Creating Affirming Environments for Trans* Students at The University of Iowa

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Agenda

➢ Overview of terms & rationale for work

➢ Current work at Iowa:

  ➢ Revisions to student records systems

  ➢ Educational videos

  ➢ Gender-inclusive restroom audit

  ➢ Trans* resource webpage

➢ Ways to support trans* students at Iowa (small group activity)

Terms

➢ Sex: assignment of female, male, intersex, or another sex at birth based on physical anatomy and chromosomes

➢ Gender identity: internal sense of being (i.e., gender non-conforming, genderqueer, FTM, MTF, woman, man, two-spirit, agender, among others)

➢ Cisgender/cis: someone who exclusively identifies as their sex assigned at birth

➢ Transgender/trans*: gender identities of those who do not identify or exclusively identify with their sex assigned at birth

➢ Gender expression: physical manifestation of one's gender through clothing, hairstyle, voice, body shape, etc.

➢ Cissexism: systemic prejudice in the factor of cisgender people

➢ Gender pronouns: words that refer to either the people talking or someone being talked about (i.e., they, ze, she, he, among others)

➢ Gender binary: oppressive systemic notion that gender is limited to a binary and no other possibilities exist

Rationale for Work

http://chronicle.com/article/Ask-Me-What-LGBTQ-Students/232797

Current Students at UI

"Before I got to campus, I emailed my professors to let them know my name and pronouns, but I had to have a couple of beers before I could send that email."

"Having preferred name and pronouns on a class list would solve the problem of 'What's the best way to bring this up in class?'"

FUTURE STUDENTS

ADMITTED STUDENTS

PARENTS & FAMILY

COUNSELORS

STUDENTS SAY

Akash

"It's just my first semester here and I already have a fun job as the lab assistant at the chemistry lab, worked with a production as a stage manager, I work with two research groups, and am a member of the student garden and the Environmental Coalition."

Tips for Making the Transition

The transition to college often can bring mixed emotions for parents. While you may be doing less laundry, you may be writing more e-mail. And while the refrigerator may not be emptied nearly as quickly, you may now be worried about how well your child is eating. Your student is quickly becoming an adult, but he or she will never cease to be your child.

While some parents love the thought of their son or daughter gaining new independence and interests, others feel overwhelmed with trying to decide when or how to help. So, the best advice for all parents may be to relax and become as familiar with University resources as your student will be.

Attend the parent orientation program offered concurrent to your student's Orientation program. Tour the campus, learn about academic resources, talk with current students, and hear advice from other parents. We'll encourage you to think about your expectations—of your child, of the University, and of yourself.

Then, back home, you can rest assured with the knowledge you have learned. When your student calls, offer advice but don't make decisions for them. Read between the lines of those late night e-mail messages to better guide them on when, where, and how to ask for help.

Admissions staff members offer these additional suggestions:

- **Write a letter** to your student, either during Orientation or just before the student leaves for college. Once it is tucked into their luggage, or mailed a few days after they leave, it will serve as a great reminder of how much you care and are there for them.
- **Every Monday, send an e-mail** with a positive message for the week. It can help students stay connected when faced with so many new experiences.
- **Encourage your child to stay at school** for at least the first two to four weeks of classes. It is the best way to

THE UNIVERSITY OF IOWA

HE **Admitted. Now what?** student is taken to **Orientation** llowing an episode of self-d **On Iowa!**
behaving depending on the circumstance, the Dean of Students may write to the student's parents.

ALCOHOL & DRUG SANCTIONS. Parents are notified in writing by the Dean of Students of sanctions imposed on students for violating the residence hall alcohol policy or drug policy, and alcohol and drug violations that occur within Johnson County (the county in which Iowa City is located).

Medical records of persons 18 and older are strictly confidential and not accessible by central administration. After a student undergoes medical care or receives psychological counseling, the health records are maintained by the service provider in medical files separate from the student's academic records. If your son or daughter has special medical or counseling needs (including substance abuse counseling), and if you wish to access information surrounding these visits, the University recommends that you verify his or her attendance by asking your son or daughter to sign a release of information waiver to you when he or she meets with the University physician or counselor. In the event of a health emergency, hospital staff will contact a student's parents in many cases.

