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Students' Pronouns and Preferred Names: Class Rosters That Promote Belonging and Inclusion

Institute for Teaching & Learning, CSU Chancellor's Office | November 21, 2019 Webcast

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Why Gender Inclusion Matters

- Policy imperative
  - CSU EO 1095/1096/1097 prohibits discrimination on the basis of gender identity
- Educational imperative
  - Chancellor White's Commitment to Inclusive Excellence (January 2018)*
  - Students are more active, engaged learners when they feel embraced and included

* https://www2.calstate.edu/impact-of-the-csu/diversity/inclusive-excellence

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US Department of Education Dear Colleague Letter (May 13, 2016)

- Reiterates civil rights protections for transgender students
- Campus must not treat a transgender student differently from the way it treats other students of the same gender identity
- No medical diagnosis or treatment requirement that students must meet as a prerequisite to being treated consistent with their gender identity

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Dear Colleague Letter (May 13, 2016) - continued

- Requiring students to produce identification documents that reflect their gender identity in order to treat them consistent with their gender identity may violate Title IX when doing so has the effect of limiting or denying students equal educational access
- Must provide transgender students equal access to educational programs/activities even in circumstances in which other students, parents, or community members raise objections or concerns

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Definitions – Gender as A Construct

- Gender Identity: a person's internal sense of being male, female, some combination of male and female, or neither male nor female
- Cisgender: of, relating to, or being a person whose gender identity corresponds with the sex the person had or was identified as having at birth
- Transgender: of, relating to, or being a person whose gender identity differs from the sex the person had or was identified as having at birth

Source: https://www.merriam-webster.com/

Definitions (continued)

- Gender Transition: “Transitioning is the process of changing the way you look and how people see and treat you so that you become the gender you feel on the inside. Transitioning can means lots of different things. It can involve medical treatment and hormones. It can involve changing your name and preferred pronouns. It can involve changing your appearance and dress. It can involve coming out to your friends and family. It can be a long and ongoing process. Or it can be something that happens over a short period of time.”

Source: https://www.plannedparenthood.org/learn/sexual-orientation-gender/trans-and-gender-nonconforming-identities/what-do-i-need-know-about-transitioning

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Making Your Classroom Gender Inclusive

- Give students the chance to share their pronouns and preferred names in ways that respect personal boundaries
  - Have students complete a “get to know you” info sheet
  - Introduce yourself with your pronouns
  - Have students make name tags/tents that include their pronouns
- Infuse trans issues and content by trans people in your course whenever relevant

Adapted from: LSA Inclusive Teaching Initiative, University of Michigan (http://sites.lsa.umich.edu/inclusive-teaching/)

Making Your Classroom Gender Inclusive

- Make your syllabus trans-inclusive
  - Consider including specific ground rules about respecting each others' pronouns and other gendered language
  - Include info that will be helpful for transgender students in the resources section of your syllabus, such as:
    - The location of the nearest gender-inclusive restrooms and a link to the gender inclusive restroom map
    - Instructions on how to change pronouns and preferred names online
    - Links and contact info for campus resources

Source: LSA Inclusive Teaching Initiative, University of Michigan (http://sites.lsa.umich.edu/inclusive-teaching/)

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Gender Pronouns

See https://genderneutralpronoun.wordpress.com/tag/ze-and-zir/ for gender neutral pronouns

How Do I Know Which Pronouns to Use?

- “What pronouns do you use?”
- “How would you like me to refer to you?”
- “How would you like to be addressed?”
- “My name is Luoluo and my pronouns are she and her. What about you?”

Source: University of Wisconsin-Madison, LGBT Campus Center

What Happens When A Mistake Occurs?

- If you make a mistake, most people appreciate a quick apology and correction at the time of the mistake. Try: “I’m sorry I used the wrong pronoun earlier. I’ll be more careful next time.”
- If someone uses the wrong pronoun for another person try a brief correction: “I think Sam uses she and her pronouns. And yes, I’m going to her house later too!”

Source: University of Wisconsin-Madison, LGBT Campus Center

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Pronouns & Preferred Names in PeopleSoft

Preferred Names

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Preferred Names

- Campus request for ability to request a preferred name change
- Chancellor’s Office (CO) convened a work group of campus representatives and vetted the design from Student Affairs teams, campus Pride Center Coordinators, and the California State Student Association (CSSA)
- Updates to the student system include:
  - Configuration to choose/not the administrative approval capability
  - Configuration to choose the segments of name student can update

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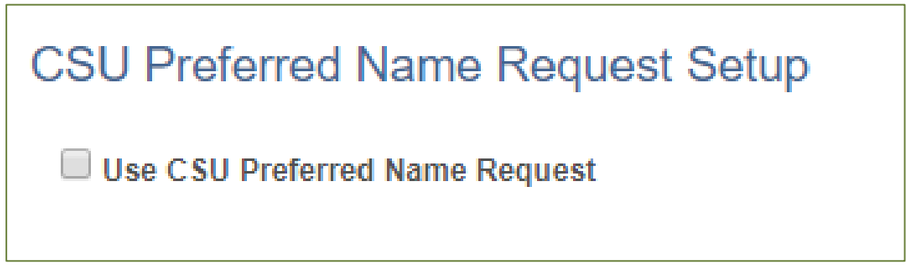
Preferred Names

