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COPENHAGEN
BUSINESS SCHOOL
HANDELSHØJSKOLEN

Supporting

Transgender Students

in Higher Education

Dr. Christopher J. Jorgenson (he/him)



UNIVERSITY OF
MICHIGAN



Stanford University



MICHIGAN STATE
UNIVERSITY

University of
California, Irvine



CentraleSupélec

THE UNIVERSITY OF
CHICAGO



UNIVERSITY of VIRGINIA



University at Buffalo



We acknowledge that UW-Eau Claire occupies the sacred and ancestral lands of Indigenous Peoples. We honor the land of the Ojibwe and Dakota Nations.



Access Statement

Please take a moment to assess your own access needs for today's conversation. What does your body or your mind need today? This could include laying down, pacing, stimming, standing, sitting, eating, drinking, really anything. If you're joining virtually, there is no need to have your camera on and we want to be sure you have permission to get your body and mind what they need.



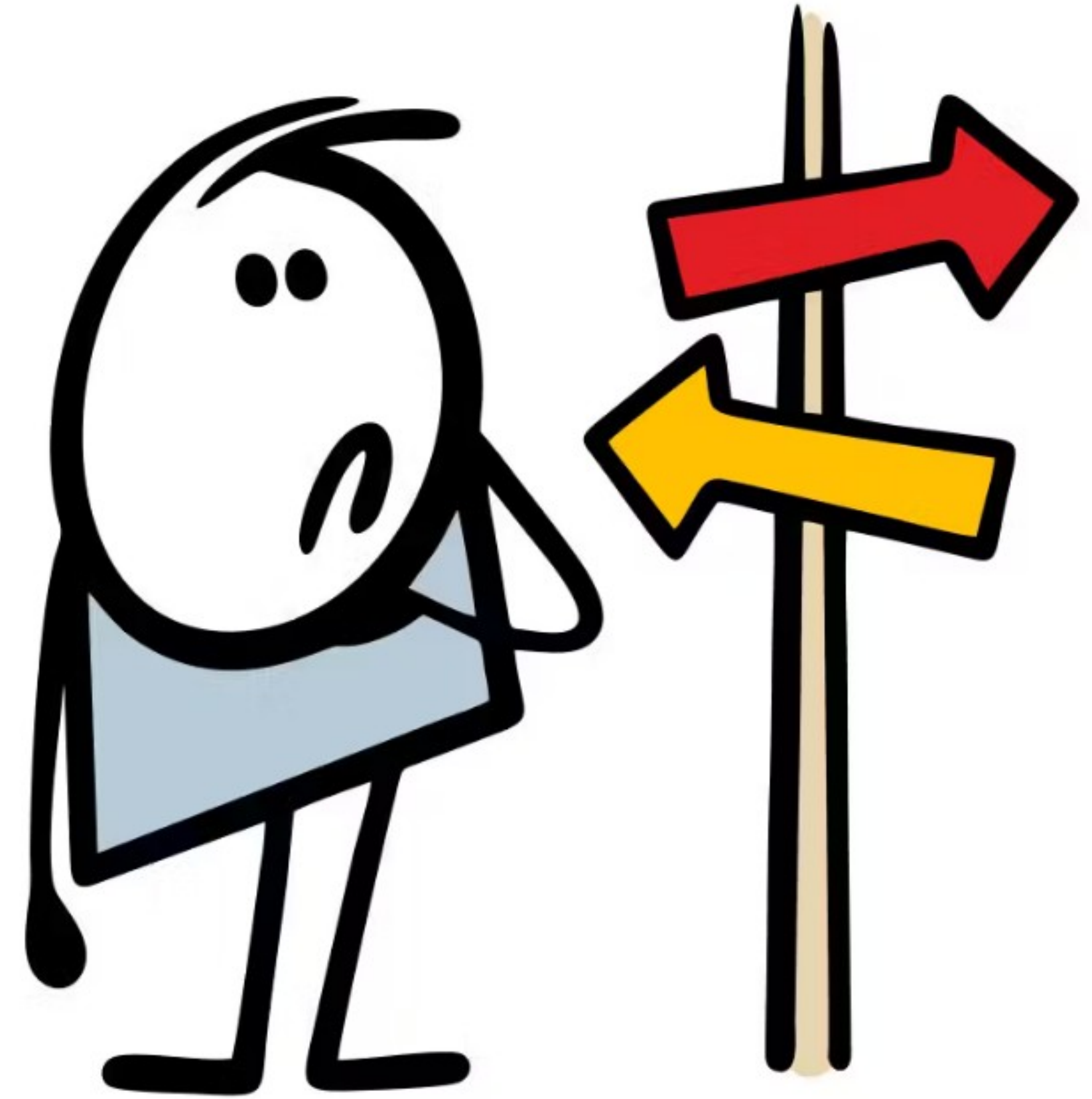
Instructions



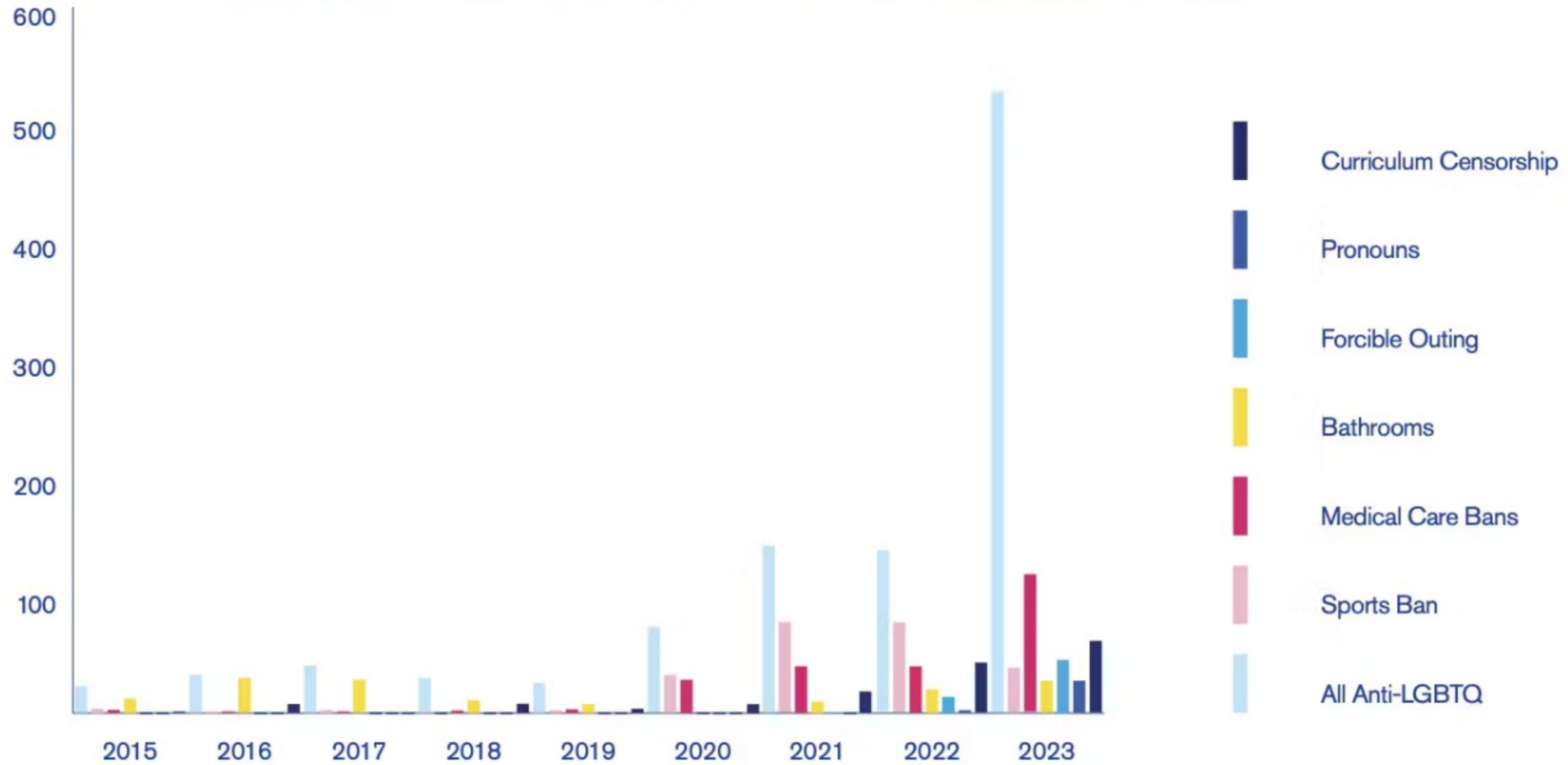
Before we begin...