In conversation with the son or daughter, parents may learn of events that took place outside of the residence halls and outside of the classroom. Parents interested in obtaining information about police arrests, disciplinary actions, or other non-medical information are encouraged to contact the Office of the Dean of Students and ask for a non-academic information release form. For up-to-date information about criminal charges, the best resource for current information is the State of Iowa Courts Online Search website at www.iowacourts.state.ia.us/ESAWebApp/DefaultFrame. When an information release form signed by the student has been received by the Dean of Students following an incident, information on file in the Dean of Students' office will be disclosed in a timely manner to all individuals named in the release.

THE UNIVERSITY OF IOWA
GRADUATE COLLEGE

SEARCH

HOME   PROSPECTIVE STUDENTS   CURRENT STUDENTS   POSTDOCS   ALUMNI   FACULTY & STAFF

SECTION VI. MARKING SYSTEM

A. Marks Carrying Graduate Credit. These are A+, A, A-, B+, B, B-, C+, C, C- and S-satisfactory.

B. Marks Carrying No Graduate Credit. These are D+, D, D-, F, I-incomplete, AUU (audit unsuccessful), AUS (audit successful), and U-unsatisfactory.

C. Audit. AUS is assigned when a student registered for zero credit attends as an auditor throughout the course; if the student fails to meet the instructor's auditing requirements, AUU is assigned.

D. Incomplete. The grade of I is to be used only when a student's work during a session cannot be completed because of illness, accident, or other circumstances beyond the student's control. In registrations for thesis, research, or independent study, the S/U grades may be applied. (See next paragraph, **E**.) An Incomplete will automatically be converted to an F at the end of the next full semester (summer and winter sessions excluded), even if the student does not enroll after the session the I was posted. Courses may not be repeated to remove incompletes; removal of an I is accomplished only through the completion of the specific work for which the mark is given.

E. Thesis, Research, Readings, Independent Study, and Special Projects. Grades of S and U may be used for registrations in thesis, research, readings, independent study, and special projects. S-satisfactory means that the student receives credit for the work; U-unsatisfactory means that he or she receives no credit. Neither S nor U is used in computing grade-point averages. At a later date, the instructor may change the S to a letter grade. In addition, departments may request permission from the Graduate College dean to use grades of S and U as described above for courses which, because

SEARCH THE MANUAL

Enter search term(s) here *

she

SEARCH

Current Work at Iowa

Revisions to Student Records

Problem: The University of Iowa does not currently have a place within MAUI for faculty and staff to have access to students' name and gender pronouns. The burden is placed on students to disclose their name and gender pronouns.

Solution: The University of Iowa will update student records systems and forms to include name and pronoun.

- What are your thoughts on this issue?
- What would be ideal if this were to be updated/revised?
- How do you envision this moving forward?
- What do you see as challenges in this plan?

Discuss → Grant → Focus groups → Bench-marking → Approval for MAUI → Proposal Created → Co-signs → Proposal

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- Identified need for funding (IT changes to student records systems, creation of educational videos)
- Identified funding source.
- Collaborative effort across units/departments on campus.

