

# Transforming the Experience of GLBT Students



- **PRESENTER: MOLLY SEGALE**



Black and white images from Barney's New York Spring 2014 Campaign featuring transgender models.

# Introductions



- Turn to a partner
- Please share:
  - Your Name
  - Your Pronouns
  - Your Job Title
  - The Greatest Thing You've Ever Found at a Garage Sale



# Schedule



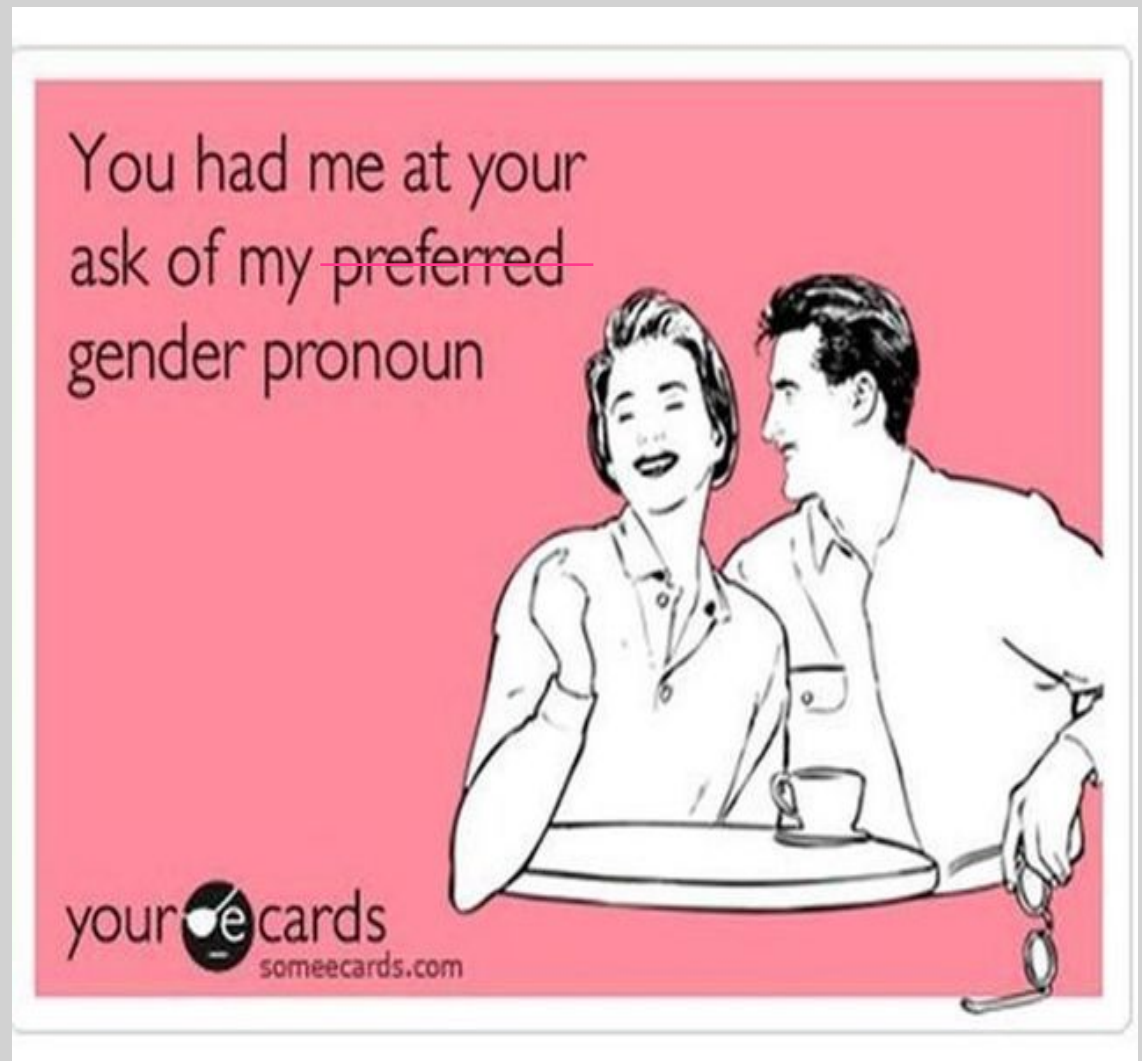
## Navigating Pronouns

- Advising Roleplay
- Record Discussion

## A Typical Trans Narrative

- Statistics
- Academic Hurdles
- Solution Maps