A Crossroads



Snapshot of Anti-LGBTQ+ Bills Introduced by Year



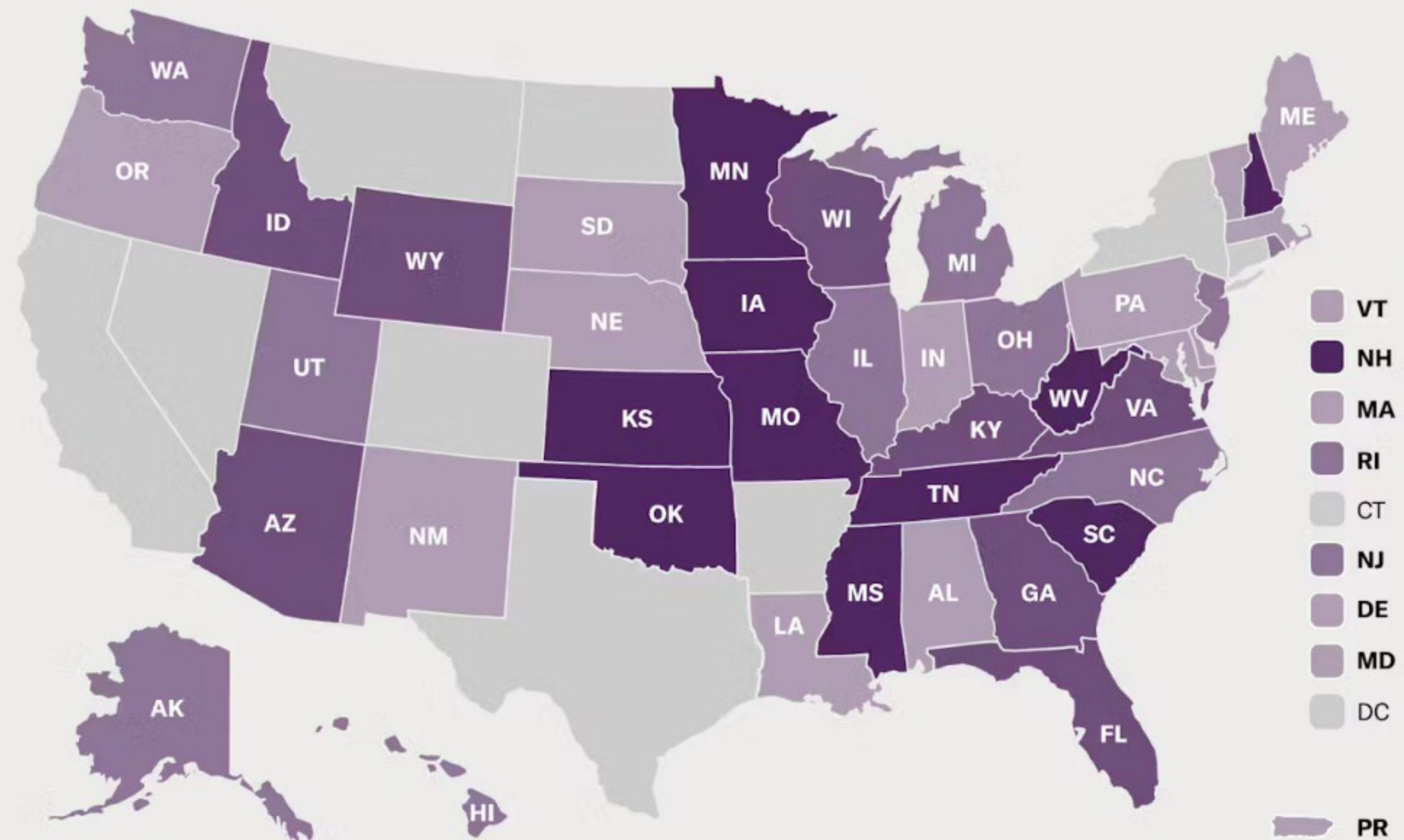
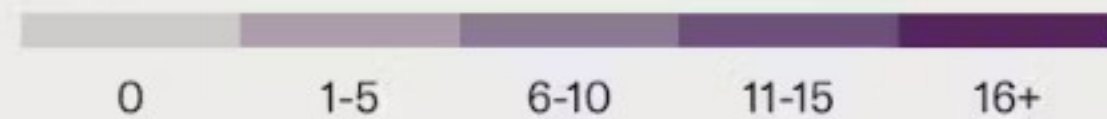
▼ 2024 LEGISLATIVE SESSION

The ACLU is tracking **527** anti-LGBTQ bills in the U.S.

Choose a state on the map to show the different bills targeting LGBTQ rights and take action. While not all of these bills will become law, they all cause harm for LGBTQ people.