- Faculty/staff –How do you currently navigate this issue in MAUI? What changes would be ideal for your work?
- Students – What have been your experiences with navigating name and gender pronouns with faculty, staff, and peers at UI? What would make this issue easier for you?
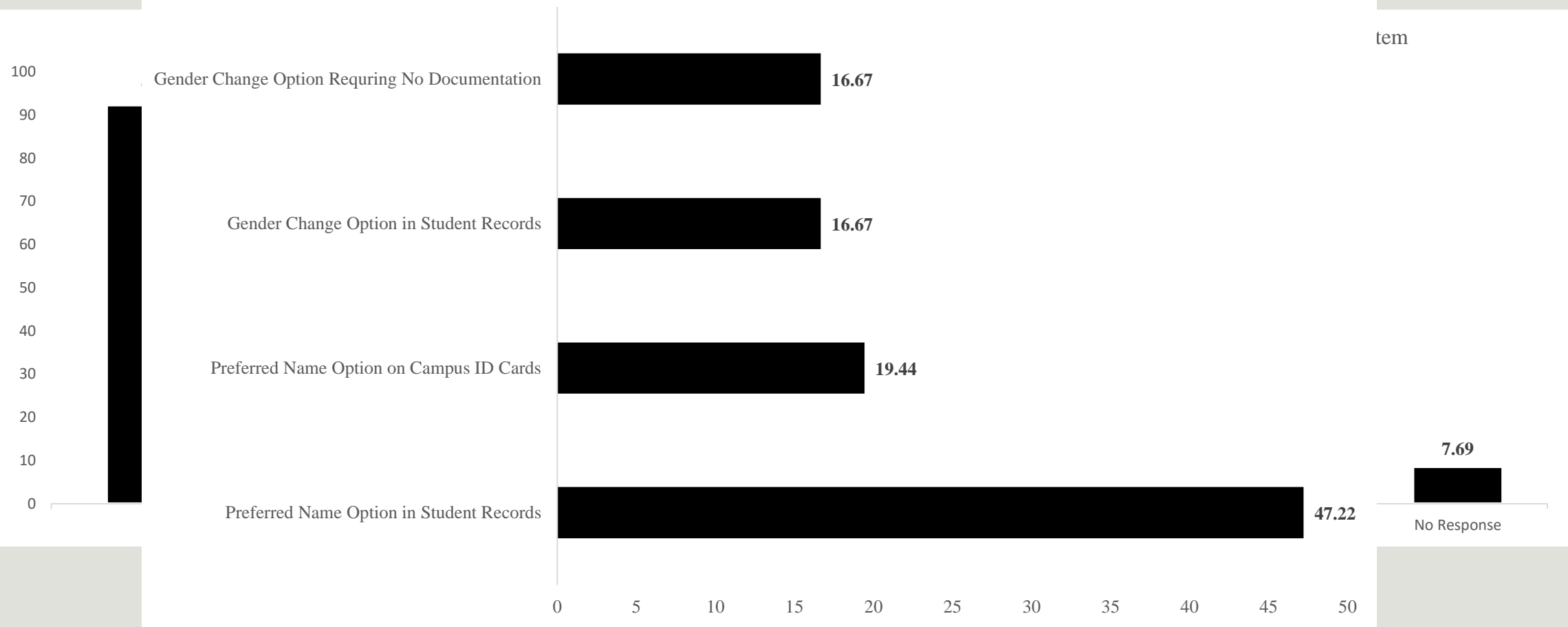
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Percentage of Public AAU Institutions with Trans* Inclusive Policies

Discuss → Grant → Focus groups → Bench-marking → Approval for MAUI → Proposal Created → Co-signs → Proposal

- Approval for changes to MAUI.
- How can we move UI even further?

- What would be necessary to change to filter into every student records system?
- Changes needed on UI admissions applications.
- Incorporated all other parts of work.
- Added information about federal student data reporting.

| Discuss | Grant | Focus groups | Bench-marking | Approval for MAUI | Proposal Created | Co-signs | Proposal |

Campus Departments/Offices/Organizations Supportive of this Proposal:

Academic Advising Center
Academic Support and Retention
Center for Diversity Enrichment
Center for Student Involvement and Leadership
College of Education Diversity Committee
College of Education/Dean of College of Education Nick Colangelo
Dean of Students Office/Dean of Students Lyn Redington
Division of Student Life/Vice President of Student Life Tom Rocklin
EQUAL Meds (Iowa Queer and Allied Medical Students)
Gender, Women's, and Sexuality Studies
International Student and Scholar Services
LGBT Health Clinic at University of Iowa Hospitals and Clinics
LGBTQ Graduate Student Success Initiative
LGBTQ Staff and Faculty Association
Orientation Services
University of Iowa Student Government Committee on Gender Inclusive Policies and Practices
UI Trans Alliance
University Counseling Services
University Housing and Dining
Women's Resource and Action Center

Discus

Proposal

Revisions to Student Records

Problem: The University of Iowa does not currently have a place within MAUI for faculty and staff to have access to students' name and gender pronouns. The burden is placed on students to disclose their name and gender pronouns.

