

## **Safe Zone Deep Dive into Supporting Transgender Students and Colleagues (90-minute Workshop)**

### **Dr. Stephanie Farrell, Rowan University**

Dr. Stephanie Farrell is Professor and Founding Chair of Experiential Engineering Education at Rowan University (USA). Prior to 2016 she was a faculty member in Chemical Engineering at Rowan. Dr. Farrell has contributed to engineering education through her work in inductive pedagogy, spatial skills, and inclusion and diversity. She has been honored by the American Society of Engineering Education with several teaching awards such as the 2004 National Outstanding Teaching Medal and the 2005 Quinn Award for experiential learning, and she was 2014-15 Fulbright Scholar in Engineering Education at Dublin Institute of Technology (Ireland)

### **Dr. Kyle F Trenshaw, University of Rochester**

Kyle Trenshaw is currently the Educational Development Specialist at the University of Rochester's Center for Excellence in Teaching and Learning. He received his B.S. in chemical engineering from the University of Missouri in 2009, and his M.S. (2011) and Ph.D. (2014) in chemical engineering from the University of Illinois, Urbana-Champaign. His research interests include science, technology, engineering, and mathematics (STEM) education; supporting diversity in STEM fields with an emphasis on lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) students; and using the Myers-Briggs Type Indicator (MBTI) to improve students' communication skills during group work.

### **Dr. Robyn Sandekian, University of Colorado, Boulder**

Robyn Sandekian, PhD, is the Manager of Diverse Faculty Recruiting for the College of Engineering and Applied Science at the University of Colorado Boulder. In this role, Robyn works with hiring committees throughout the College to ensure that faculty searches reach a broad pool of potential applicants and coordinates training offered by the National Center for Women and Information Technology (NCWIT) to identify and reduce implicit bias throughout the search process. In addition, she runs a faculty development and leadership program to train and recruit diverse PhD students who wish to pursue academic positions in engineering or applied science after graduation.

Dr. Sandekian earned B.S. and M.S. degrees in Aerospace Engineering Sciences at CU Boulder in 1992 and 1994, respectively. She went on to earn a Specialist in Education (Ed. S.) degree in Educational Leadership and Policy Studies in 2011 and a Ph.D. in Higher Education and Student Affairs Leadership in December 2017, both from the University of Northern Colorado.

She is a Founding Leader of the American Society of Engineering Education (ASEE) Virtual Community of Practice (VCP) for LGBTQ+ Inclusion in Engineering and a facilitator of Safe Zone trainings for engineering faculty and staff who wish to learn more about how to create inclusive environments within engineering for LGBTQ+ individuals.

# Safe Zone LGBTQ+ Ally Training Trans Allyship



Collaborative Network for Engineering and Computing Diversity  
(CoNECD) 2019  
April 14-17, 2019 in Crystal City, Virginia

[diversity@asee.org](mailto:diversity@asee.org)  
[lgbtq.asee.org](http://lgbtq.asee.org)

# Introductions

- Name
- Pronouns
- Affiliation
- What brought you here?



# Today's Facilitators

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# Session Overview

## Inclusive Environments

- Safe Zone Training
- Becoming an Ally

## Concepts

- Sex and Gender

## Trans Experiences

- Climate
- Policies

## Inclusive Strategies

- Strategies
- Resources

# Icons



The participant booklet contains additional information on this topic.



An activity is associated with this slide.



An inclusive strategy is associated with this slide.



This term should be avoided.

# Safe Space Agreement

- Respect
- Ask Questions
- Listen
- Learning leaves, names stay



# **Inclusive Environments**

Safe Zone Training

Becoming an Ally



# Safe Zone



- A welcoming and supportive environment for LGBTQ+ students, faculty and staff on campus.
- Stickers/signs help create a visible network of supporters.
- **Goal:** A campus culture accepting of people with all sexual orientations, gender identities and gender expressions.



# Becoming an Ally

## Allies

- Are members of a majority group.
- Reject the dominant ideology.
- Advocate *with* and *for* an oppressed population.

## Self-awareness

Explore how your experiences might be different from LGBTQ+ individuals.

## Self-education

Begin to understand policies, laws, & practices and how they affect LGBTQ+ individuals.

## Skill Development

Take your awareness and knowledge and communicate it to others in effective ways.

## Taking Action

Create change by taking appropriate action; e.g., advocating for equality.

# Concepts

Sex and Gender

# Sex and Gender

- **Sex:** assigned at birth based on anatomy
- **Gender:** result of socially constructed ideas of behavior, actions and roles performed based on sex



# Gender Identity

- A person's **internal** core sense of being male or female or both or neither
- A social construct that isn't determined by biology
- Everyone has a gender identity.