Last updated on June 28, 2024 ⓘ

Bills per state



Legislation Tracker

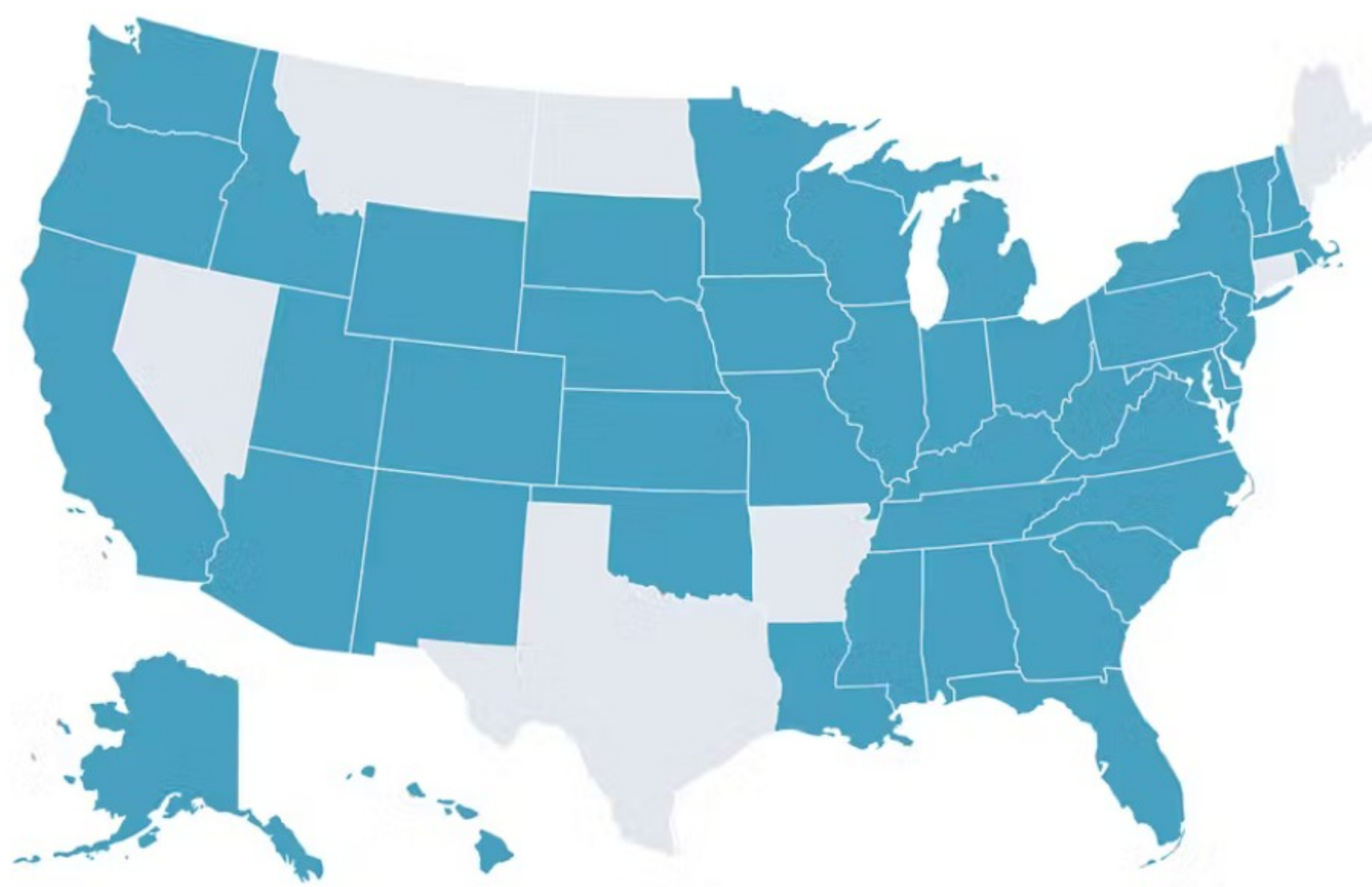


2024 anti-trans bills tracker

In 2024, anti-trans bills continue to be introduced across the country. We track legislation that seeks to block trans people from receiving basic healthcare, education, legal recognition, and the right to publicly exist.

621 bills^① 43 states

47 passed 112 active 462 failed



[Anti-Trans Legislation](#)

Click on a state to see bills



A



Is there any specific information/guidance you are looking for during this presentation? If so, share!



Who are your transgender students?

I can approximate (with reasonable accuracy) the number of transgender students enrolled at my institution.

I can report, with confidence, the retention and persistence rates of transgender students at my institution.

My campus has a fully staffed and funded office/center whose sole institutional goal is the support of queer students.

Institutional Research knows how many trans students attend my college/university and includes them in all appropriate data sets (e.g., Factbook).

1.0

Not even close.

Absolutely!



Strategic Enrollment Management (SEM) & LGBTQ+ Students

- **Past:** Nonexistent & Invisible
- **Present:** Largely Nonexistent & Mostly Invisible
- **Future:** Identified and Visible
- You **CANNOT** strategically manage the enrollment of, nor can you adequately support, invisible students!
- Queer students represent an SEM afterthought; we should be considered an untapped, lucrative demographic for IHE in the United States



ACTION STEPS

What can you do to make your institution safer and more inclusive for transgender students?



