

# **Assisting Transgender Students In College Admissions And Matriculation**

**Matt Lane, he/him/his, Branson School, CA**

**Brad Ward, she/her/hers, Menlo-Atherton High School, CA**

**WACAC Share, Learn & Connect Conference, Dominican University**

**March 12, 2019**

# Some statistics...

- about 1.5 million people identify as transgender
- over 40% report attempting suicide (~50% of trans youth)
- 15% unemployment rate
- 30% have been homeless
- 29% living in poverty
- 25% avoided medical care because of a fear of discrimination
- 39% reported experiencing severe psychological distress in prior month alone
  - compared with just 5% of overall US population
- only 4% report being very happy in life
- **all statistics from National Center for Transgender Equality, 2015 survey**

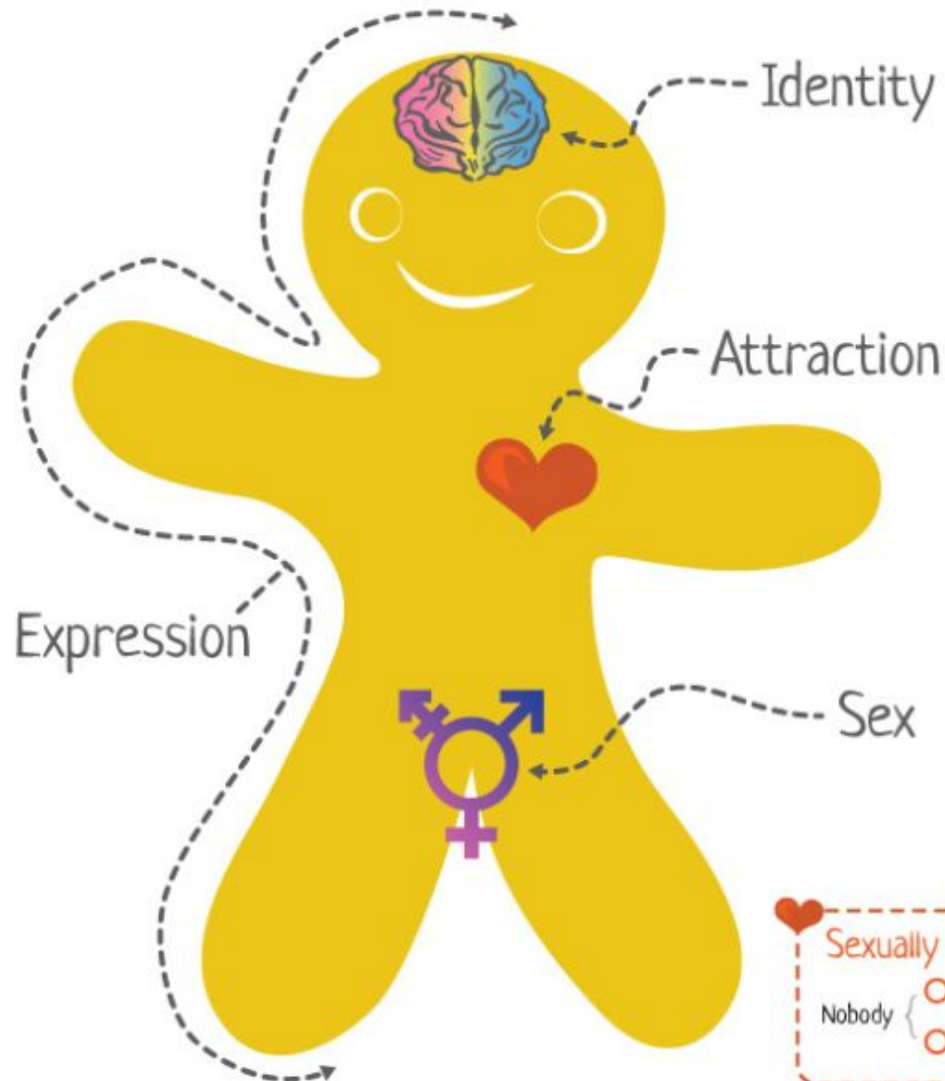
# The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.

Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos



**Gender Identity**

Indicates a lack of what's on the right.