## Examples:

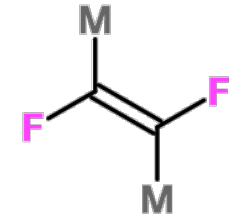
- Nonbinary
- Agender
- Third Gender
- Woman
- Pangender
- Man

# Gender Identity

## Transgender

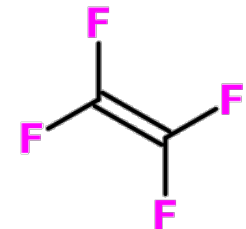
Gender identity is **different** from the gender they were thought to be (and assigned) at birth.

 **Avoid Transgendered**



## Cisgender

Gender identity is the **same** from the gender they were thought to be (and assigned) at birth.



## Gender Fluid

# Gender Expression

- A person's **outward** presentations and behavior, how others perceive a person's gender
- Sometimes these expressions go along with socially sanctioned norms and sometimes they don't.
- The way someone expresses their gender is not necessarily a clue as to how they identify their gender.

# Every Experience is Unique

- Being transgender means different things to different people.
- The best way to understand what being transgender is like is to talk with trans people and listen to their stories.







## **GENDER IDENTITY**

**SOCIETY, SCIENCE**

# Inclusive Language: Pronouns



- Use gender inclusive pronouns.
- Introduce yourself with name and pronoun.
- Ask if you don't know.
- If you really don't know, singular "they" is gender inclusive.

 Avoid "preferred."



**HELLO**  
My name is:

Please use: **HE, HIM, HIS**

Please use: **SHE, HER, HERS**

Please use: \_\_\_\_\_

Please use: **ZE, ZIR, ZIRS**

Please use: **XE, XEM, XYRS**

Please use: **THEY, THEM, THEIRS**

# Gender Neutral Pronouns

## A Gender-Neutral Honorific

### Mx: Words We're Watching



Update: This word was added in September 2017.

The gender-neutral *Mx.* is used as a title for those who do not identify as being of a particular gender, or for people who simply don't want to be identified by gender.



*'Mx.'* is a gender-neutral honorific for those who don't wish to be identified by gender. Though the earliest print evidence dates to 1977, the word has only recently become popular.

# Misgendering



Referring to a trans person using a word, especially a pronoun or form of address, that does not correctly reflect the gender with which they identify.

- Can cause feelings of stigmatization and lower self-esteem
- Can risk outing

## Unintentional Misgendering

Making an assumption about a person's gender:

- after noticing primary or secondary sex characteristics.
- based on what's listed on their government IDs.

## Intentional Misgendering

Using misgendering as a tactic for harassment and bullying by those who have discriminatory beliefs.

# **Trans Experiences**

Climate for Trans Individuals

Trans-supportive Policies and Procedures

# Climate

Climate is reflected in:

- structures, policies, and practices;
- demographics of membership;
- attitudes and values of members and leaders;
- quality of personal interactions.

## Chilly Climate

An environment that dampens individuals' self-esteem, confidence, aspirations and their participation in a particular activity.



# Cisnormative Assumptions



Assumptions that cisgender is the normal or desired way of being.


Gender \*

Male

 Please select one

Gender \*

Male  Female

 Please select one of these options.

## Gender Identity

Please check all that apply:

- Male
- Female
- Cisgender
- Transgender
- Gender nonconforming
- Another gender (\_\_\_\_\_)
- Prefer not to disclose

# Transphobia

Range of negative attitudes, feelings or actions (e.g., fear, anger, discomfort) toward transgender people or trans sexuality.

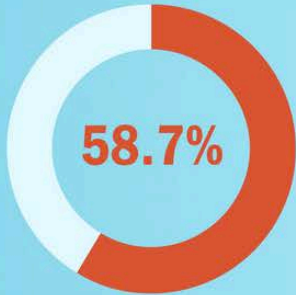
## Manifestations

- Microaggressions
- Harassment (both verbal and physical)
- Violence
- Exclusion
- Alienation from healthcare

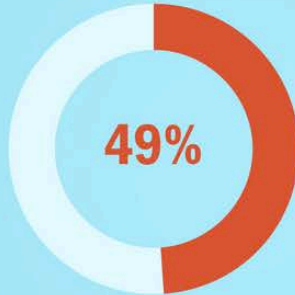




**80%** of trans students feel unsafe at school because of their gender expression



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



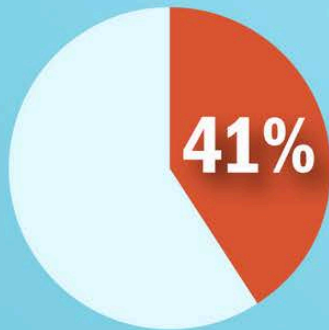
of trans people have been raped or assaulted by a romantic partner