ACCESS & EQUITY



Slide with bullets

- Preferred Name Policy (i.e., "name in use")
- Digital v. Physical Student IDs
 - Voter compliance is nuanced



Self-Identification

- Provide an opportunity for enrolled students to self-identify their gender identity and sexual orientation
 - Quantitative data is key
 - Do not keep a historical record of self-identification
 - Work with students to choose identity verbiage/options
 - Be prepared to share the **WHY** and **HOW**

←

🕒

♥

🔒

🔍 Search in All Category

🏠

☰

👤

Gender Identity/Sexual Orientn

👤 Personal Details

📞 Contact Details

✉ Addresses

📞 Emergency Contacts

👥 Ethnicity

👤 Gender + Sexuality

🔔 Emergency Notification Opt Out

📁 Change My PIN

👤 Share My Information

Who will be able to access this data?

An individual's data is protected by FERPA (Family Educational Rights and Privacy Act). This information is restricted within university systems, and data is only available to an extremely limited number of staff. All others seeking aggregate data must submit a request for this information, including a specific need, to be either approved or denied by the gatekeeping office (Gender & Sexuality Resource Center and LGBTQA Advisory Board).

Students should note, however, that parents and guardians may access this information if they have the student's log-in credentials to review said student's UW-System application (will show application gender identity) or if they have a student's CampS login (which will show current responses and allow update to this page). Note: The 'Share My Information' you may offer to parents/delegates will NOT show this data.

How will this data be used?

By collecting aggregate data on our applicants' gender identity and sexual orientation, UW-Eau Claire will be able to analyze the success of university efforts related to the recruitment, enrollment, retention, and academic success of LGBTQPA (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Pansexual, Asexual) students. This, in turn, will help us better understand the needs of this population and to provide the data needed to inform the creation or expansion of beneficial resources and services. In addition, the Gender & Sexuality Resource Center will be able to engage in outreach and advocacy with more focus and intentionality.

*Gender Identity

*No Response

▼

*Sexual Orientation

*No Response

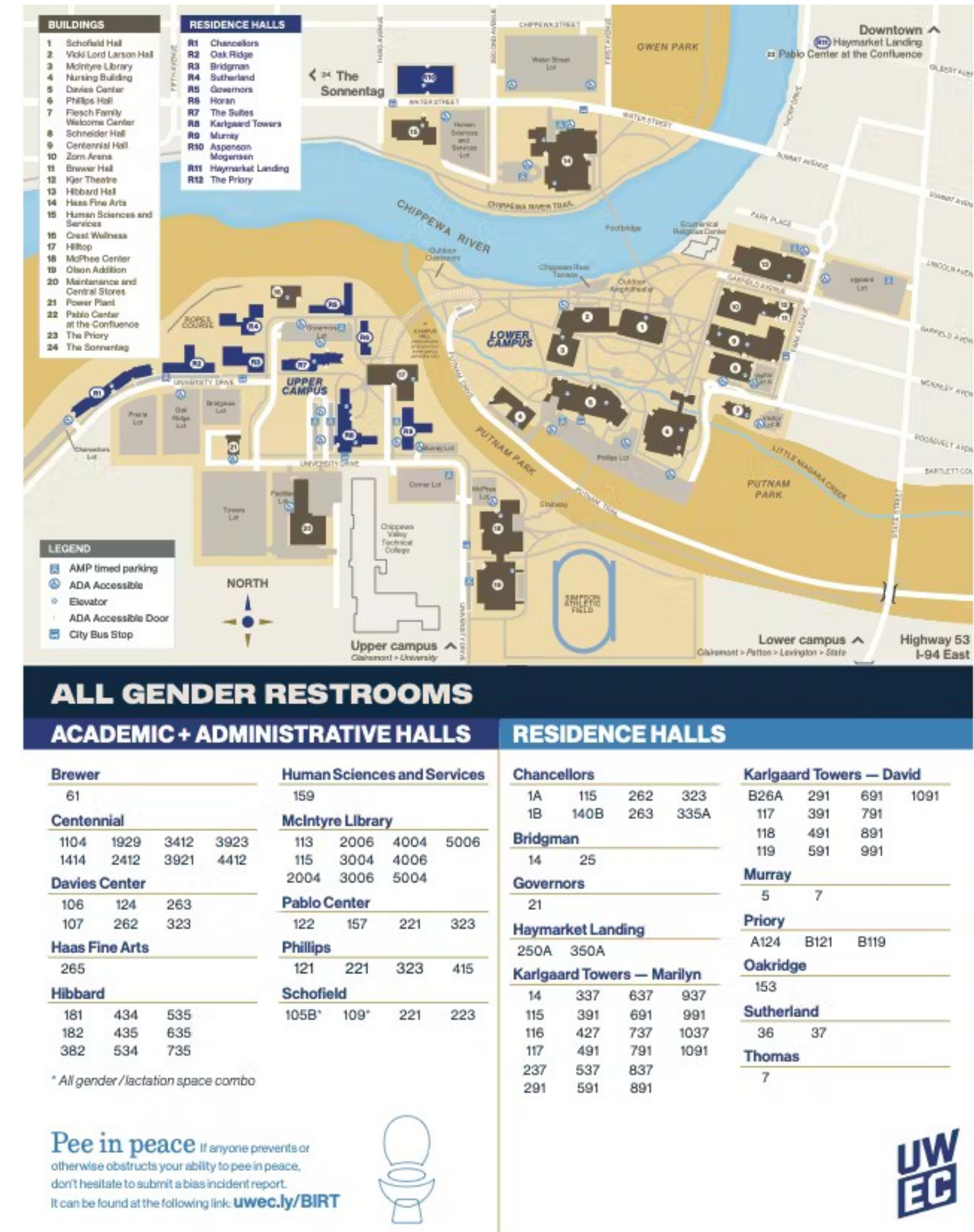
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Save