Woman-ness

Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "gender-queer"

**Gender Expression**

Feminine

Masculine

The ways you present gender, through your actions, dress, and demeanor; and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

**Biological Sex**

Female-ness

Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

**Sexually Attracted to**

Nobody {

(Women/Females/Femininity)

(Men/Males/Masculinity)

**Romantically Attracted to**

Nobody {

(Women/Females/Femininity)

(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

# Terminology

**Transgender**

**Trans**

**Non-binary**

**Gender Non-conforming (GNC)**

**Genderqueer**

**Gender questioning**

**Agender**

**Cisgender (when your biological sex matches your gender expression)**

**Gender, vs. sex (intersex/biological), vs. sexual orientation**

# At the High School level

- **Include LGBTQIA+ in your PD/in-service training regarding diversity**
  - **Workshop pronoun usage**
  - **Identify adults on campus who can also be strong allies. Or, sadly, resisters**
  - **Role-play what to do when you slip up**
- **Invite LGBTQIA+ guest speakers for assemblies**
- **When applicable, appropriate, and feasible, use your student's *preferred name, pronouns, and/or gender identity* (in addition to legal name):**
  - **in person, in letters, and on transcript and other school documents**
- **Use gender-inclusive language**
  - **not “boys and girls,” but “students”**
  - **not “brothers and sisters” but “siblings”**
  - **not “hello, ladies and gentlemen,” but “hello, everyone”**
  - **check school songs, mottoes, etc**



**Be sure your campus NDC (non-discrimination clause)**

**includes gender identity; also think about including policy in handbook.**



## **Branson Non-Discrimination Policy**

Branson admits students of any race, color, religion, national or ethnic origin, sex, or disability to all the rights, privileges, programs, and activities of the school. It does not discriminate on the basis of race, color, creed, age, gender, gender identity, religion, ethnicity or national origin, sexual orientation, or physical disability in the administration of its educational policies, scholarship programs, or athletic or other school-administered programs. Branson complies with the Americans with Disabilities Act in providing services to students with disabilities.

# As a Counselor (1:1)

- Ask open ended questions and deeply listen
- Always thank students when they trust you with their identities/truth
- Make sure to clarify their level of outness - let them define the conditions of confidentiality
- Be an advocate for your LGBTQIA+ students
  - Be very careful not to out them, especially to their parents!
  - Remind them about the way college databases work/email addresses, etc.
- Be open to/accepting of changes in a student's pronoun usage, spoken identity, level of outness. For some, this is ever-evolving
- Ask the students what they need in terms of support, both currently at your school and on their future college campus

# Pronouns & titles: if you screw up (which you will...)

Hi Ms. Ward, Thank you so much for sending the CV example, it's helped so much. I'm also really sorry for messing up your pronouns, thank you so much. Sincerely

**Brad Ward**

1:49 PM (0 minutes ago)

to Kaylie ▾

Not to worry! Even my brother and friends do it! :-)

I appreciate your double-checking on pronouns/how to refer to me; even though this is perfectly commonplace for our students' generation, for adults it's still a relatively new thing. But yes, I just go by Brad, not Mr Ward or Ms Ward or Mx Ward. Thanks again!

Best,

Brad

---

Brad Ward

pronouns: she/her/hers

- apologize, correct yourself, have a sense of humor, be sincere, move on!
- the transgender person is probably totally used to it & knows you are trying!



**Support  
student  
Pride marches  
and other  
LGBTQIA+  
student activities  
on campus!**

**Drop by some  
LGBTQIA+ club  
meetings (but not  
affinity spaces)!**

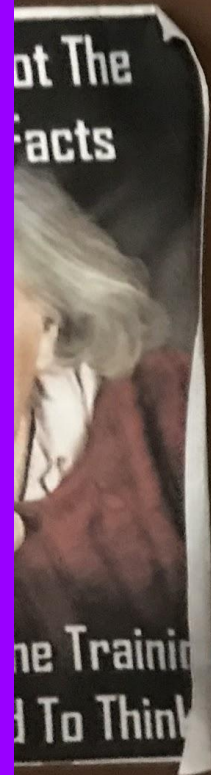


**Sample desk/  
workspace area:  
have lots of  
rainbow swag  
to be clear  
to your  
LGBTQIA+ students  
that you  
support them!**





**LGBTQIA+  
generic  
support flyer  
for schools  
from GLSEN  
(not a group  
based  
at the school,  
but  
much better  
than nothing!)**



This is a safe and inclusive space for lesbian, gay, bisexual and transgender students and their allies.