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

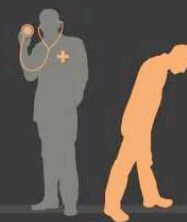
# TRANSGENDER WORKERS

## WORK AS HARD, DENIED HEALTHCARE & LEAVE

### → THE PROBLEM

**LACK OF UNDERSTANDING OF TRANSGENDER HEALTH NEEDS**

Employers and health insurance companies often discriminate and/or erroneously assume health care for transgender workers is not medically necessary



### → THE IMPACT

**TRANSGENDER WORKERS DENIED NEEDED HEALTHCARE AND LEAVE:**

**DENIED HEALTH COVERAGE AND CARE**



**DENIED NEEDED MEDICAL LEAVE**



### → THE SOLUTION

**EQUAL ACCESS TO HEALTHCARE AND LEAVE**

Pass or amend laws to end inappropriate healthcare and medical leave exclusions for transgender workers

**EMPLOYER POLICIES**

Employers can extend needed health insurance and leave to transgender workers



# Microaggressions

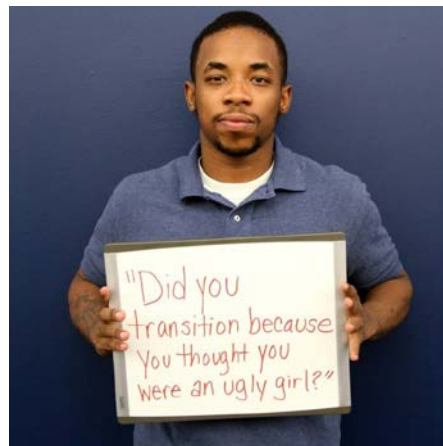
- An expression of bias and/or transphobia, often unconscious
- Intentional or unintentional, everyday verbal, nonverbal, and environmental slights, snubs, or insults which communicate hostile, derogatory, or negative messages

Do you have to take hormones?

Are you trans?

What is your real name?

# Trans-Specific Microaggressions



# Avoiding Microaggressions

## Do NOT:

- Ask a person to explain their gender identity
- Ask a person if they are transgender
- Ask about genitalia, hormones, or surgery
- Intentionally address trans people with incorrect pronouns or past names
- Pass judgment on the validity of a person's identity

# 'Survivor' Episode



Jeff

Zeke

# What Can We Learn?

## Outing

- Why is it wrong?
- What is the potential impact on Zeke?

## Cisnormativity

- Why haven't you told us you are cisgender?
- No obligation to reveal our gender history!

## The Power of Responding

- Why are spontaneous responses effective?
- How would it have been different if Zeke had to defend himself?

## Jeff's Response

- Aggressive, defensive, playing victim
- Eventually apologetic

# Supporting Students



- Get in touch with your college LGBTQ+ Resource Center
- Reach out to your college's student wellness center.
- Reach out to the Dean of Students.
- Contact o-STEM to check if there's a chapter at your school. If not, help start a chapter!

## Title IX

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.



# Supporting Colleagues



## Connect with NOGLSTP

- Advocates equal employment opportunity, professional networking, role modeling, science education, and scientific freedom/responsibility.
- Join and participate as an ally or LGBTQ+ member.

## Title VII

Prohibits employment discrimination based on race, color, religion, sex and national origin.

# Showing Support



- For those who are out, ask about their family, and include family in invitations to work/family events.
- Support family-friendly policies at university level.



## Participate in LGBTQ+ awareness events

- National LGBT History Month (October)
- Coming Out Day (Oct 11)
- Transgender Day of Remembrance (Nov 20)
- Pride Month (June)

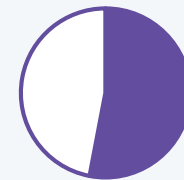
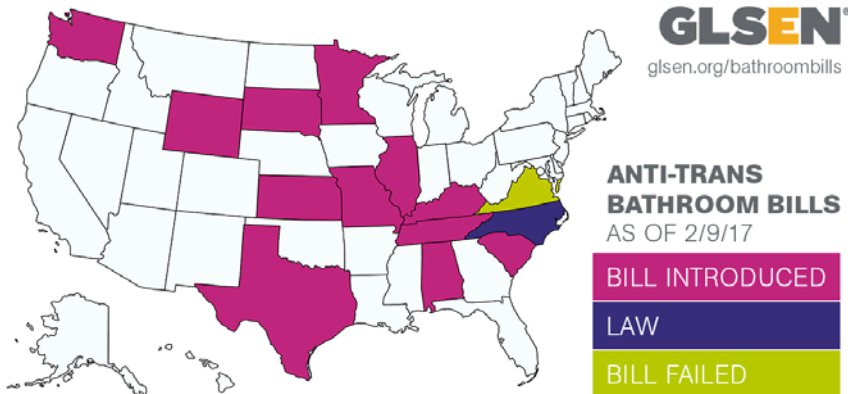
# Anti-trans Bathroom Bills