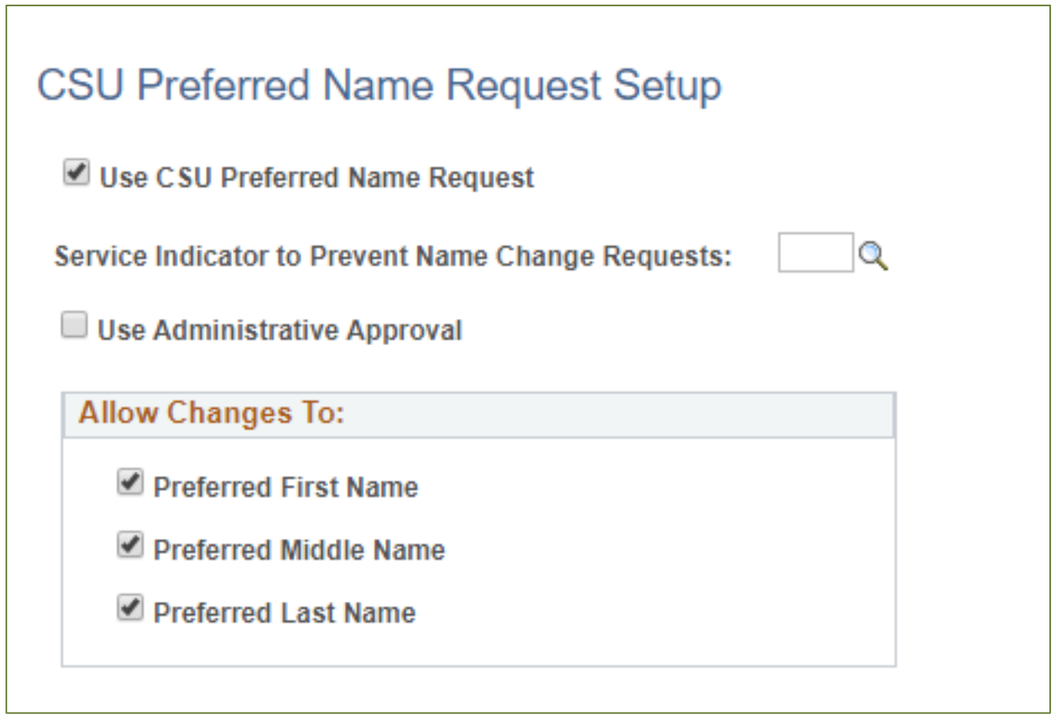
- Updates to the student system include: *(continued)*
  - Configuration to choose/not the CMS modification
    - Creates CSU Names tab in student self-service
  - Ability to make the CSU Names tab in student self-service inaccessible to specific students
    - As deemed by campus administration (e.g. student conduct violations, police or legal investigation)
- Delivered by CMS Central to campuses with functionality turned off (August 2017)

Preferred Name

Configuration

- Turned off = CSU Preferred Name Request unchecked





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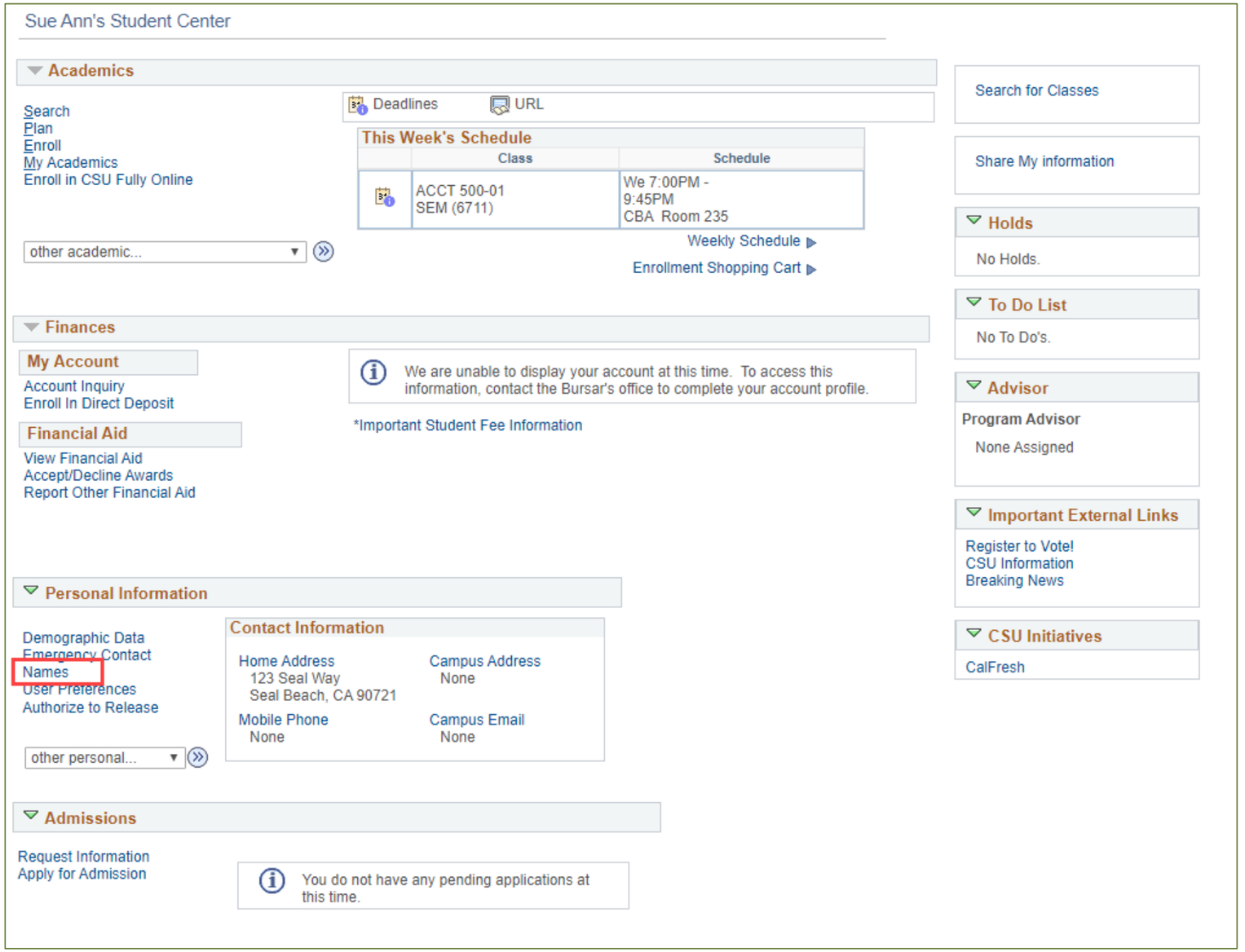
Preferred Names