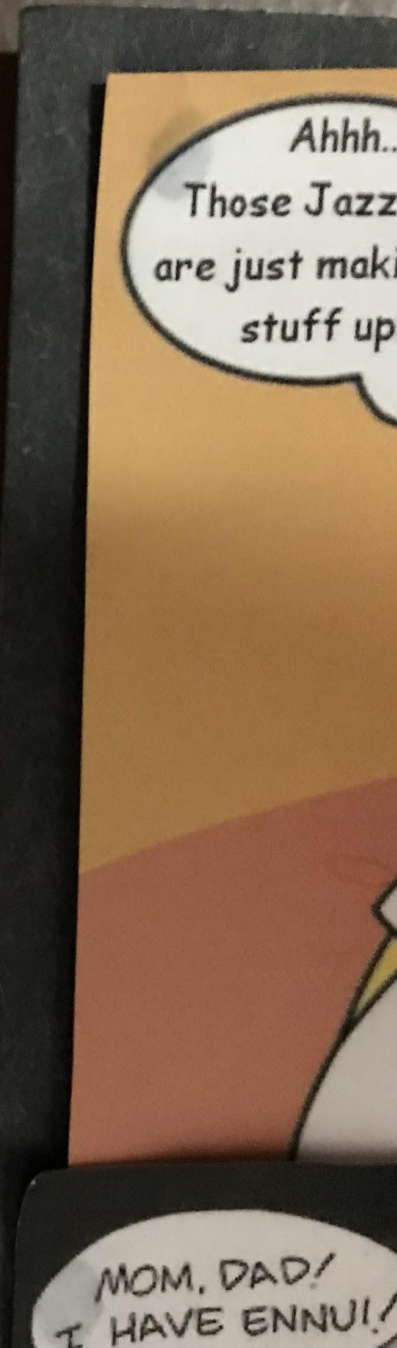
All students deserve a safe and welcoming school environment.

Yet, according to GLSEN's National School Climate Survey:

- 9 out of 10 LGBT youth are harassed at school because of their sexual orientation.
- Two-thirds of LGBT youth are harassed at school because of their gender expression.
- Nearly a third of LGBT youth miss at least one full day of school a month because they feel unsafe.

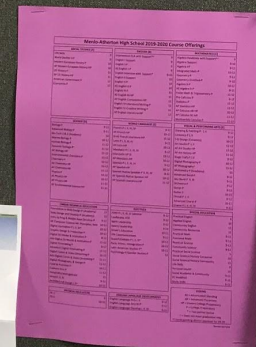
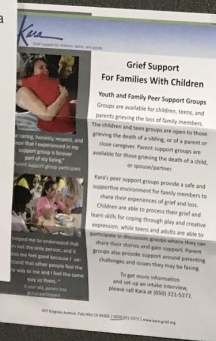
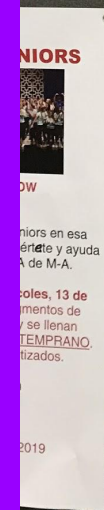
**MAKE YOUR SCHOOL A SAFE SPACE.**

For more information & free resources, visit [www.glsen.org](http://www.glsen.org). **GLSEN**





Posters promoting diversity,  
- including one bilingual -  
on bulletin board of a  
college and  
guidance counseling office  
at a high school





**Encourage  
administrative  
(power positions)  
buy-in:  
Principal/  
Head of School/  
Dean of Students, etc**

**Photo:  
on high school  
Vice Principal's door,  
highly prominent  
and visible,  
in main school lobby  
...directly next to  
the school's  
WASC accreditation!**





## Build faculty support:

- Ensure LGBTQIA+ authors and public figures are included in course materials
- Workshop and correct pronoun or “deadname” mistakes



(photo from Texas Tech University: Lubbock, Texas)



# Student questionnaires

**Include a question that asks for preferred name and pronouns**

\*1. First Name

\*2. Last Name

\*3. Student ID

4. Enter your cell phone number (for text announcements)

5. List any other high schools you attended Gr. 9-12 (besides M-A).

6. What gender pronouns do you use?

\*7. What language do you primarily speak and hear at home? What other languages do you speak?

**Include a catch-all question**

36. "I want to attend school with a diverse student body (different beliefs, races/ethnicities, backgrounds, religions, LGBTQIA+, etc.)."

Yes, this is very important to me.

This is not a critical priority to me.

I am not sure.

Other

37. "I want to be at a school with talented sports teams, and/or where people regularly attend or participate in sporting events."

Yes, definitely

# Naviance:

you can select  
**Non-Binary**  
for your students!

can be customized to include a  
student's preferred name (in  
the "Nickname" section)

**Edit Student Profile**

⚠ Manual edits made here may be overwritten by automated import updates.

**PERSONAL**

Name: (First, M, Last) \*

Nickname:

Grade/Class: \*  (year of graduation)

Original Grade/Class:

Home Room:

Gender:  Non-Binary

Counselor:

**Taylor Bear Class of 2019**

General | Plan | Scores | Assessments | Colleges | eDocs | Resume

**PERSONAL**

Nickname: Taylor=gender-neutral name :-)

Counselor: Brad Ward

Gender: Non-Binary

Ethnicity: N/A

# Email signature:

- Include your own gender pronouns, if you're comfortable with it
  - normalizes it for all students
  - helps trans students feel included

Recipients

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Subject

---

Best,

Brad

---

Brad Ward

pronouns: she/her/hers

College Counselor

Membership Chair and Executive Board, [WACAC](#)