Solutions: The University of Iowa will update student records systems and forms to include name and pronoun.

1. Changes to ISIS, so students can update at any time.
2. Changes to MAUI and ICON, so faculty/staff can easily access students' name and gender pronouns (banner, course lists, etc.).
3. Changes to the UI admissions applications (decouple sex and gender, add name, add gender pronouns), which illustrates UI's dedication to trans* students in their first formal interaction with the university.

Educational Videos

Problem: The University of Iowa community seeks more resources about issues related to trans* identities. UI trans* community members seek more resources for the entire UI community on trans* issues and topics. The larger higher education community seeks guidance and information about the catalyst of change occurring at UI.

Solution: The University of Iowa will have educational videos about name and pronoun usage in advance of policy and procedure changes.

Educational Videos

Educational videos for the UI community.

What's In a Name?
Why are Pronouns Important?

Currently seeking volunteers for the videos.
Need staff, faculty, & students willing to participate and students willing to share their experiences related to their name and gender pronouns at UI.

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Solution: The University of Iowa will have educational videos about name and pronoun usage in advance of policy and procedure changes.

1. Grant secured for creation of videos.
2. Currently seeking volunteers across campus units to participate.
3. Videos will be released later this semester, in advance of policy and procedure changes to student records systems.
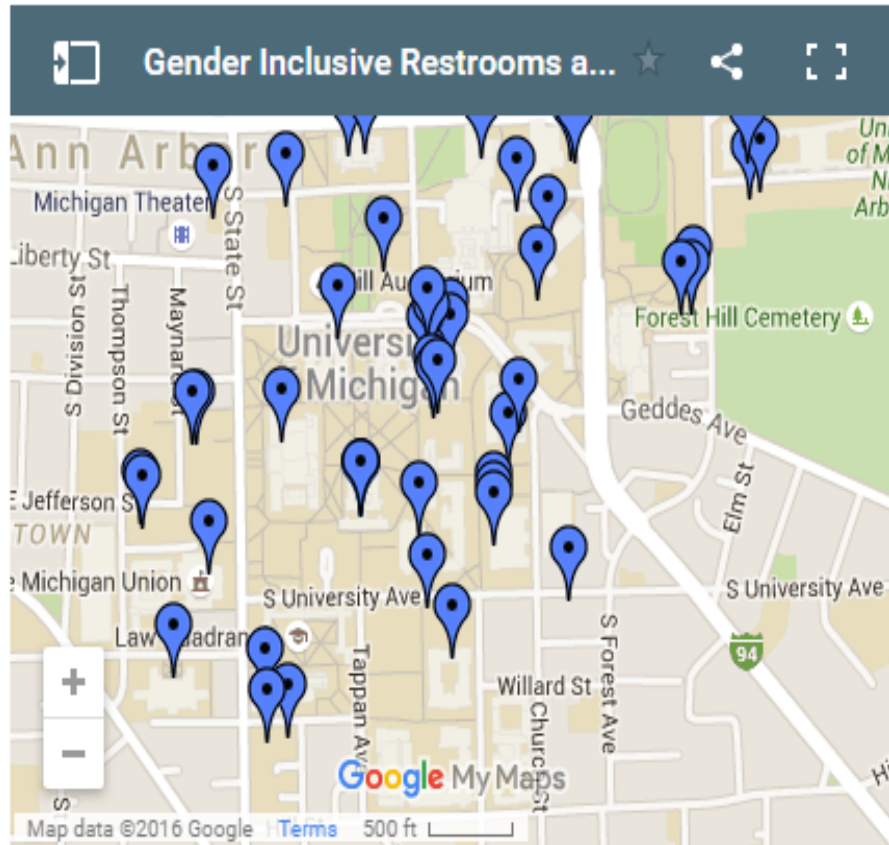
Gender-Inclusive Restroom Audit

Problem: The University of Iowa does not currently have gender-inclusive restrooms listed on the UI campus maps website. Gender-inclusive restrooms across campus are not consistently labeled. Members of the UI community currently have to ask or walk around in search of gender-inclusive restrooms.