Student Center



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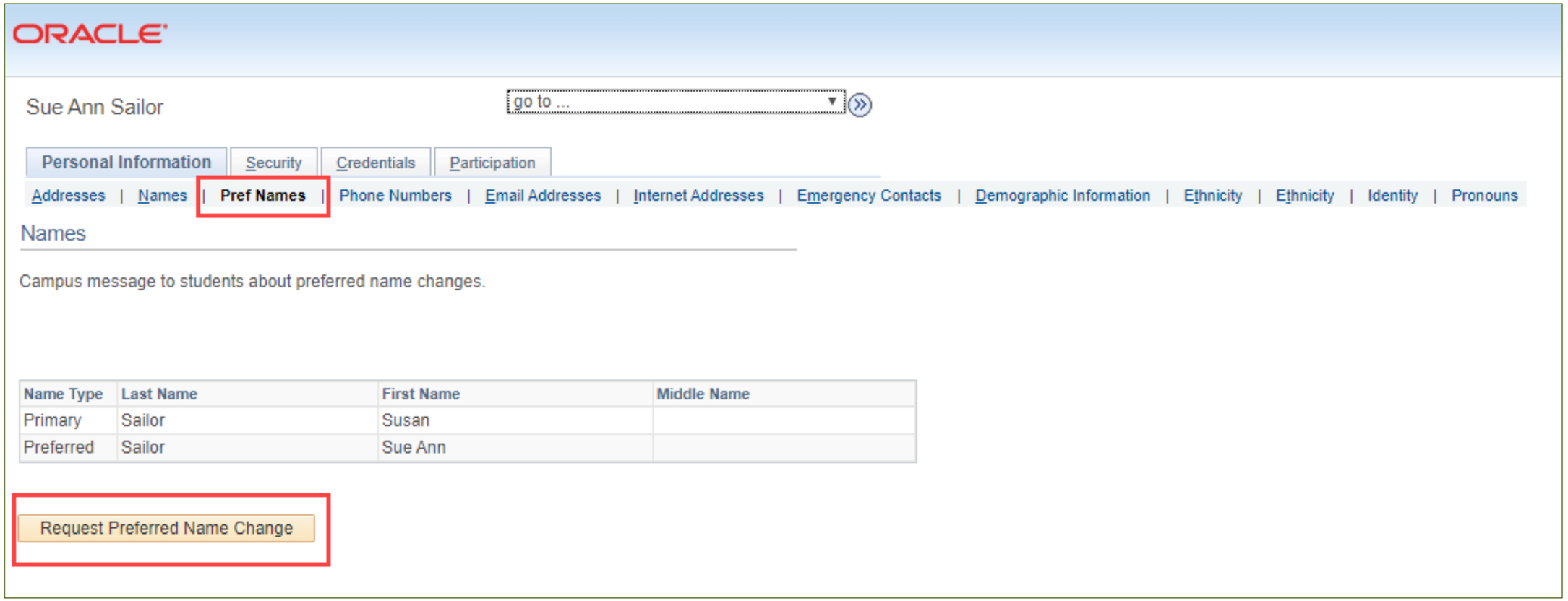
Student Center