## Open Discussion





# Vocabulary I May Use Today



AMAB/CAMAB: (Coercively) Assigned Male at Birth

AFAB/CAFAB: (Coercively) Assigned Female at Birth

Trans Woman: AMAB person identifying as female.

Trans Man: AFAB person identifying as male.

Dead Name/Deadname: Name assigned at birth.

HRT: Hormone Replacement Therapy



*-Talk to us*  
*-Listen to us*  
*-Learn the right  
language to tell our  
story accurately*

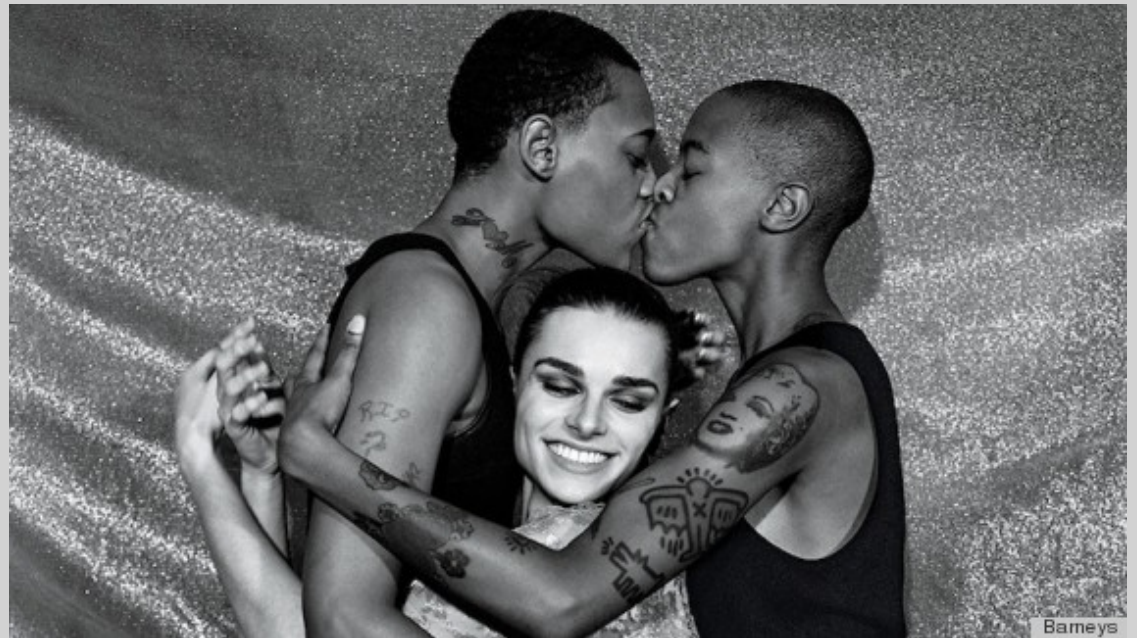


# Navigating Pronouns



**Number one request that I hear from students:  
Get faculty to support the use of the correct student name and  
pronouns.**

