies for Supporting Trans and Gender- Nonconforming Youth

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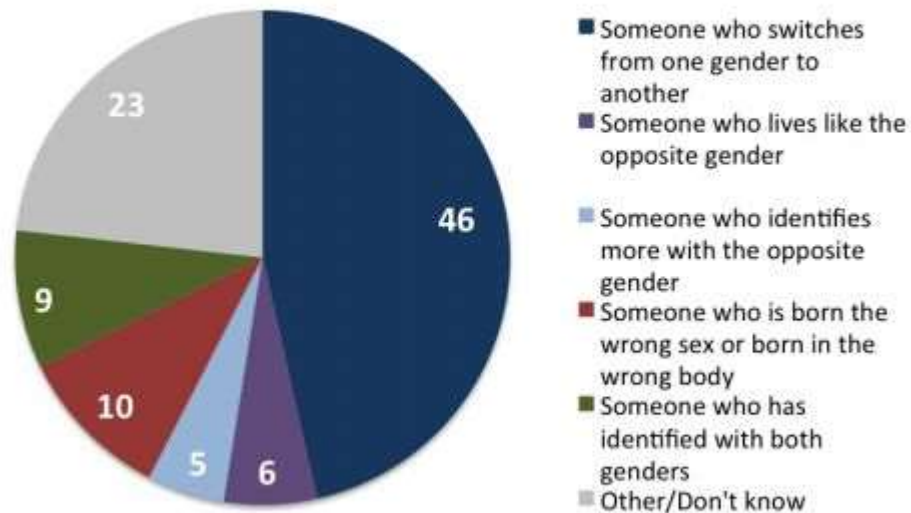
Agenda

- Terminology
- Growing Up Trans Today
- Creating a Trans-Inclusive College Environment



Terminology

In just a few words, what do you think the word "transgender" means?



Note: Among those who have heard of the term "transgender"

Source: Public Religion Research Institute, Religion & Politics Tracking Survey, September 2011 (N=235)

Definitions

Gender

describes the beliefs, feelings, and behaviors that a specific culture attributes to individuals based on their perceived sex. Gender includes:

- Gender assignment: the gender designation given to someone at birth
- Gender roles: the expectations imposed on someone based on their gender assignment

Definitions

- Gender attribution: how others perceive someone's gender
- Gender identity: how someone defines their own gender
- Gender expression: how one chooses to express one's gender identity through behavior, clothing, hairstyle, voice, body characteristics, etc.

Stated More Simply:

WHAT DOES NOT DEFINE YOUR GENDER:

Your genitals
Your chromosomes
Your DNA
What your doctor says
What your birth certificate says
What your parents say
What your friends say
What your partner/s say/s
What your religious leader says
What strangers say
The clothes you wear
Your favourite colour
Whether you wear make-up or not
Who you are sexually attracted to
Who you are romantically attracted to
The books you like
The music you like
Your hair length
Your hair style
Your hair colour
Your hobbies
Whether you can carry children or not
Whether you wear suits or dresses
Your physical strength
Your emotional strength
Your intelligence
Your age
Your name
Your political views
Your religious views
How feminine or masculine you are

WHAT DOES DEFINE YOUR GENDER:

You

Definitions

Trans, Trans*, or Transgender People

- An umbrella term for individuals whose gender identity and/or expression is different from the gender assigned to them at birth.
- Trans people include trans women and men; individuals who cross-dress or who present androgynously; agender, demigender, and genderqueer individuals; and others who cross or go beyond traditional gender categories.

Definitions

- Some trans people transition medically in various ways (surgeries, hormone replacement therapy, etc.). Others may choose not to have any type of medical intervention, and others may not have access to desired interventions.

Trans Women: Male-to-female (MTF) transsexual people or transsexual women -- individuals assigned male at birth who identify as female.

Trans Men: Female-to-male (FTM) transsexual people or transsexual men.