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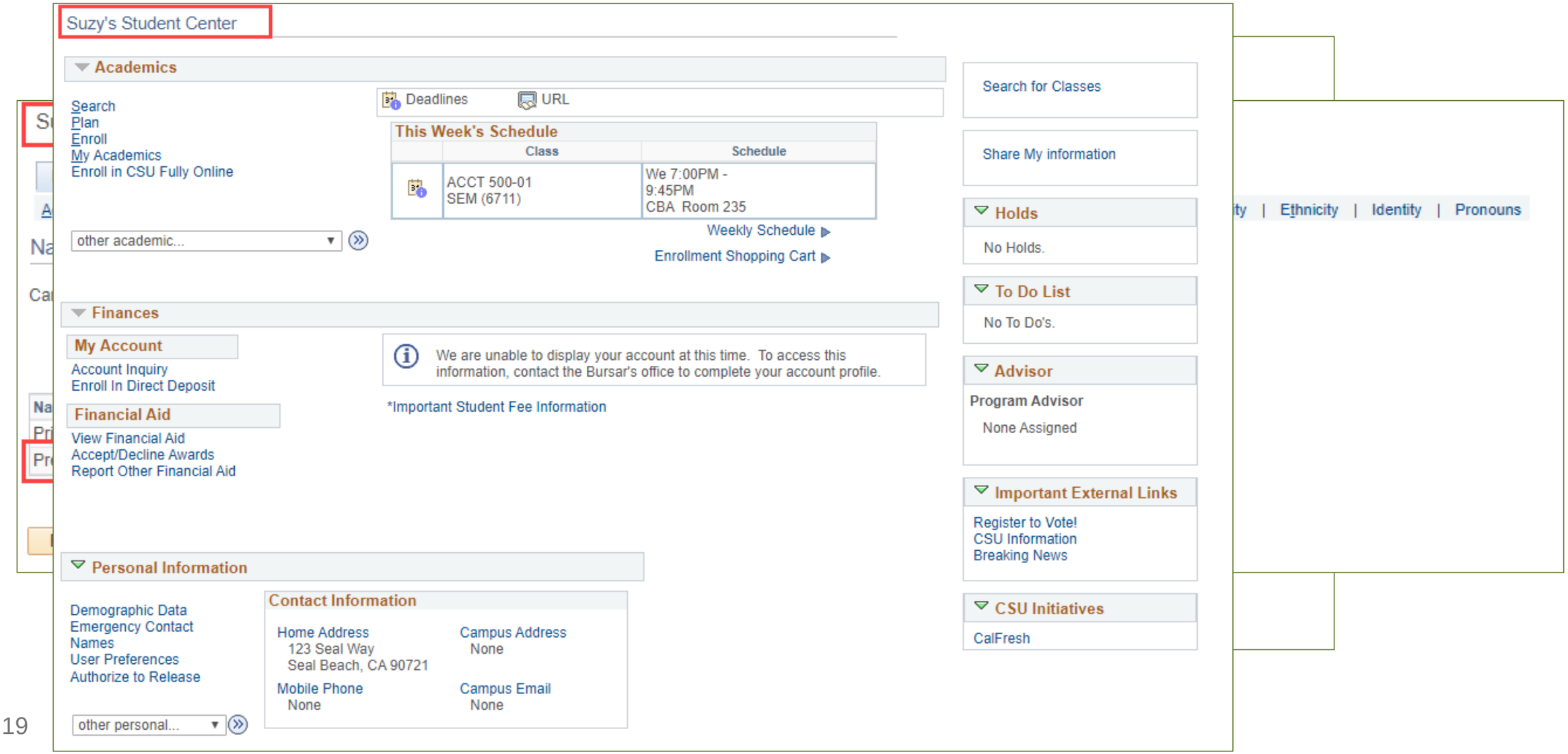

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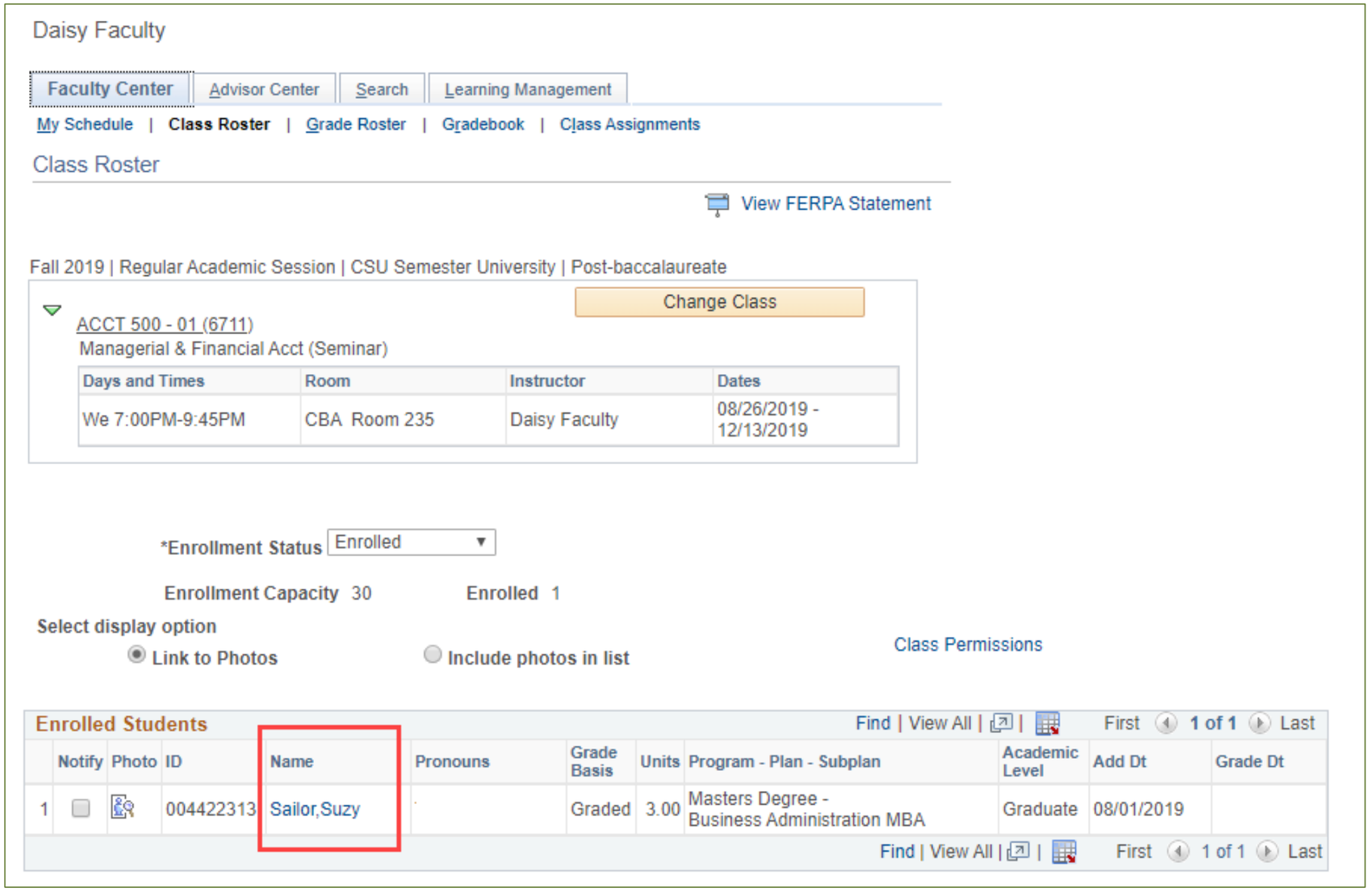
Preferred Names

