

STAFF FAQ:

WORKING WITH GENDER DIVERSE STUDENTS

For the purpose of this document, we will use Gender Diversity to refer to students of Trans, Gender Non-Conforming, Non-Binary, and Queer experience.



Creating Inclusive Workspaces

How do you greet students and collect their information? Introduce yourself using your pronouns and then consider ways you can invite students to do the same, being mindful of the following:

- Are there other students, faculty, or staff in this space that might impact privacy? For gender diverse students, sharing their name and pronouns requires trust, and in unfriendly spaces, could be harmful.
- Is there a form or intake process that might ask students for a name they don't identify with? Does this present an opportunity to ask for the name that they use and their pronouns?

Avoid collecting data for data's sake. Be thoughtful and intentional when collecting demographic information on program assessment tools.



Always... Use gender-free language.

- Use "folks," "everyone," or "y'all" instead of "ladies and gents" or "guys."
- Say "person or people" and "they" when referring to students or others instead of assuming gender.
- Avoid assumptions about gender: You can't tell someone's gender based on how they look, gender can change, and not all gender diverse students are open about their identity.
- Use person-first language (e.g. "people who identify as women" or "people who are Trans").
- Control your curiosity: Don't ask unnecessary questions about a gender diverse students' experience or identity.



Always Think About...

Educating yourself. Don't position gender diverse students to teach you or others about their experience and identity or speak on behalf of gender diverse people. This is tokenizing.

Working on your discomfort. Be humble about your own learning curve, and intentional in your approach with students.

Identifying the resources. Know where to refer gender diverse students and place this information in your program materials and on your website.



Mistakes Happen...

Correct quickly and move on. If you or a colleague use the wrong name or pronoun don't call unnecessary attention to the mistake. Correct yourself immediately and move on. Avoid future mistakes through independent practice.



For more information Go to the Gender Diversity Toolkit on the UNCG Office of Intercultural Engagement website at the link below and complete the appropriate form located at the bottom: <https://bit.ly/2Z0EaAc>