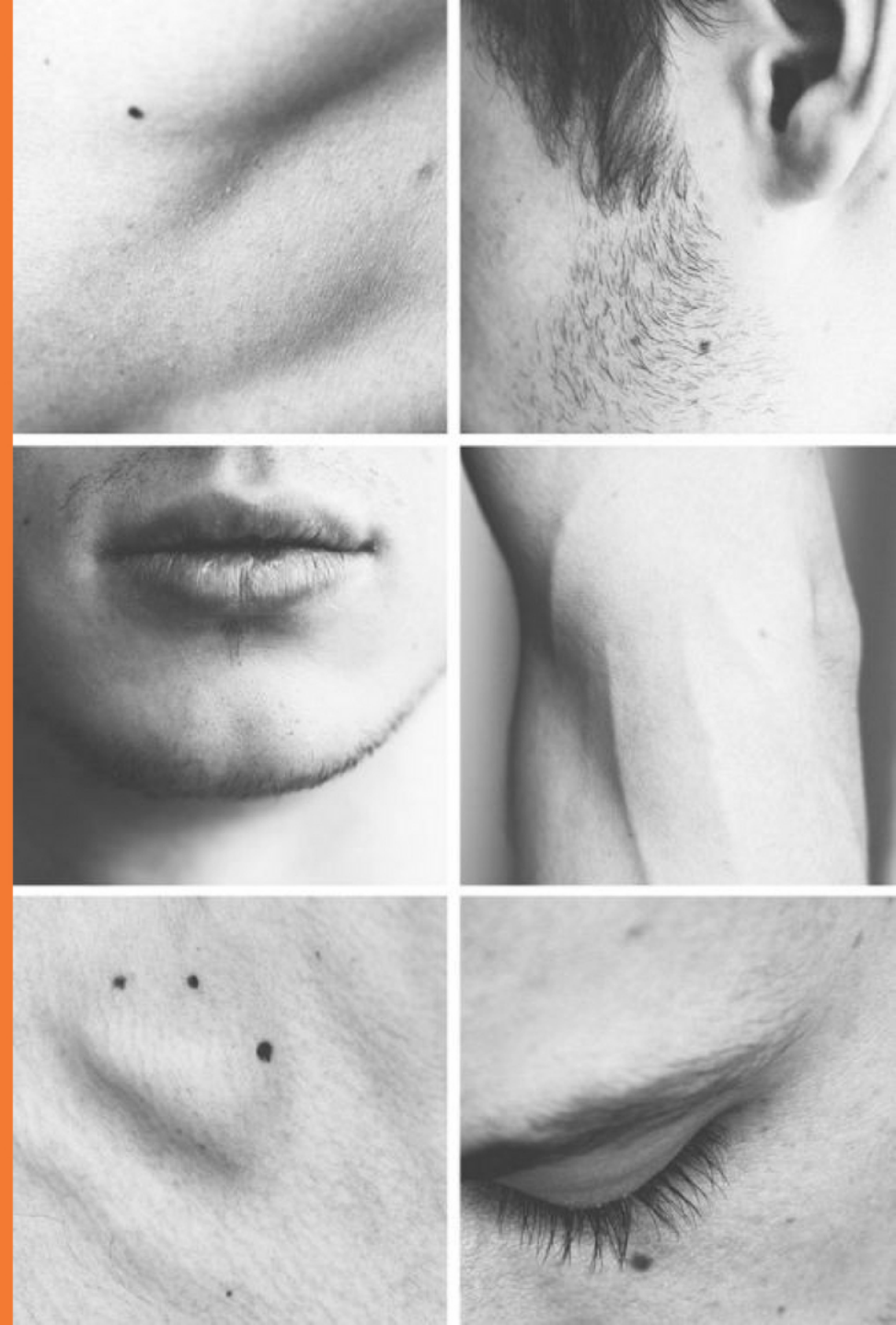


WHAT'S IN A NAME?

Preferred Names & Pronoun Project:
Case Study at Caltech



OBJECTIVES

PARTICIPANTS WILL:

- ... be able to articulate the need for systems, policies, and practices that support non-binary gender identities
- ... be able to define the terminology and best practices in working with transgender populations
- ... observe the scope of such a project from all constituents' viewpoints