Class Roster



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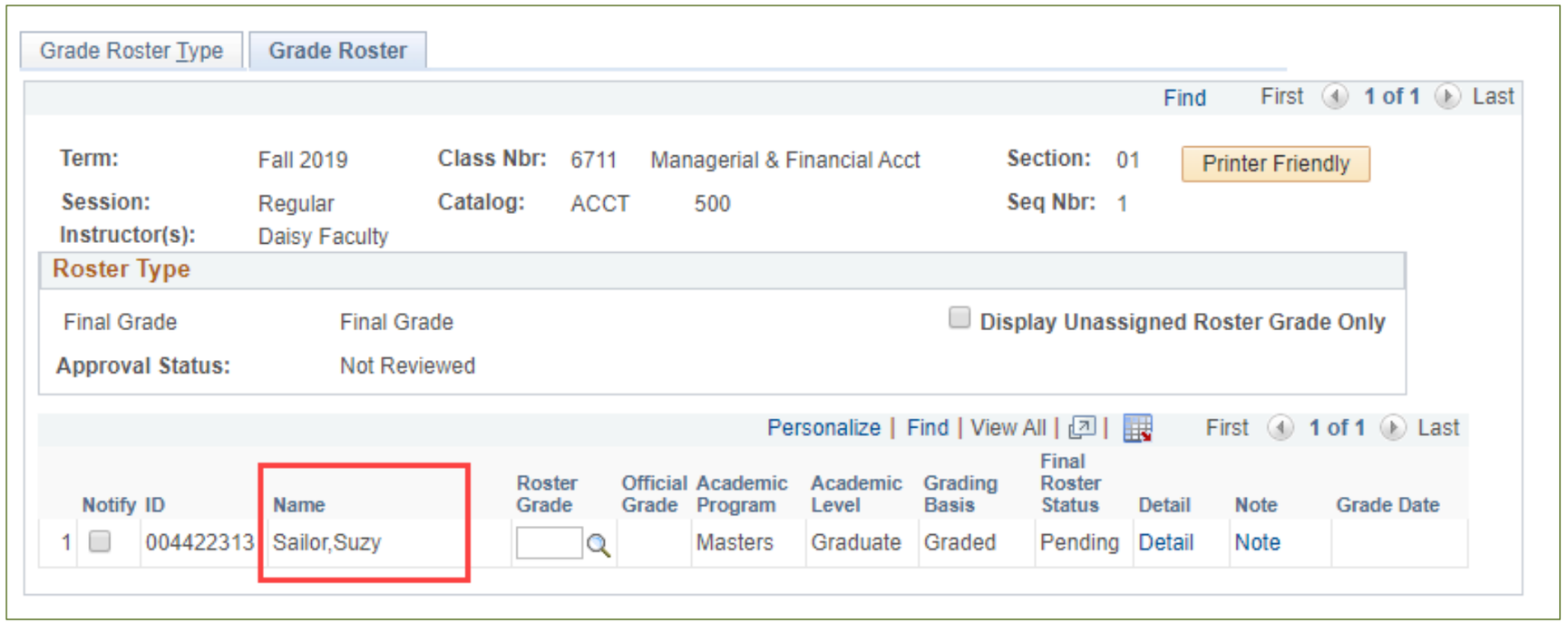
Preferred Names