Solution: The University of Iowa will add gender-inclusive restrooms to the campus maps website. These restrooms will be labeled consistently across campus.
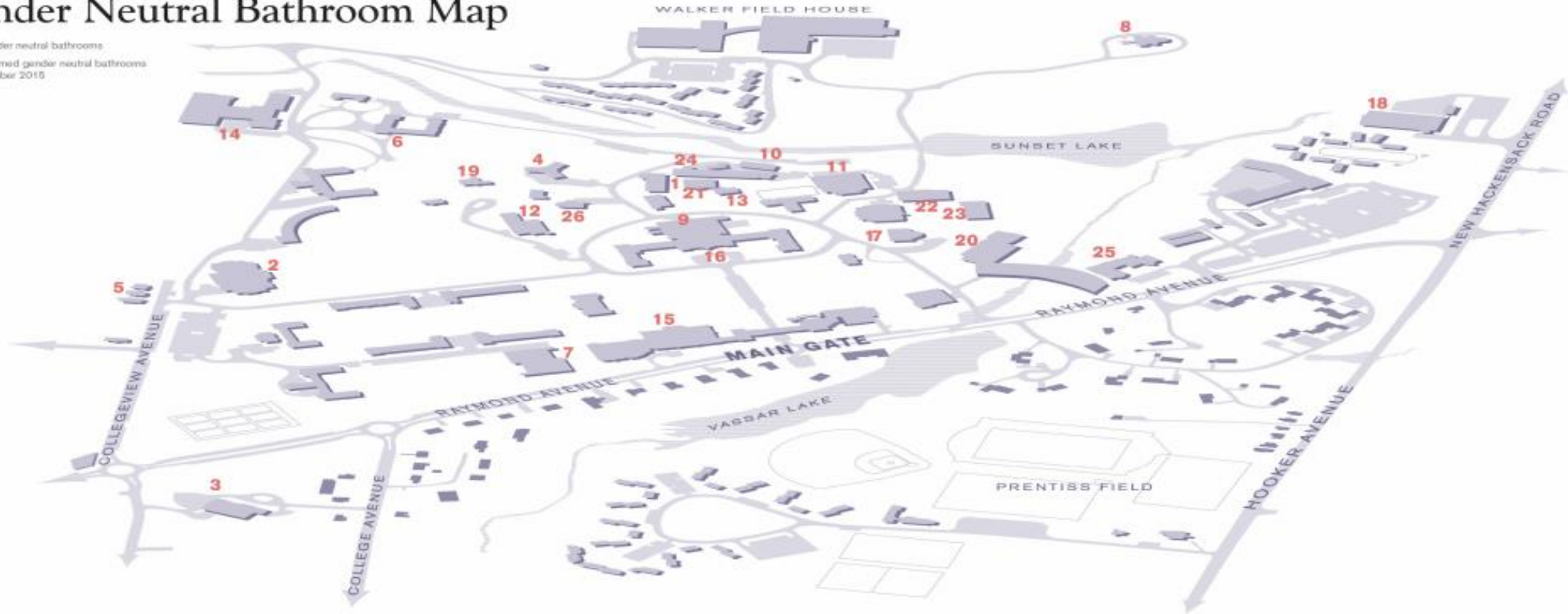
University of Michigan

Vassar College

Vassar College Campus
Gender Neutral Bathroom Map

GNB = gender neutral bathrooms

List of confirmed gender neutral bathrooms
as of December 2015

ALANA CENTER 1
2 GNBs, 1st flr (not accessible)

ALL COLLEGE DINING CENTER 2
GNB, 1st flr east side, handicap
   accessible
2 GNBs, 3rd flr, handicap accessible

ALUMNAE HOUSE 3
GNB, basement (not accessible)
2 GNBs 2nd flr, handicap accessible

BALDWIN 4
2 GNBs, 1st flr, handicap accessible
1 GNB, 2nd flr, rm 200L (not accessible)
2 GNBs, 3rd flr, rm 307A (not accessible)