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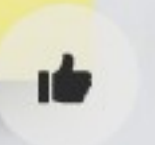
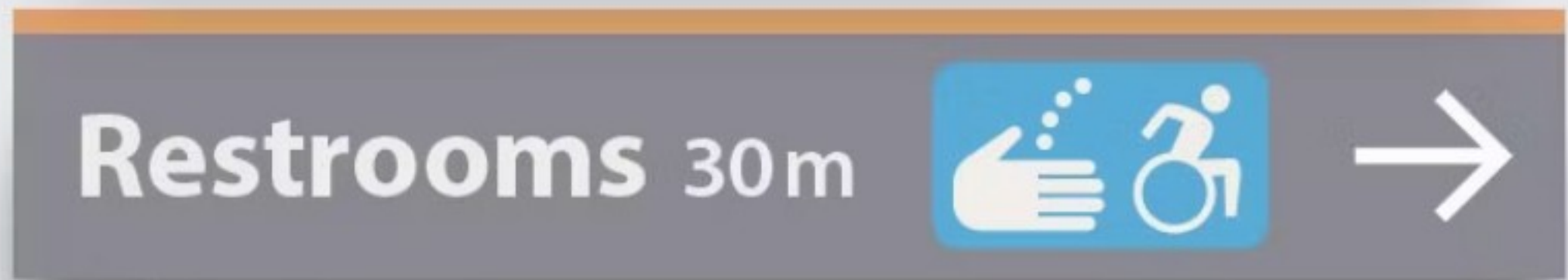
♥

All Gender Restrooms



Pee in peace If anyone prevents or otherwise obstructs your ability to pee in peace, don't hesitate to submit a bias incident report. It can be found at the following link: uwec.ly/BIRT