Grade Roster



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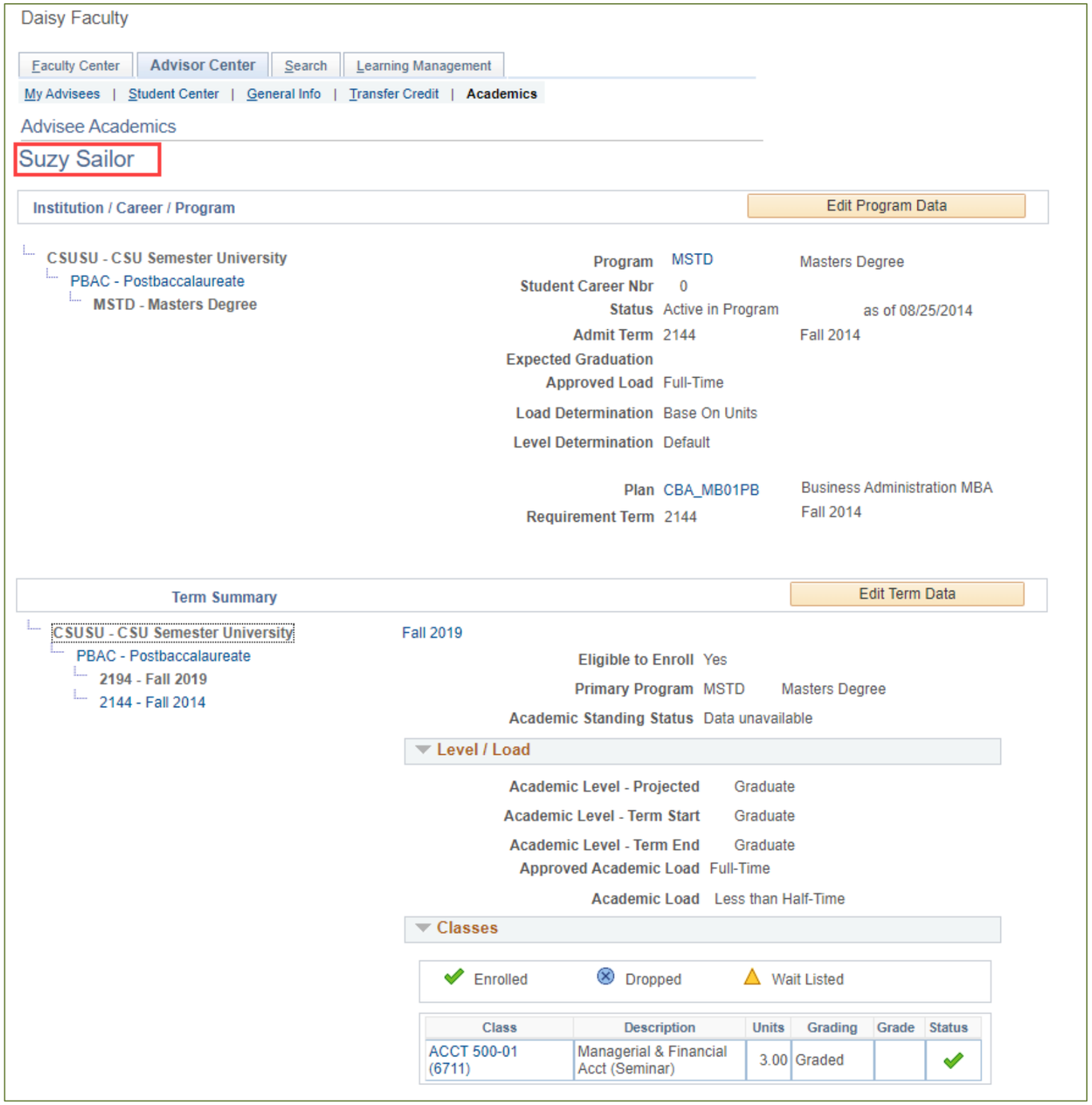
Preferred Names

Advisor Center



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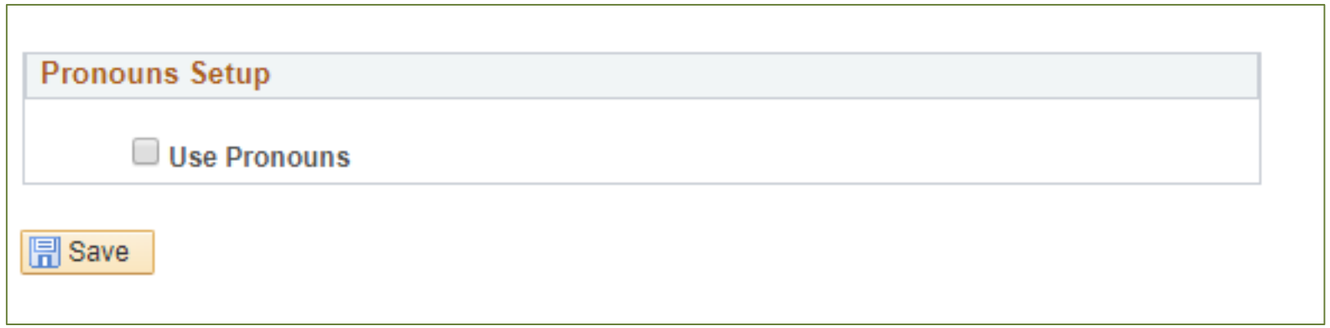
Pronouns

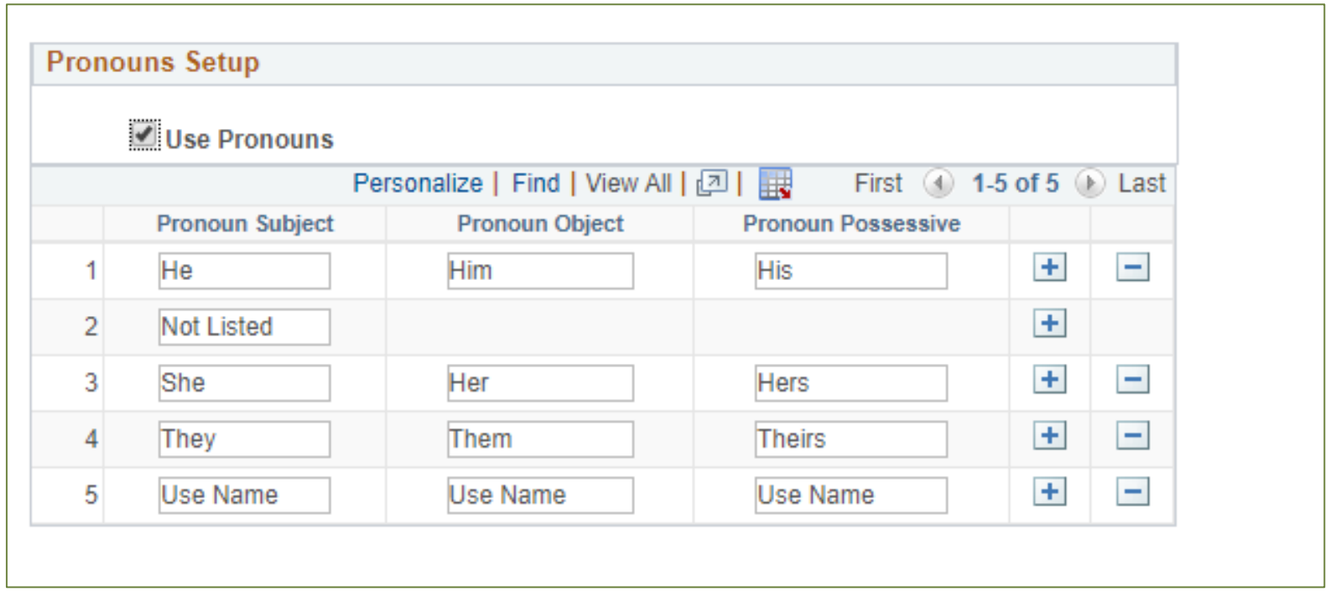
- Initiated from the Vice Presidents of Student Affairs
- CO worked on initial design, campuses vetted design
- Updates to the student system include:
  - Ability to configure pronouns to make available
  - Pronouns to appear on the Class Roster and Advisor Center
- Delivered by CMS Central to campuses with functionality turned off (September 2019)
  - Recommendation from vetting – campuses strongly encouraged to provide training