Menlo-Atherton High School, 555 Middlefield Road, Atherton, CA 94027

650-322-5311

CEEB Code: 050170

# Preparing the Application

- **Demographics: Names, Pronouns, Gender Identity**
- **The Essay - Should I/Shouldn't I?**
- **Pay attention: What are colleges asking and how are they asking it?**
- **Style of the Admission Rep**

**Basically, if colleges are not making the student feel welcome in the application process, is it the right college?**

# THE COMMON APPLICATION

First/given name \*

Brad

Middle name

Last/family/surname \*

Ward

Suffix

Select

Preferred name (nickname)

Have you ever used any other names? \*

Yes

No

[Clear](#)

Sex \*

Male

Female

[Clear](#)

If you would like the opportunity, we invite you to share more about your gender identity below

# Standardized Testing

College Board:  
still a  
gender binary

The College Board Registratio x

Secure | <https://cbaccount.collegeboard.org/iamweb/smartRegister?apId=115&DURL=https%3A%2F%2Fnsat.collegeboard.org%2Fsatweb%2>

CollegeBoard SAT PSAT/NMSQT AP College Search College Planning More ▾

## Create Your Student Account

This one account is for everything, including **SAT**, **AP**, **PSAT/NMSQT**, **CLEP**, and **BigFuture** activities, so provide complete and accurate information.

**Tip:** If you're using a shared or public computer, disable the autofill setting on your browser. Always double-check your information to make sure it's complete and correct before you submit it.

\* = Required

### General Student Information

First (given) name: \*

Middle initial:

Last name (surname): \*

Sex: \*

Female  Male

Date of birth: \*



[Create a New Account](#)

## Your Information

Fields marked with an asterisk \* are required.

[Detailed Instructions](#)

BRAD WARD

May 4, 1968

ACT ID: — 57385097

**Parent Information:** This allows parents to help you stay on track by getting emails with important reminders, alerts and opportunities. *Parents do not receive your scores and they can't make changes to your account.*

Parent First Name Parent Last Name Parent Email Address Confirm Parent Email Address [How will the parent email be used?](#)\* Country \* Street Address \* City \* State or Territory \* ZIP Code \* Are you a legal resident of this state?  Yes  NoArea Code/Phone  /  (no hyphens)Phone Type:  Home  Cell  Other\* Year of high school graduation [or equivalent:](#)  (use 4 digits)\* What is your gender?  Female  Male

# Standardized Testing

# ACT: still a gender binary

# At the college/university level

- **be prepared to answer questions**
  - campus safety
  - athletic opportunities & locker rooms
- **assign an admissions officer** to be the point-person/go-to for LGBTQIA+ questions
- check **your college's general website** for LGBTQIA+ friendliness/availability of information
- have a printed (and visible!) document/brochure about your campus LGBTQIA+ resources
  - include in folders, just like you might promote arts, athletics, financial aid, religions, etc
- include your own gender pronouns in your email signature, if you're comfortable with it
- recruit LGBTQIA+ undergrads, to serve as **student hosts** for prospective students

college  
supplement:  
give your  
applicants  
the  
opportunity  
to include  
their  
gender  
identity!

Macalester  
College:  
St. Paul, MN

# Macalester Application Part 1 for First-Year Students

I am interested in applying as a:

- First-Year student  
 Transfer student

Enrollment Term

2018 Fall

\*Indicates a required field

## Biographical and Contact Information

Student E-mail Address\*

Given Name (First)\*

Middle Name

Family Name (Last, Surname)\*

Preferred First Name

Name Suffix

Sex Assigned At Birth\*

Optional: Gender Identity

# Supplemental Information, Common Application University of Pennsylvania: Philadelphia, Pennsylvania

**University of  
Pennsylvania**

## Application

(0 of 3 Completed)

- Questions
- Recommenders and FERPA
- Review and Submit - Common App

## Writing Supplement

(0 of 2 Completed)

- Questions

Would you like to provide information regarding preferred pronouns? (optional)

Select

Would you like to provide information regarding personal identification with the LGBTQ+ community? (optional)

Yes

Identify as LGBTQ+ (optional)

[Back](#)

**Continue**



Resources for ...

Guidance Counselors

Home School Students

LGBTQIA+ Students

Undocumented Students

FAQs

Make your  
LGBTQIA+  
resources easy  
to find  
on your  
Admissions  
website!

Chapman  
University:  
Orange, CA



# Housing:

- **single-sex**
- **coed by floor**
- **coed by room**
- **...or gender-neutral available!)**

 <https://www.pitzer.edu/student-life/room-draw/>

## Gender-Neutral Housing

Gender-neutral housing options are available campus wide. Gender-neutral housing provides a living environment where student housing is not restricted to traditional limitations imposed by gender and/or sex definitions. This option is ideal for students whose gender expression, gender identity and/or biological sex varies from the standard paradigm and for students who believe that their gender and/or biological sex should not be limiting factors in roommate decisions. No student will be restricted by traditional limitations of gender identity, gender expression, biological sex, or other identities pertaining thereto. All students will have the option to participate in, or opt out of, gender-neutral housing simply by indicating your preferences on the Roommate Preference Form described below.