GENDER-AFFIRMING HEALTHCARE

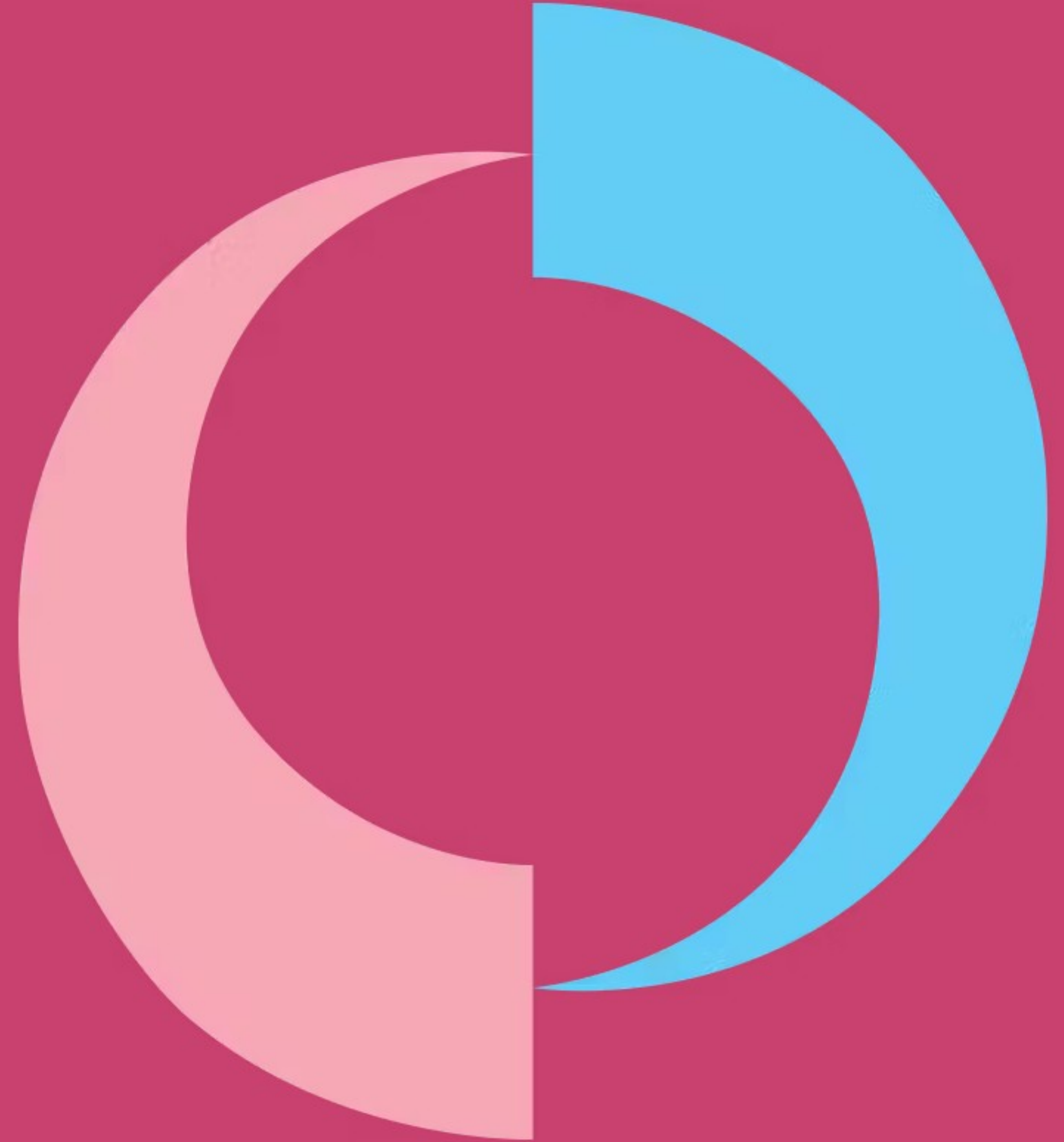


The Basics

- Campus healthcare may be the only healthcare available to LGBTQIA+ students.
- Hormone Therapy: Do you offer initiation and continuation?
- Queer-inclusive sexual health
 - Internal and external condoms
 - Information about and access to PrEP and PEP?
- Access to and information about binders
- Free menstruation products
 - "period poverty" (period.org)
- Informational guides about Standards of Care (SOC) and Informed Consent (IC) models of care
 - [FORGE Wisconsin](#)



Community & Connection



Campus Queer Living Communities

My campus has a well-developed and supported queer living learning community (LLC), or a Living Community (LC).

My campus has a living/learning community (L/LC) specifically for trans and gender diverse (TGD) students.



imagery • function • flexibility



7TH FLOOR

Welcome Home



WELCOME
HOME

STAIR B
739A

PUSH FOR HELP

FIRE

EXIT

Masks
Required
Indoors

Welcome Home

Created by Sierra Lomo

Sierra Lomo is a UW-Eau Claire alum. They graduated in 2018 with a BFA in Illustration and are a proud and active member of the queer community. Sierra was involved in numerous queer programs and activities during their time on campus, and when commissioned to design the welcome wall for the inaugural Rainbow Floor, Sierra had this to say: "Home is not only a place, but it is also community and a sense of belonging. Eau Claire is both of those for me."





Artwork: Marcos Chin (New York Times)



ELEVATORS

Welcome

FLOOR SEVEN!

RAINBOW

FLOOR

Words We

Inter-ctionality
EQUITY

DIVERSITY

Pokemon

I'm Proud of you!

Gay Pink Bazel

Be GAY Be KIND

Have a good summer!

I put the awkward Land in the bio

Halloween

HA/PI

I wanna be a cow

Go forth and

KICK BUTT!