Pronouns

Configuration

- Turned off = Pronouns Setup unchecked





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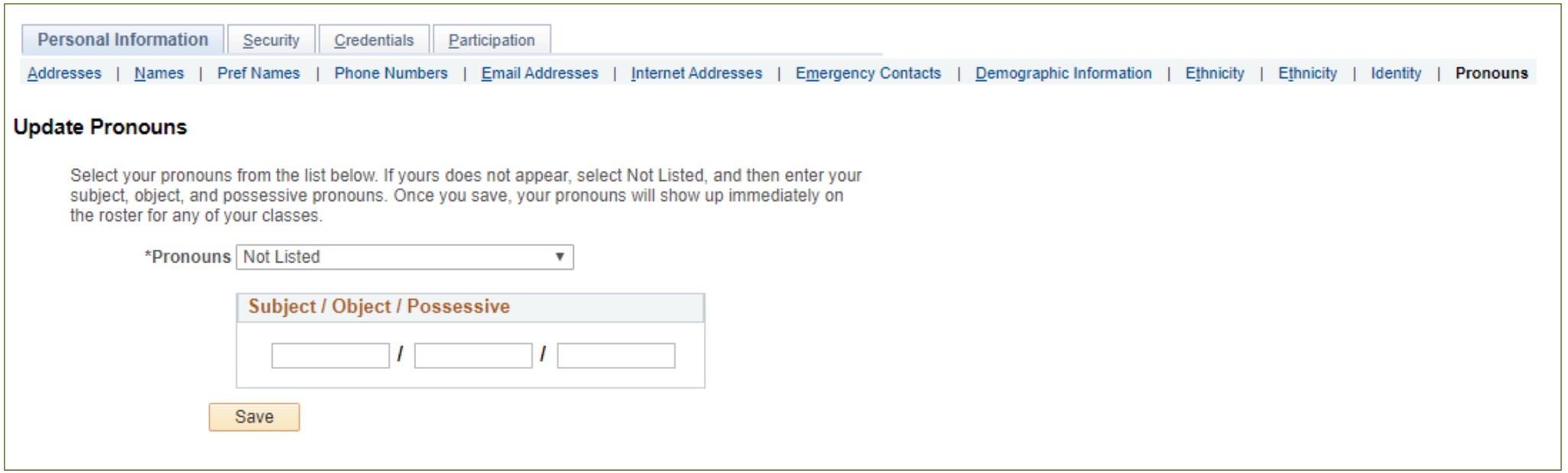
Pronouns

Student Center



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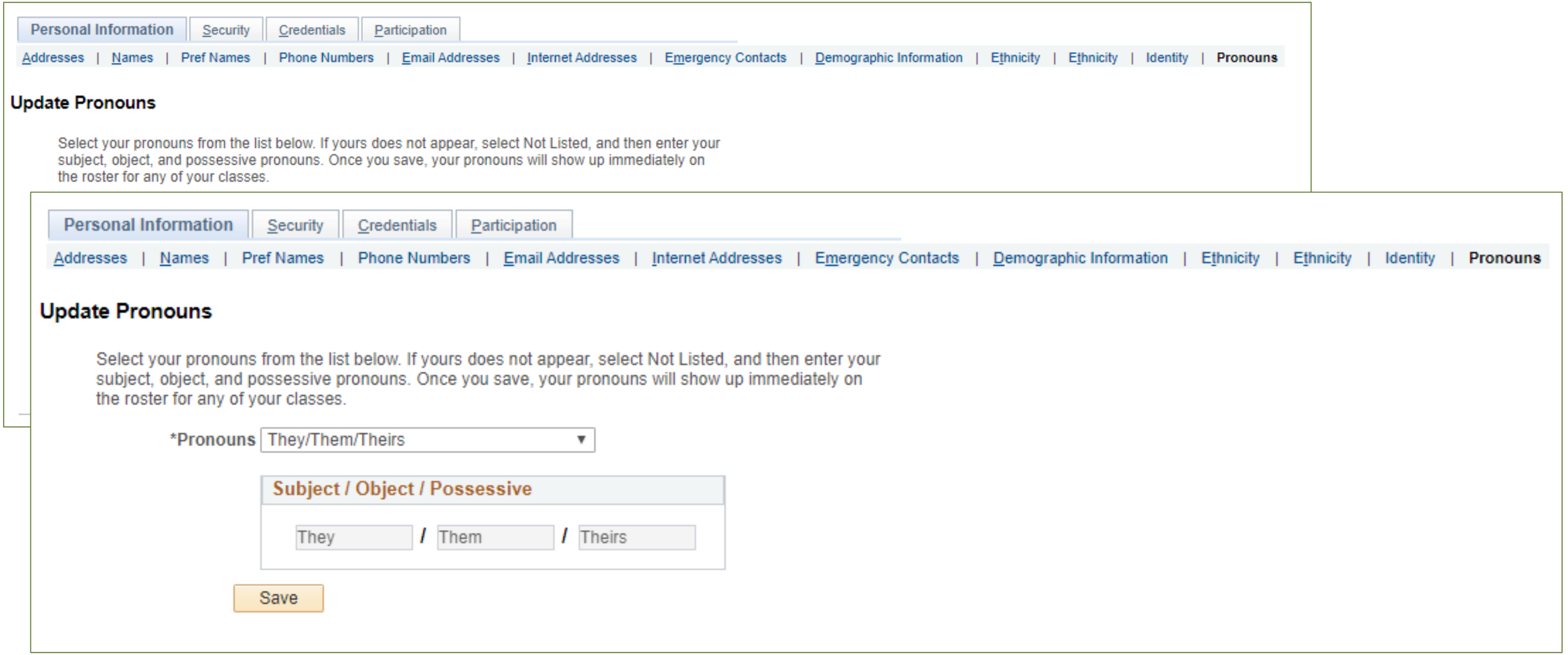
Pronouns