Definitions

Non-Binary Trans and Gender-Nonconforming People

- General terms for individuals who do not fit into traditional “male” and “female” gender categories.
- Includes individuals who identify as agender, bigender, demigender, gender fluid, genderqueer, androgynous, and various other genders.
- Gender-Creative and Gender-Expansive are starting to be used.

Definitions

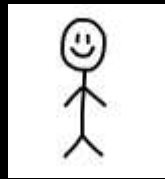
Cis or Cisgender People

Individuals who identify with the gender that was assigned to them at birth (i.e., people who are not transgender).

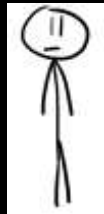
Genderism or Cissexism

The societal, institutional, and individual beliefs and practices that privilege cisgender people and subordinate and disparage trans and gender-nonconforming people.

Growing Up Trans Today



~2 years:
label own
gender



~5 years:
see self
as gender
different

AFAB

AMAB

“tomboy”
gender flexibility

“gay freak out”
gender
inflexibility

may not see self as
trans male until
adolescence, or
later if non-binary

immediate challenge
and intervention: out
at a young age as
trans female or
repress identity

Results:

- most of the young trans people today are trans girls
- most of the trans teens and young adults today are trans men and individuals AFAB who identify outside of female

The Genderqueer Age and Gender Divide

- *Beemyn & Rankin, The Lives of Transgender People (2011):* all genderqueer participants were under age 32; 86.5% assigned female at birth (AFAB)
- *NCTE & NGLTF, Injustice at Every Turn (2011):* 89% of “gender not listed” between 18-45; 73% AFAB
- Kuper, Nussbaum, Mustanski (2012; mean age of 28): 73% of genderqueer participants AFAB
- My current study of non-binary gender college students: 87% AFAB

Growing Up Trans Today

- ▼ A growing number of trans youth do not have to “come out” because they were never “in”
- ▼ First generation of trans youth in which a significant number can be themselves as they know themselves
- ▼ The parents of Generation Z are more aware and accepting of trans people than any previous generation of parents
- ▼ But many youth still encounter discomfort, confusion, and hostility from their parents when they disclose or confirm that they are trans

Growing Up Trans Today

- ▼ Assigned male youth especially continue to be punished for acting in any way considered feminine
- ▼ Non-binary trans people are less accepted and less respected as their gender, so are less likely to disclose to their parents and others
- ▼ Although there are more role models and greater resources available online, there continues to be high rates of depression and suicide among trans youth

TRANS WOMEN ARE
WOMEN



**Creating a
Trans-
Inclusive
College
Environment**

Basic Assumptions

- Where institutions themselves are asking about gender, trans students should have the option to self-identify.
- Students' gender identities should be respected, regardless of assigned gender or transition plans/status.
- Institutional policies and resources should be trans-inclusive, regardless of the number of “out” trans students.

Benefits to the Campus

- Create a positive climate in which trans students can come out.
- Foster a safe learning environment for all students.
- Prepare for meeting the needs of trans students now, rather than deny services or respond to incidents reactively in the future.

Federal Law: Title IX

- ▼ DOE's Office for Civil Rights (2014): "Title IX's sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity."
- ▼ Arcadia School District Agreement (2013): trans and gender-nonconforming students are entitled to equal access to all of an institution's programs, facilities, and activities and must be treated in accordance with their gender identity. "The responsibility for determining an individual's gender identity rests with the individual."