(Jewish Student Center)
BAYIT 5
-GNB, 1st flr, handicap accessible
-GNB, 2nd flr (not accessible)

BLODGETT 6
GNB,1st flr near auditorium, handicap
   accessible
2 GNBs, 2nd flr near rm 200,
   handicap accessible
   and rm 217 (not accessible)

(Vogelstein Center for...)
CHICAGO 7
GNB, main floor, handicap accessible

CLASS OF 1951 OBSERVATORY 8
2 GNBs, 1st flr, handicap accessible

COLLEGE CENTER 9
GNB, basement, below Retreat
   (not accessible)
2 GNBs, 2nd flr, by LGBTQ Center,
   handicap accessible

(Doubleday...)
STUDIO ARTS BUILDING 10
GNB, basement (not accessible)
GNB, 1st flr, handicap accessible

(Vogelstein Center for...)
DRAMA AND FILM 11
GNB, basement, handicap accessible
GNB, 1st flr, handicap accessible

ELY HALL 12
GNB, 1st flr, handicap accessible
2 GNBs, 2nd flr, handicap accessible

KAUTZ ADMISSION HOUSE 13
2 GNBs, 1st flr, handicap accessible

KENYON HALL 14
GNB, 1st flr, rm 126, handicap accessible

LIBRARY 15
GNB, Matthew's Bean basement, rm 33A,
   handicap accessible
GNB, 1st flr south, rm 160A, handicap
   accessible
GNB, 3rd flr, next to T303, handicap
   accessible

MAIN BUILDING 16
GNB, 1st flr, south wing by Media
   Resource Center, handicap accessible

NEW ENGLAND 17
2 GNBs, in basement (not accessible)
2 GNBs, 1st flr (not accessible)
2 GNB, 2nd flr (not accessible)

NEW HACKENSACK 18
GNB, 1st flr, rm 114, handicap accessible

OLD OBSERVATORY 19
(Maria Mitchell Observatory)
2 GNBs. 1st flr, handicap accessible

OLMSTED 20
GNB, 1st flr, handicap accessible

POWERHOUSE THEATER 21
GNB, 1st flr, handicap accessible

SANDERS CLASSROOM 22
GNB, 2nd flr, handicap accessible
2 GNBs, 3rd flr, rm 308, rm 329,
   handicap accessible

SANDERS PHYSICS 23
GNB, 2nd flr, handicap accessible

SHIVA THEATER 24
GNB, 1st flr, handicap accessible

SKINNER HALL 25
GNB, basement, rm 12 (not accessible)
GNB, 2nd flr, rm 206 (not accessible)

SWIFT 26
GNB, 1st flr, handicap accessible
GNB, 2nd flr, handicap accessible
GNB, 3rd flr, handicap accessible

Building Coalitions → **Audit Specifics** → **Volunteers to Audit** → **Funding for Signage** → **Additions to UI Maps**

Conversations with facilities, legal counsel, and others on campus.

Accessibility?
Lactation room specifics?
Signage?
Restroom specifics?

Building Coalitions → **Audit Specifics** → Volunteers to Audit → **Funding for Signage** → **Additions to UI Maps**

Building Coalitions ▶ Audit Specifics ▶ Volunteers to Audit ▶ Funding for Signage ▶ Additions to UI Maps

Over 40 volunteers.
Currently auditing restrooms across
all publically accessible buildings.

Gender-Inclusive Restroom Audit

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Solution: The University of Iowa will add gender-inclusive restrooms to the campus maps website. These restrooms will be labeled consistently across campus.

1. Gender-inclusive restrooms will be available on campus maps website.
2. Funding attained for having consistent signage made and placed across campus.

Trans* Resources Webpage

Problem: The University of Iowa does not currently have a website with resources for trans* community members. Information is not centrally located, which creates issues for trans* community members to find resources easily.

Solution: The University of Iowa will a trans* resource webpage with resources for prospective and current students, faculty, and staff, as well as Iowa City area community members.

🏠 Home

Communities

African American/Black Community

Asian/Asian American Community

Community of Persons with Disabilities

Creating Inclusive Environments at UI