

Departmental Considerations For Gender Inclusion

What systems are in place so students and colleagues can share their new name and pronouns with you and your office? If none exist, what could be implemented?

Does your department provide any resources or services that are inherently gendered?

- Career closet with “men and women’s suits”
- Homecoming Queen and King or Greek Man and Woman of the Year
- Housing options or facilities like restrooms

Do you host events that highlight gender diversity outside of the binary? What are ways that you could start incorporating that into your events, programs, and/or resources?

Do you ask for gender-related demographic information in your assessment? If so, is it inclusive? If pulling data from PeopleSoft or similar software, does that allow for identities other than the binary female and male?

- Most importantly, ask yourself if you use or need that data?

How are you indicating to staff and student candidates for positions that your office is affirming of gender diversity prior and during the interview?

Feeling overwhelmed or unsure about next steps? Set up a consultation meeting with the staff at UH LGBTQ Resource Center or other local trans and nonbinary led organizations near your campus to discuss developing inclusive practices (Ex. UH Office of Prospective New Students reached out about more trans-inclusive practices for website language and practices related to overnight stays during orientation.)

Resources:

Suggesting Best Practices for Supporting Trans Students (2014):

<https://lgbtcampus.memberclicks.net/assets/trans%20student%20inclusion%20.pdf>

Trans Inclusive Practices in the Classroom:

<https://www.nyu.edu/life/global-inclusion-and-diversity/learning-and-development/toolkits/trans-inclusive-classrooms.html>