Federal Law: FERPA

- ▼ Under the Family Educational Rights and Privacy Act, student records can be amended if they are “inaccurate, misleading, or in violation of the student’s right to privacy.”
- ▼ A school risks being in violation of FERPA if they do not change a trans student’s school records when the student has legally changed their name or changed the gender on their birth certificate.
- ▼ A school is legally (and ethically) obligated to keep a student’s gender identity confidential.
- ▼ More information: [Lambda Legal’s FAQ on FERPA](#)



Work by Yulonda Rios

***Campus Queer: The
Experiences and
Needs of LGBTQ+
College Students***

Genny Beemyn

**Johns Hopkins
University Press**

College Students with Non-Binary Sexual and/or Gender Identities

- 208 students, ages 17-25, were interviewed from 84 different colleges ; 27% identified as people of color
- 111 identified outside of a gender binary, including genderqueer, agender, gender fluid, non-binary trans, demigender, and androgynous students
- 102 also identified outside of a sexual binary
- Average age at which they began using their current gender identity label: 19 years old
- 91 of the 111 use gender-inclusive pronouns for themselves; most (91%) use “they/them/their”

How Colleges Fail Non-Binary Gender Students

1. Not Providing Gender-Inclusive Bathrooms
2. Misgendering and Misnaming
3. Maintaining a Gender Binary on Records and Forms
4. Not Offering Gender-Inclusive Housing
5. Not Educating about Gender Diversity
6. Not Providing Trans-Inclusive Health Care
7. Lacking Trans-Supportive Spaces

Gender-Inclusive Bathrooms (GIB)

- ▼ “Gender-inclusive” or “all-gender” and not “gender-neutral” (a bathroom open to people of all genders).
- ▼ Mentioned by the most interviewees: few campuses had a significant number of gender-inclusive bathrooms, and these bathrooms were not always well-marked and in convenient locations.
- ▼ Some students could give the exact number and location of the GIBs on their campus, as these were the only bathrooms they would use.

Addressing Bathrooms

- ▼ Title IX requires that colleges allow trans people to use the facilities that correspond to their gender identity without regard to transition status.
- ▼ Have a written bathroom policy that protects trans students from discrimination. Sample policy:

“The University of Massachusetts, Amherst strives to create and sustain a campus environment that supports and values all members of our community. One aspect of creating a supportive environment is providing safe, accessible, and convenient bathroom facilities. Students, staff, faculty, and campus guests should use the bathroom facilities that correspond to their sex or gender identity, or utilize bathrooms that are designated gender-neutral or gender-inclusive.”

Addressing Bathrooms

- ▼ Have single-occupancy men's and women's restrooms converted into gender-inclusive ones by installing locks (where needed) and changing signs.
- ▼ Have a policy requiring gender-inclusive restrooms wherever there are multi-stall men's and women's restrooms in all newly constructed or significantly renovated buildings, including residence halls.

Policy on Bathrooms in Future Construction

All new facilities built or significantly renovated on the University of Massachusetts Amherst campus after [date] shall, in conjunction with all clustered male and female bathrooms, include all-gender, accessible bathrooms.

Addressing Bathrooms



- ▼ Have gender-inclusive restrooms in most administrative and academic buildings.
- ▼ Have bathroom signs that do not use male and female stick figures (could just say “restroom”).
- ▼ Have an online list/map of campus gender-inclusive bathrooms.

Misgendering and Misnaming

- ▼ Pronoun examples: he/him; she/her; they/them; ze/hir (not “male” or “female” pronouns).
- ▼ They are the pronouns that I use, not my “preferred” pronouns.
- ▼ Most of the interviewees were not able to indicate their chosen name or pronouns on campus records.
- ▼ Nor were their chosen name and pronouns asked by faculty in any of their classes, including in Women and Gender Studies.
- ▼ Many did not feel comfortable approaching faculty with their pronouns, so were invalidated all semester.

Addressing Pronouns and Names

- ▼ Do not assume the gender of students and that every student identifies as cisgender.
 - Do not use gendered forms of address, gendered pronouns, or “man”/“woman” unless you know that is how the student identifies.
 - We would never make assumptions about other aspects of identity or refer to someone based on these assumptions.
- ▼ Respect students’ gender identity and expression by using the names and pronouns that they use.
 - Need to ask the chosen names and pronouns of students.