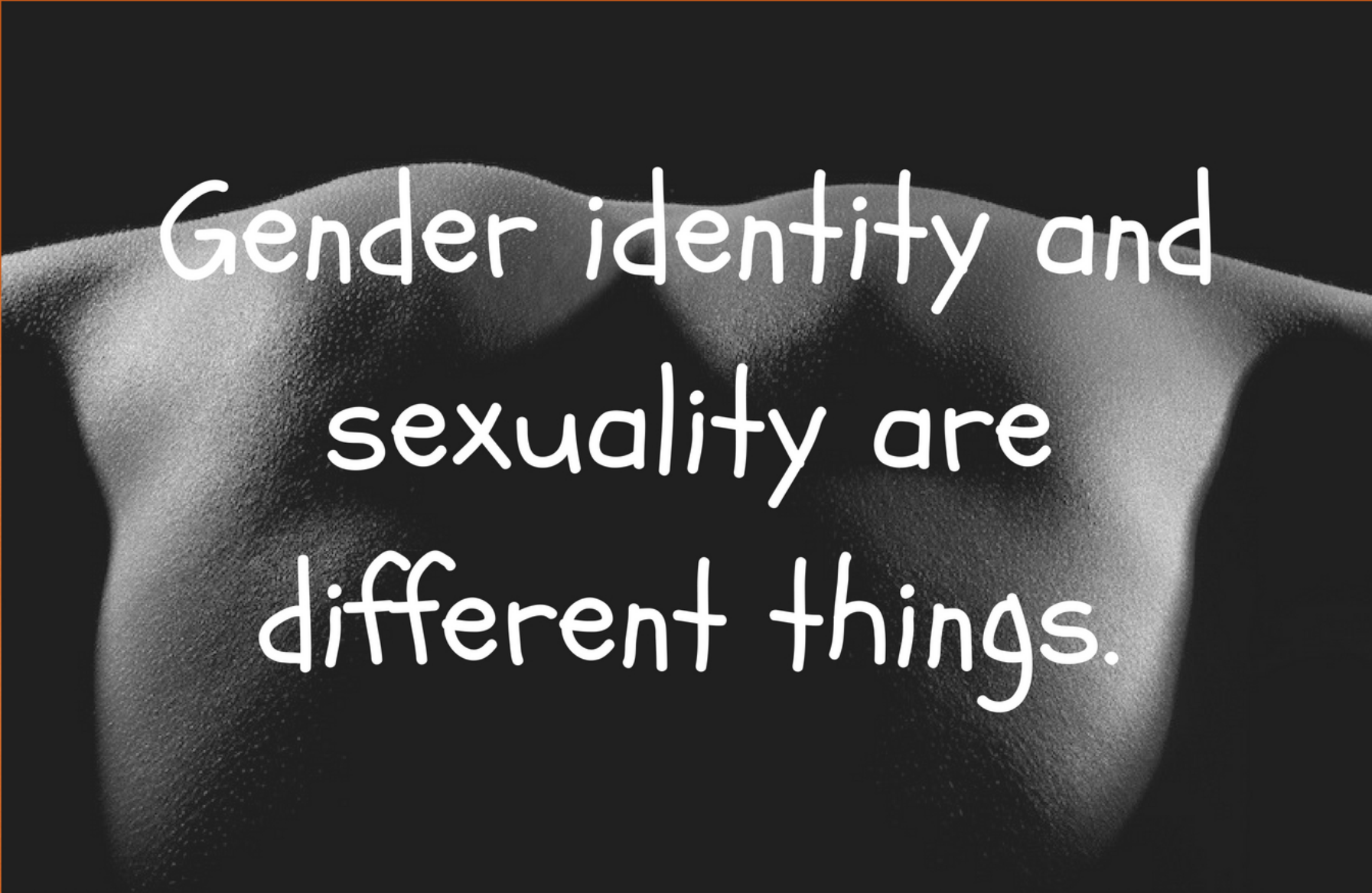
QUEER

L G B

Sexualities

T

Genders



Gender identity and
sexuality are
different things.

Diagram of Sex, Gender, Sexuality

Biological Sex



Gender Identity



Gender Expression



Sexual Orientation



Sexual Behavior



Legal Context

It is the policy of the State of California to afford all persons in public schools, regardless of their disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, equal rights and opportunities in the educational institutions of the state. (Education Code Section 200.)

No person shall be subjected to discrimination on the basis of disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code in any program or activity conducted by an educational institution that receives, or benefits from, state financial assistance or enrolls pupils who receive state student financial aid. (Education Code Section 220.)

Transgender 101

Diversity within Transgender Community

- * Sexual Orientation
- * Bodies
- * Transitions
- * Ability to “pass” and desire to do so
- * Every other kind of identity diversity (race, ability, etc.)

Transgender Terminology

- * FTM / MTF
- * Transgender / Trans
- * Gender-Queer / Gender Non-Conforming / Non-Binary

Incorrect Terminology

- * Cross Dresser, Transexual, Tranny
- * Drag Queen/ Drag King

| | Subject | Object | Pronoun | Pronunciation |
|-----------------------|--------------|--------------|---------------|----------------------------|
| Gender Binary | she | her | hers | as it looks |
| | he | him | his | as it looks |
| Gender Neutral | they* | them* | their* | as it looks |
| | ze | hir | hirs | zhee, here, heres |
| | ze | zir | zirs | zhee, zhere, zheres |
| | xe | xem | xyr | zhee, zhem, zhere |

**used as singular*

Case Study: Caltech

- * History
- * Unique Institutional challenges
- * Initiatives
 - Data
 - Education/Communication
 - Policies
 - Procedures
- * Challenges & Trouble-Shooting
- * Next Steps



Caltech

CALTECH CENTER FOR DIVERSITY

CHALLENGES & TROUBLE-SHOOTING

- Other Systems: Directory, Email Addresses, Payroll, Gym Memberships, ID Cards
- Communication Strategies
 - Faculty, Staff
 - Campus Safety
- Navigating Parents & FERPA
- Housing & Facilities
- Continued Education for the Campus

Best Practices to Be Inclusive

- * Workshops and Education (e.g. Safezone Trainings)
- * Prioritize systems to allow for other data
- * Edit forms, policies, procedures and wording to be more inclusive
- * Bias reporting processes
- * Explore gender-inclusive housing options
- * Create resources that are easily accessible for all
- * Create affinity spaces and groups for support and advocacy

QUESTIONS?