# NDC/Non-Discrimination Clause

## College of Marin: Kentfield, CA



Human Resources

ADMISSIONS

ACADEMICS

STUDENTS

CAMPUS LIFE

FACULTY/STAFF

ADMINISTRATION

[Home](#)

[New Hires](#)

[Employee Benefits](#)

[Training/Employee Development](#)

[Management, Supervisors &  
Confidential Toolbox](#)

[Classified Professional Toolbox](#)

[Faculty Toolbox](#)

[Collective Bargaining Agreements](#)

[Classification / Compensation](#)

[Retirees](#)

### **Equal Employment Opportunity Policy Statement**

The Marin Community College District is committed to the principles of equal employment opportunity. The District will implement comprehensive programs as articulated in the Equal Employment Opportunity Plan to demonstrate the District's commitment to putting those principles into practice.

District policies ensure that all qualified applicants and employees have full and equal access to employment opportunities, are not subjected to discrimination in any District program or activity on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, ancestry, gender identity, sexual orientation, language, accent, citizenship status, transgender status, parental status, marital status, economic status, veteran status, medical condition, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

**Queer  
Resource  
Center**

**Rice University:  
Houston, Texas**





Office of Institutional Equity,  
including  
gender identity  
and  
gender expression

The University of Texas:  
Austin, Texas


THE UNIVERSITY OF TEXAS AT AUSTIN

## OFFICE OF INSTITUTIONAL EQUITY

The University of Texas at Austin is committed to creating and maintaining an environment free of discrimination, harassment, and retaliation. OIE helps to clarify and interpret university policies related to such practices. Consensual romantic relationships involving a faculty, staff, or student with a faculty or staff member of the university community are subject to other university policies and must be reported to OIE. It is against the university's policy to discriminate, harass, engage in sexual misconduct or retaliate on the basis of the following:


**Race • Color • Religion • Sex • National Origin • Age  
Disability • Citizenship Status • Veteran Status  
Genetic Information • Sexual Orientation  
Gender Identity • Gender Expression**




**For more information, contact us:**  
PHONE: (512) 471-1849  
FAX: (512) 471-8180  
EMAIL: [equity@utexas.edu](mailto:equity@utexas.edu)  
WEB: [www.utexas.edu/equity](http://www.utexas.edu/equity)  
 [www.facebook.com/UTAustinDIE](https://www.facebook.com/UTAustinDIE)

**CAMPUS ADDRESS**  
North Office Building A (NOA)  
(Corner of 27th and Wichita)  
Fourth Floor, Suite 4.302

**MAILING ADDRESS**  
The University of Texas at Austin  
Office of Institutional Equity  
101 East 27th St., Stop A9-400  
Austin, TX 78712-1541



The Office of Institutional Equity is a unit within the Division of Diversity and Community Engagement at The University of Texas at Austin.