**If faculty don't use correct names/pronouns, other students won't  
either.**

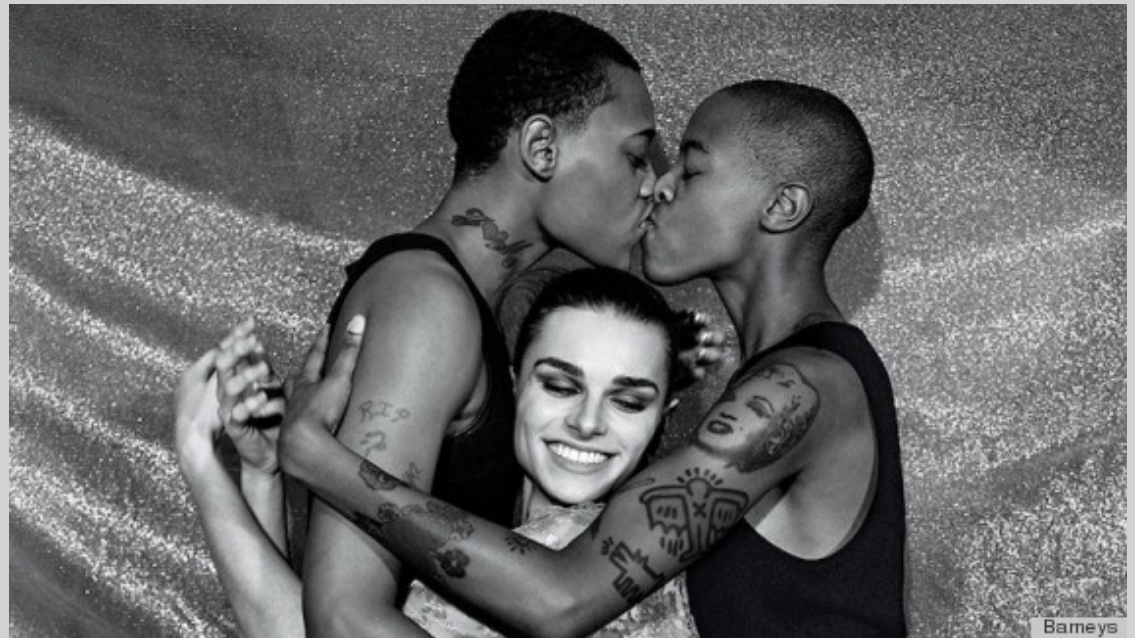


# Navigating Pronouns



**Repeated staff mistakes around name and pronouns discourages students from coming to us.**

**Mistakes happen. Apologize, learn from your mistakes, and move on.**



Bameys

# Navigating Pronouns



**How to advise a student when you're unsure of their gender identity:**

**-Avoid pronouns altogether.**

**-Introduce yourself and include your pronouns.**

**-Don't ask for the student's pronouns, let them volunteer their pronouns.**

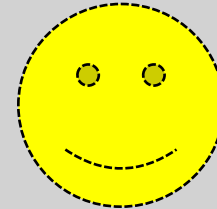


# Navigating Pronouns



## **How to advise a student when you're unsure of their gender identity:**

- **If a student shares a name or pronouns with you that don't match your records, ask the student if it's okay to put these on their file and/or share these with staff.**
  - **Example File Tab: “Burrows, Blair. Pronouns: They, Them, Their.”**
- **If you write notes, consider referring to the student as “the student” or “student” rather than names or pronouns.**
  - **Example: “Student came in to discuss potential majors. Student will follow up with PSYC advising. Nice student!”**





# Navigating Pronouns – Activity



**Turn to the person next to you.**

**-Advise this person for one minute without using their pronouns.**

**-The person that's being advised is encouraged to play along.**

**-Switch. Let your partner advise you for one minute without using your pronouns.**



**Possible Advising Topics:**

**Choosing a Major  
Major Declaration,  
Education Abroad,  
Undergrad Research.**



# Thoughts?



# Internal Record Keeping



**Scenario: In the course of an advising meeting, a student comes out to you as trans. They give you a name and pronouns different from their records. You ask for permission to share this information with other staff in your unit and they consent. How do you communicate this info to your unit?**



**Discuss in pairs.**

**Considerations:**

**Electronic Records**

**Paper Files and Paper Records**

**Communicating with Faculty,**

**Professional Staff and Student Staff**

# BONUS: Demonstrating Your Ally Potential!



What can we do to encourage trans students to speak openly?

Demonstrate that you're a community insider:

-Display a poster of pronouns in your office where students can see it.