- Must use the bathroom of your birth sex
- Based on fear of assault in bathrooms

However,

# Zero

incidents in bathrooms by trans people.



# 70%

of trans people are denied, harassed, or assaulted when using the bathroom of their gender identity .

# Exemplar



## RESTROOM



### URINALS AND STALLS

SINGLE-OCCUPANCY RESTROOM  
ALSO LOCATED WITHIN



THE **COOPER** UNION

### RESTROOM



STALLS ONLY

SINGLE-OCCUPANCY RESTROOM  
ALSO LOCATED WITHIN

### RESTROOM



SINGLE-OCCUPANCY

# Inclusive Strategies

Strategies

Resources

# Inclusive Strategies



- Display a Safe Zone sticker on your office door/in your workplace.
- Include a Diversity/Safe Zone statement on your syllabus.
- Correct misgendering and similar mistakes, even if the trans person is not there.
- Ask for people's names and pronouns and use them.
- Use gender neutral pronouns in class /workplace/ emails.
- Educate yourself about trans issues through campus resources.
- Advocate for gender-inclusive, gender-neutral bathrooms on campus.

# Resources

B

## Online



### Walking While Trans

<https://mic.com>

### GENDER IDENTITY

SOCIETY, SCIENCE

<https://charlierose.com>

The Centre for  
Gender Psychology

[www.genderpsychology.org](http://www.genderpsychology.org)

## Books



The Lives of  
Transgender  
People (Research)



The  
Whipping  
Girl (Essays)



Trans-sister  
Radio  
(Literature)



Transgender  
Rights  
(Law/Policy)

## Films



No Dumb Questions  
Uncle Bill is becoming a woman...

[www.nodumbquestions.com](http://www.nodumbquestions.com)



Just Call Me Kade

<https://youtu.be/4pRt9pxmP0s>

# General Resources



**Parents, Families and Friends of  
Lesbians & Gays (PFLAG)**

[www.pflag.org/transgender](http://www.pflag.org/transgender)



**Trans Student Educational  
Resources (TSER)**

[www.glsen.org](http://www.glsen.org)



**Gay and Lesbian Alliance Against  
Defamation (GLAAD)**

[www.glaad.org/transgender/resources](http://www.glaad.org/transgender/resources)



# Continue to Learn, Grow, Share

## Attend More Workshops

### Concepts

- Sex, Gender, Orientation

### LGBTQ+ Experiences

- Coming Out
- STEM Climate

### Inclusive Strategies

- Classroom strategies
- Ally resources

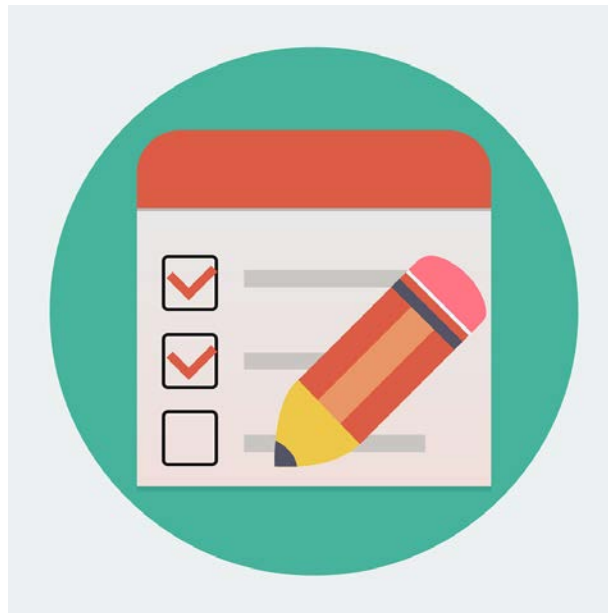
## Join Our Community



# Workshop Evaluation

Tell us how we did!

<https://www.surveymonkey.com/r/SafeZoneTransAllyship>





## CONTACT US

[diversity@asee.org](mailto:diversity@asee.org)

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