THE UNIVERSITY OF TEXAS AT AUSTIN  
DIVISION OF DIVERSITY AND  
COMMUNITY ENGAGEMENT

**Multiple diversity  
support stickers**

**Trinity University:  
San Antonio,  
Texas**



**Know where  
your  
LGBTQIA+  
office is!**

**Student  
Center**

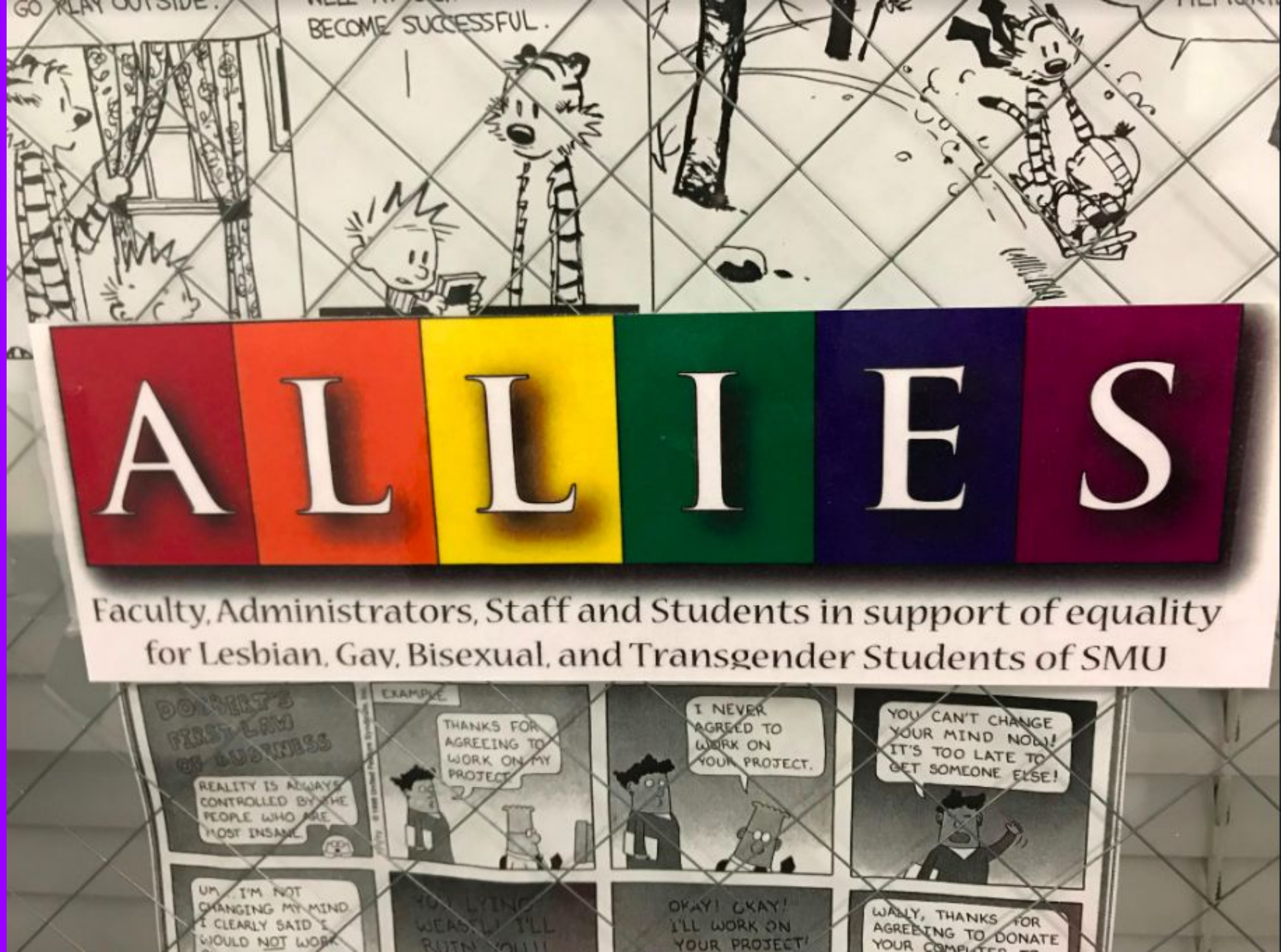
**SMU/  
Southern  
Methodist  
University:  
Dallas, TX**