**Hello**  
Address me as

Please Use: **They, Them, Theirs**

Please Use: **He, Him, His**

Please Use:

Please Use: **She, Her, Hers**

Please Use: **Ze, Hir, Hirs**

Please Use: **Xe, Xem, Xyrs**

## Pronouns 101

Type	Name	Example
Feminine	She, her, her	She went to the store. I spoke to her. It was her apple.
Masculine	He, him, his	He went to the store. I spoke to him. It was his apple.
Gender Neutral	They, them, their	They went to the store. I spoke to them. It was their apple.
Gender Neutral	Ze, zir/zem, zirs/zos	Ze went to the store. I spoke to zir/zem. It was zirs/zos apple.
Gender Neutral	Ze, hir, hirs	Ze went to the store. I spoke to hir. It was hirs apple.

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language.

I'm seeing Jeremy this weekend. They're going to take me skateboarding. Then I'm going to go with them to the movies.

Brittany brought me to this awesome concert! Ze is so fun. I can't wait to hang out with zir again.

For more information, go to [www.transstudent.org/graphics](http://www.transstudent.org/graphics) ▲

**TSER**  
Trans Student Equality Resources

# GENDER PRONOUNS

RESPECTING PEOPLE'S SELF-IDENTIFICATION MEANS USING THE GENDER PRONOUN THAT THEY MOST IDENTIFY WITH. HOW DO YOU KNOW WHAT SOMEONE PREFERS? ASK THEM (POLITELY)!

<b>HE</b>	he laughs	i called him	his eyes	that is his	he likes himself
<b>SHE</b>	she laughs	i called her	her eyes	that is hers	she likes herself
<b>ZE</b>	ze laughs	i called hir	hir eyes	that is hirs	ze likes himself
<b>THEY</b>	they laugh	i called them	their eyes	that is theirs	they like themselves
<b>ZIE</b>	zie laughs	i called zir	zir eyes	that is zirs	zie likes zirsself
<b>XE</b>	xe laughs	i called xem	xyr eyes	that is xyrs	xe likes xemself

THERE ARE MORE THAN TWO. HAVE YOU HEARD OF THESE?

# A Typical Trans Student Narrative:

(Why there's no such thing and why it's dangerous to seek one.)



## **Statistical Reliability:**

**It's a challenge to construct trends from a small population of data.**

**Trans students face stigma in being identified.**

## **Statistics vs. Stereotypes:**

**Being familiar with the data is not a substitute for knowing the student.**

**Some of these statistics are terrifying. Students want change, not pity.**

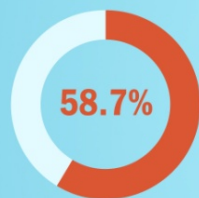
**My goal: attempting to portray the multiple goals/challenges of the trans student in addition to academic goals.**

# WHY TRANS PEOPLE NEED MORE VISIBILITY

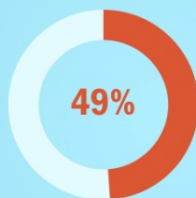
With more visibility comes more understanding. These statistics can and will get better as trans people become more visible in our society.



**80%** of trans students feel unsafe at school because of their gender expression



of gender non-conforming students have experienced verbal harassment in the past year because of their gender expression, compared to 29% of their peers



of trans people reported physical abuse in a 2007 survey

The Gender, Violence, and Resource Access Survey found that



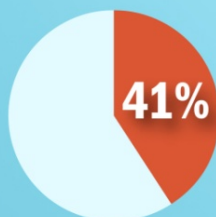
of trans people have been raped or assaulted by a romantic partner

Trans people of color are...