Addressing Pronouns and Names

- ▼ Give students the ability to indicate a chosen first name and their pronouns on campus records, which would appear on course rosters (and have their chosen name also on ID cards, directory listings, unofficial transcripts, diplomas, etc.).
 - More than 150 colleges have a chosen name option.
 - Only a few colleges currently have a process to indicate pronouns on records.
- ▼ If students' chosen names and pronouns are not on course rosters, faculty members need to ask names and pronouns at the beginning of courses.

Addressing Pronouns and Names

- ▼ Faculty should include a name and pronoun policy on syllabi to create a climate of respect for trans students.

“Names and Pronouns: Everyone has the right to be addressed and referred to by the name and pronouns that correspond to their gender identity, including the use of non-binary pronouns. Class rosters have a student’s legal first name, unless they have entered a preferred/chosen first name on SPIRE. Pronouns are not included on rosters, so students will be asked to indicate the pronouns that they use for themselves whenever they are asked to share their names. A student’s chosen name and pronouns are to be respected at all times in the classroom.”

Addressing Pronouns and Names

- Faculty who call the roll on the first day of class should have students introduce themselves or have them fill out a form that asks what name and pronouns they use.
 - Faculty who teach a large-sized class (where students would not introduce themselves) should avoid referring to students by assumed gender or pronouns.
- ▼ Meetings of committees and student groups should also have people indicate their pronouns along with their names.
 - ▼ Have pronouns on name tags and in email signatures.
 - ▼ Set an example to others by introducing yourself with the pronouns you use.

The Gender Binary on Records and Forms

- ▼ Few of the interviewees could indicate a gender other than their assigned gender on campus records, which is especially important to be recognized appropriately for housing, locker rooms, and bathrooms.
- ▼ Even when the students could change their gender marker on records, it was only from one binary choice to the other.
- ▼ The students were almost always limited to “M/F” on campus forms.

Addressing Gender on Records and Forms

- ▼ Enable students to change their gender marker on non-legal campus records upon request (without having changed other documents or providing proof of a trans identity).
- ▼ Where possible, only ask gender identity on forms. If “sex: M/F” has to be asked, also have a gender identity question.

Addressing Gender on Records and Forms

Suggested wording for admissions and other forms:

Option 1: Gender identity: _____

Option 2: Gender identity (optional; choose all that apply):

- agender
- androgyne
- demigender
- genderqueer or gender fluid
- man
- questioning or unsure
- trans man
- trans woman
- woman
- additional gender category/identity: please specify _____

Addressing Gender on Records and Forms

If that is too many choices, then be sure to include:

- Trans woman
- Trans man
- Non-binary (genderqueer, gender fluid, agender, etc.)
- Another identity, please specify _____

Have an explanation of the question:

This information is used for _____.

- Only (name of offices) will have access to this information
- Your responses will be kept private and secure.
- The information will not be used for a discriminatory purpose.
- You can change this information in the future by _____.

Gender-Inclusive Housing (GIH)

- ▼ Most of the students said their campuses did not offer gender-inclusive housing (housing in which students are assigned to rooms without regard to gender) that is open to both incoming and returning students.
- ▼ A few campuses that offered GIH had set it up poorly, either because of a laborious assignment process or an inappropriate facility.
- ▼ Rarely did a campus offer GIH in all residence halls and in all types of housing (doubles, suites, and apartments).

Addressing Housing

- ▼ Enable students to indicate their gender identity on their housing application.
- ▼ Offer gender-inclusive housing that is open to both incoming and returning students.
 - ✓ Recognize that GIH is not the same as trans housing, unless it is limited to trans students and allies.
 - ✓ It should be offered in different parts of campus and, if possible, in different types of housing (doubles, suites, apartments).
 - ✓ GIH should include gender-inclusive bathrooms/showers.

Addressing Housing

- ▼ Move away from having a lot of “single-sex” residence halls or floors.
- ▼ Offer gender-inclusive bathrooms and shower rooms beyond GIH.
- ▼ Require residence life staff to regularly offer activities and post educational material to raise residents’ awareness of trans experiences.