**Campus tours:  
walk around  
random  
academic  
buildings,  
looking for  
indications of  
inclusion**

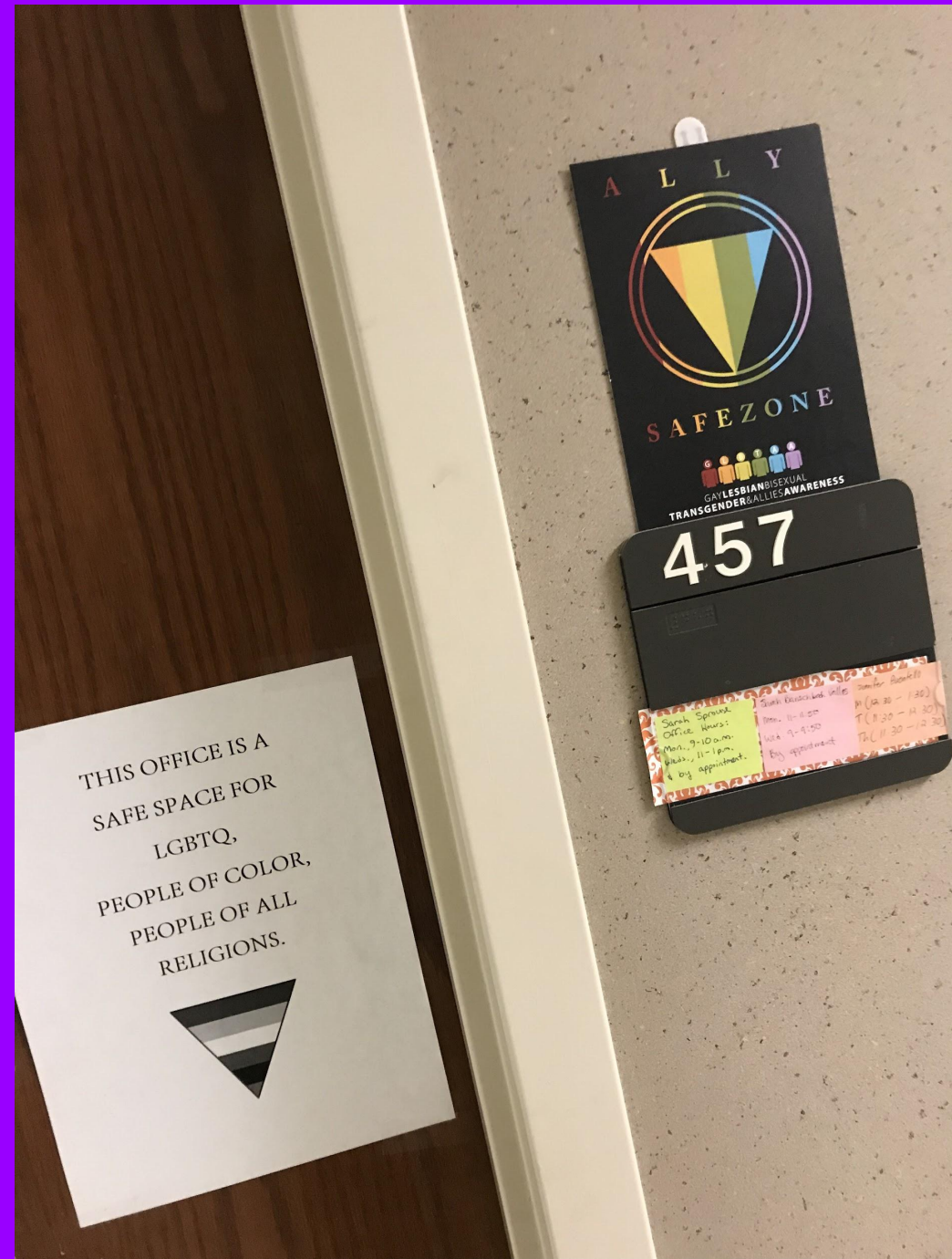
**SMU:  
Dallas, TX**





**Safe Space  
sticker  
on professor's door**

**Texas Tech University:  
Lubbock, Texas**



**All-gender  
bathroom,  
in  
meditation  
chapel!**

**Openness to  
using one  
matching  
gender ID?**

**Trinity  
University,  
San Antonio,  
Texas**



**Inclusivity march**

**TCU/  
Texas Christian  
University:  
Ft. Worth, Texas**

# *All Are Welcome Here March*



**Thursday, Feb. 2 at 12:00  
Founder's Statue**

*Come march with us as an act of unity!*

Contact: [amina.zarrugh@tcu.edu](mailto:amina.zarrugh@tcu.edu) or [h.hammad@tcu.edu](mailto:h.hammad@tcu.edu)



**Rainbow flags**

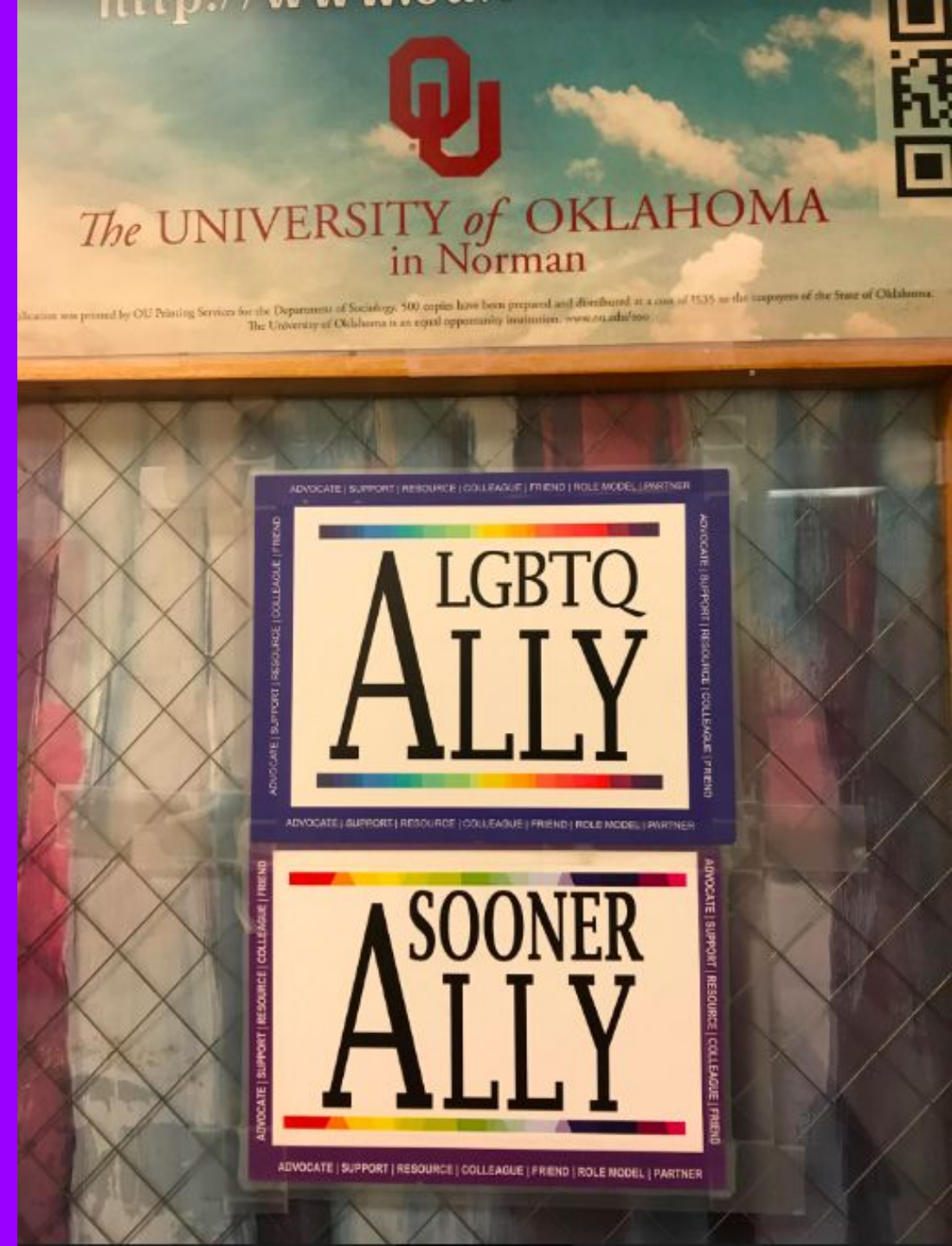
**Notre Dame  
University:  
South Bend,  
Indiana**