Life is gay

rich

I wanna be a fan

cowgirl baby, thanks

Be gay

This is the way

It's MORPHIN' TIME

Be gay

do crime

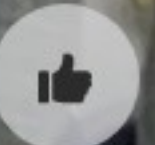
if gay means happy then I'm straight

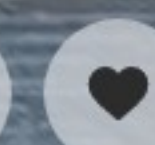
Queer eye

CAY FROG

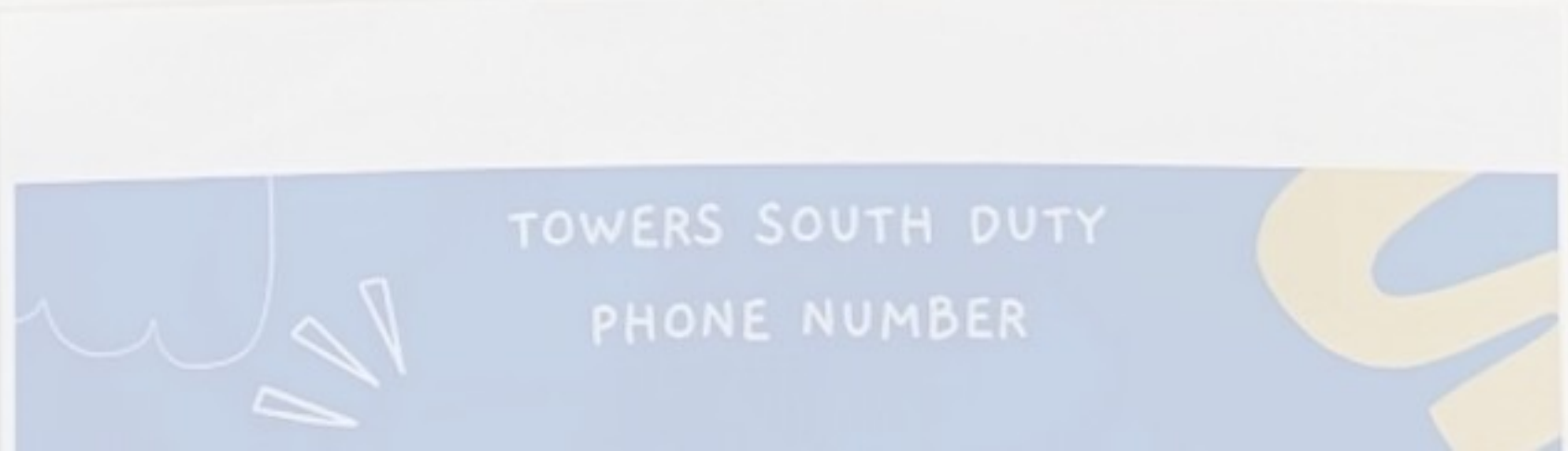


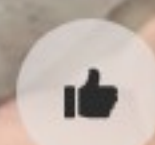
welcome home beautiful folk











The Nitty Gritty

- Cost
- Early Move-In & Community Support
- Roommate Assignments
- Doubles v. Singles
- Flex rooms (e.g., students w/ unsupportive parents)
- Identity Specificity (TGNC & LGBTQIA+)
- LGBTQIA+ RAs
- Queer Peer Counselor
- Safety & Security (Cameras)
- Developing Community Standards



PRONOUNS

- add pronouns to email signatures
- add pronouns to name tags/badges
- modify your client, patient, and customer information forms to include a small section for identification of pronouns
- provide opportunities for people to share their pronouns (it should NEVER be compulsory)
- when you make a mistake, correct yourself and move on (avoid making a scene)
- add pronouns to website and program bios
- remove binary pronouns (e.g., he/she) from websites, forms, contract language (unless necessary), and speech introductions
- CIS PEOPLE: It's so important to drive the pronoun conversation, so TGNC people don't have to!
- Practice! Practice! Practice!



MYPRONOUNS.ORG

YOUR ONE-STOP PRONOUN SHOP!



- Policies provide an avenue for supervisors to fall back on company expectations when addressing problematic issues
- Policies allow for clear documentation of violations and behavior that compromises a culture of inclusion
- Policies have teeth & research shows that changing/mandating behaviors leads to changes in attitude
- Lasting structural change requires policies to back it up; it's more difficult to change a policy



Forms & Documents

- Audit all documents for unnecessary binary language (e.g., he/she). Change to "they" or remove, if possible.
- Is the name and/or gender change process delineated clearly and easily?
 - Do you offer financial support for legal name changes?
- Are forms inclusive? What are the options for assigned sex and/or gender identity? Are pronouns included?
- Do photo ID badges include legal name AND preferred name?



Passive Messaging

- What are the images iacross your campus communicating?
- Are posters/advertisements/imagery inclusive and intersectional?
- Cisheterosexist depictions of families (they come in all shapes, sizes, colors, and identities, after all!)



INTERROGATE MISINFORMATION

- Culture is often supported or challenged from the top down
- Curate an inclusive campus; guard it jealously
- Do not trivialize acts of bias, no matter how seemingly insignificant; they can escalate quickly
- If you don't say something, it is received as tacit approval
- Don't expect perfection; expect a willingness to learn and change approach



Session Evaluation

Follow the QR code!