Raising Awareness

- ▼ Require all faculty and staff members to attend an educational session to learn about individuals with non-binary gender identities and how they can be supportive of trans students.
 - Colleges need to take discrimination against trans people as seriously as they are beginning to take sexual assault against (cisgender) women—both of which are covered by Title IX.

College Title IX websites fail to mention that “Title IX’s sex discrimination prohibition extends to claims of discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity” and how students can file a complaint.

Raising Awareness

***Report on the AAU
Campus Climate
Survey on
Sexual Assault
and Sexual
Misconduct***

Sept. 21, 2015

“In four years of college, more than one-fourth of undergraduate women at a large group of leading universities said they had been sexually assaulted by force or when they were incapacitated.”

“Transgender students and others who do not identify as either male or female had higher rates of assault than women. Experts said this was the first large-scale study they knew of to measure the extent of the problem for transgender students.”

Raising Awareness

- ▼ Require all incoming students to attend an orientation session on the diversity of sexual and gender identities.
- ▼ Require students to take a diversity course that would cover non-binary sexual and gender identities.
 - Use an intersectional analysis in providing education.
 - Address microaggressions.
- ▼ Hold events or hold more events that focus on **non-binary** sexual and gender identities.

Providing Trans-Inclusive Health Care

- ▼ Hire therapists and health-care providers who are familiar with the needs of students with **non-binary** gender identities.
- ▼ Cover hormones and gender-affirming surgeries under student health insurance.
 - More than 70 colleges, including the University of California system and 15 flagship state universities, do so.
 - Provide information about where students can obtain hormones and surgeries.
 - Make sure that hormones are accessible.

Providing Trans-Inclusive Health Care

Hormone Access Policy

“University Health Services (UHS) is able to prescribe, inject or teach to inject, and monitor hormones for trans students. The doctor who can prescribe is _____, one of the staff physicians. Students interested in getting on hormones can call _____, a Registered Nurse, who is the trans point person for UHS and also the RN who works closely with Dr. _____. Her phone number is _____. Students can also speak to any of the resource nurses to schedule an appointment with Dr. _____.”

Fostering Trans-Supportive Spaces

- ▼ Provide staff support for the creation of a non-binary student group (mentioned: trans, bi, and ace groups).
- ▼ Create supportive spaces or additional supportive spaces for non-binary students.
 - **Develop supportive spaces for non-binary students of color.**
- ▼ Create or provide greater funding, staffing, and/or space for the campus queer center.

Specific Best Policies & Practices

Campus Pride Trans Policy Clearinghouse:

<http://www.campuspride.org/tpc>

LGBT-Friendly Campus Pride Index:

<http://www.campusprideindex.org>

**“Suggested Best Practices for Supporting Trans
Students” (Consortium of Higher Education LGBT
Resource Professionals)**

**[http://www.lgbtcampus.org/policy-practice-
recommendations](http://www.lgbtcampus.org/policy-practice-recommendations)**

Take-Aways on Trans College Students

- ▼ College as a chance to be on their own for the first time and to be themselves, if they could not do so at home or in high school
- ▼ Or sometimes the opposite: they had been accepted by their high school and family, and find opportunities to be themselves more limited at college
- ▼ Isolation: away from friends and the support they may have had
- ▼ Fear of not being accepted and not seen as their gender, especially if non-binary, by faculty, staff, and other students

Take-Aways on Trans College Students

- ▼ If they want to transition, they want to do so ASAP
- ▼ Concerns about how they will be treated by administrative offices, especially housing, health care services, and other areas where gender comes into play
- ▼ Stress of not knowing how to navigate systems and a sense of processes moving too slowly
- ▼ Possibly cut off from their families when they disclose
- ▼ High rates of depression and suicide ideation
- ▼ The better the climate, the higher the expectation

Further Questions?

Feel free to email me:

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