**6X**



more likely to experience physical violence when interacting with the police than white cisgender survivors of violence



of trans people have attempted suicide



**1 in 5** transgender people have experienced homelessness at some point in their lives



**1 in 8** have been evicted due to being transgender

t transstudent

f /transstudent

@transstudent

For more information,  
go to [transstudent.org/graphics](http://transstudent.org/graphics)

**TSER**  
Trans Student Educational Resources

Infographic Design by Landyn Pan



# Transgender Statistics

**65%** reported discrimination in one or more public accommodation settings

**20%** postponed or did not seek health care because of prior mistreatment

**41%** have attempted suicide

**62%** report depression

**14%** are unemployed (vs. 7% of the general population at the survey time)

**15%** live in poverty (vs. 4% of the general population)

Source: [fenwayfocus.org](http://fenwayfocus.org), [hrc.org](http://hrc.org)

# Mental Health Condition Diagnosis

Condition	LGBT Students	LGB+ Students	Transgender & Non-Binary Students	General Population College Students
Anxiety	38%	29%	59%	12%
Bipolar Disorder	6%	6%	5%	1.5%
Depression	41%	27%	68%	10.9%
OCD	20%	17%	27%	2.1%
Phobia	10%	4%	23%	1%
Substance Abuse	7%	4%	9%	1%

“Mental Health Status & Access to Mental Health Care in LGBT College Students”  
Victoria Martin, West Chester University ‘15



## Self Harm and Suicidality

	LGBT Students	LGB+ Students	Transgender & Non-Binary Students	General Population College Students
Self Harmed	55%	42%	82%	18%
Suicidal Thoughts	75%	69%	86%	21%
Suicide Attempt	15%	15%	18%	8%

“Mental Health Status & Access to Mental Health Care in LGBT College Students”  
Victoria Martin, West Chester University ‘15

# Trans Narratives



**Could include any of the following:**

**Period of questioning/solo identity exploration**

**Period of seeking new/changed personal relationships**

**Counseling**

**HRT**

**Legal Name and Gender Change**

**Coming out to/Educating Family**

**Medical Leave**

**NOTE: Trans students could be at any phase of a transition.**

**All transitions look different.**

# Trans Narratives (Summation)



**Trans students are seeking the same things in a university education that all students seek:**

- Quality coursework**
- Meaningful connections with peers from diverse backgrounds**
- Empowering faculty mentorship**
- Undergraduate Research Opportunities, Field Work, Education Abroad**
- Guidance on clarifying and achieving post-graduate goals.**

**Trans students may also be navigating transition goals involving:**

- Personal exploration**
- Updating legal records**
- Pursuing Medical Needs**
- Educating family, peers, faculty and staff.**

**In addition to navigating discrimination including:**

- Verbal harassment**
- Physical violence**
- Sexual assault**
- Lack of access to housing, employment and similar resources.**

# Solution Maps - Activity



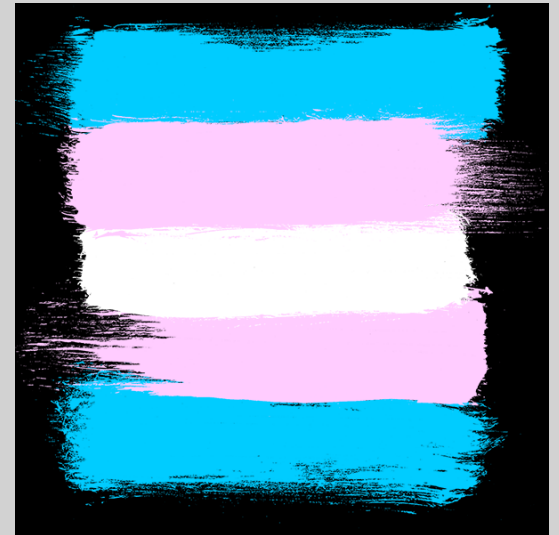
**Form groups of 3-4 people.**

**As a group, decide on 3-4 things that you would like to take on to help trans students. Use the list of obstacles for inspiration.**

**What are some solutions that the group can think of to help trans students?**

**Draw a poster of what a better campus for trans students might look like.**

**Be as simple or creative as you like!**



# Solutions?



Thank you!



For questions or additional  
resources:

Molly Segale  
Anthropology Adviser

Email: [msegale@ucsc.edu](mailto:msegale@ucsc.edu)  
Voice: 831.459.3320