**Professor's door**

**The University of Oklahoma,  
Norman, Oklahoma**





# Student Activities Flyers

# Oklahoma State University: Stillwater, Oklahoma





Awards & Recognition For Inclusivity and Diversity

Student Center

Oklahoma State University: Stillwater, Oklahoma



**Oklahoma State University Diversity Statement**

Oklahoma State University is a land-grant institution committed to excellence in diversity and inclusion. We strive to maintain a welcoming and inclusive environment that appreciates and values all members of the University community. We define diversity as engagement in meaningful actions, behaviors, and conversations that reflect a commitment to recognizing, understanding, and respecting the differences among students, faculty, staff, and visitors throughout the OSU system. We do not condone acts, behavior, language, or symbols that represent or reflect intolerance or discrimination. OSU is dedicated to cultivating and enriching the competitive advantages that diversity and inclusion provides all members of the University community. We identify diversity as a quality of life issue, as well as an important economic driver for the prosperity and well-being of the state, nation, and world.



Know what's  
in the news  
about your  
campus

LGBTQIA+  
support rally

Liberty  
University:  
Lynchburg,  
VA



Liberty University students protest against recent comments made by President Jerry Falwell Jr. and his wife Becki Falwell on Wednesday, March 6, 2019 at the Montview Student Union in Lynchburg, Va.

# Resources

- [CampusPride.org](https://www.CampusPride.org)
- [GenderSpectrum.org](https://www.GenderSpectrum.org)
- [GLAAD.org](https://www.GLAAD.org)
- [GLSEN.org](https://www.GLSEN.org)
- [HRC.org](https://www.HRC.org) (Human Rights Campaign)
- [LALGBTCenter.org](https://www.LALGBTCenter.org)
- [LambdaLegal.org](https://www.LambdaLegal.org)
- [PFLAG.org](https://www.PFLAG.org)
- [PointFoundation.org](https://www.PointFoundation.org)
- [SFPride.org](https://www.SFPride.org)
- [TheTaskForce.org](https://www.TheTaskForce.org) (National LGBTQ Task Force)
- [TheTrevorProject.org](https://www.TheTrevorProject.org)
- [TransEquality.org](https://www.TransEquality.org) (National Center for Transgender Equality)
- [TransLifeline.org](https://www.TransLifeline.org)
- [TransgenderLawCenter.org](https://www.TransgenderLawCenter.org)
- [WilliamsInstitute.Law.UCLA.edu](https://www.WilliamsInstitute.Law.UCLA.edu)

**Please help  
when and where you can!  
Advocacy, assistance, and  
partnerships are critical!  
Thank you!**

# Q & A

**Matt Lane: [matt\\_lane@branson.org](mailto:matt_lane@branson.org)**

**Brad Ward: [bward@seq.org](mailto:bward@seq.org)**