Student Center



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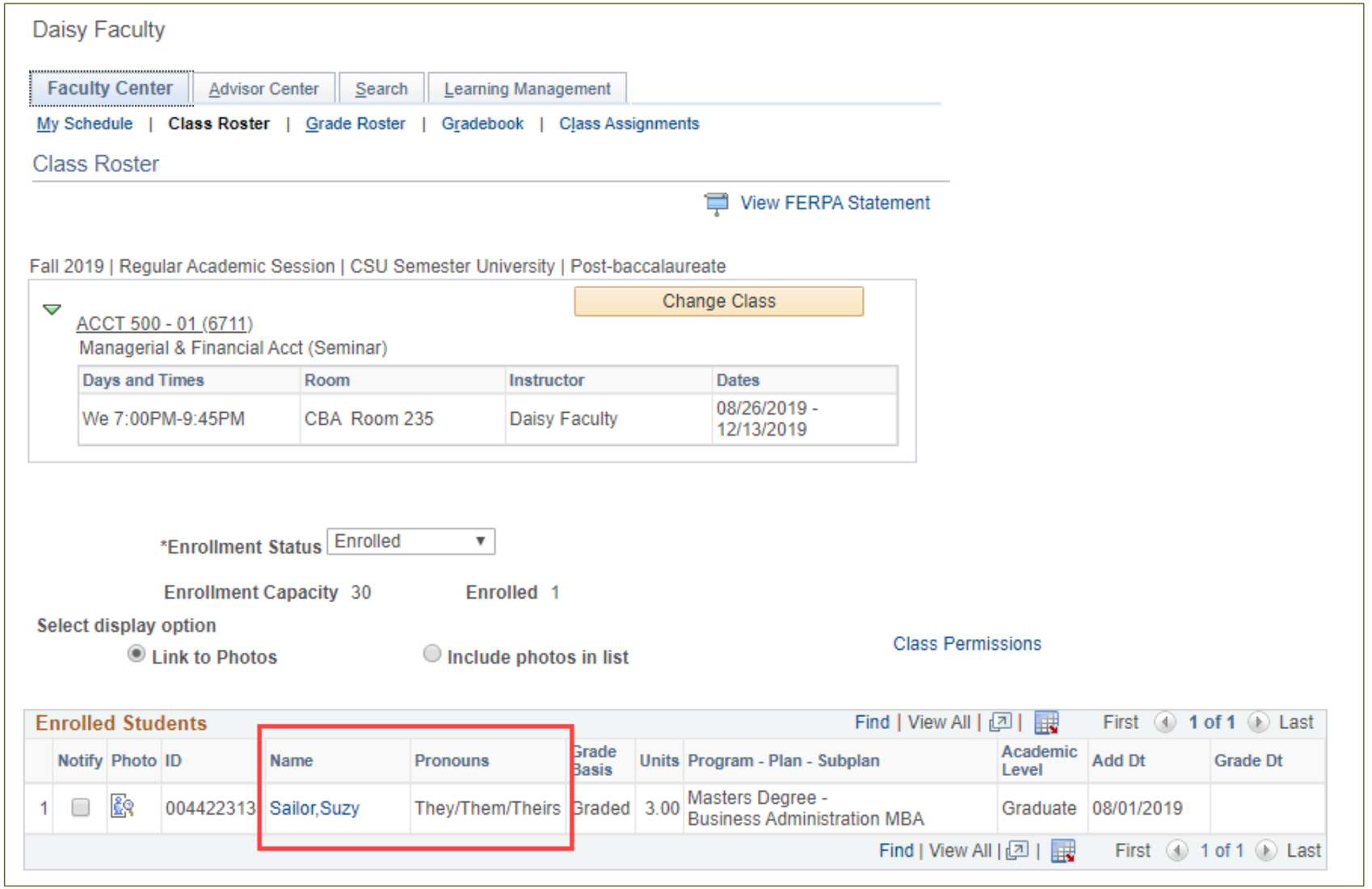
Pronouns

Class Roster



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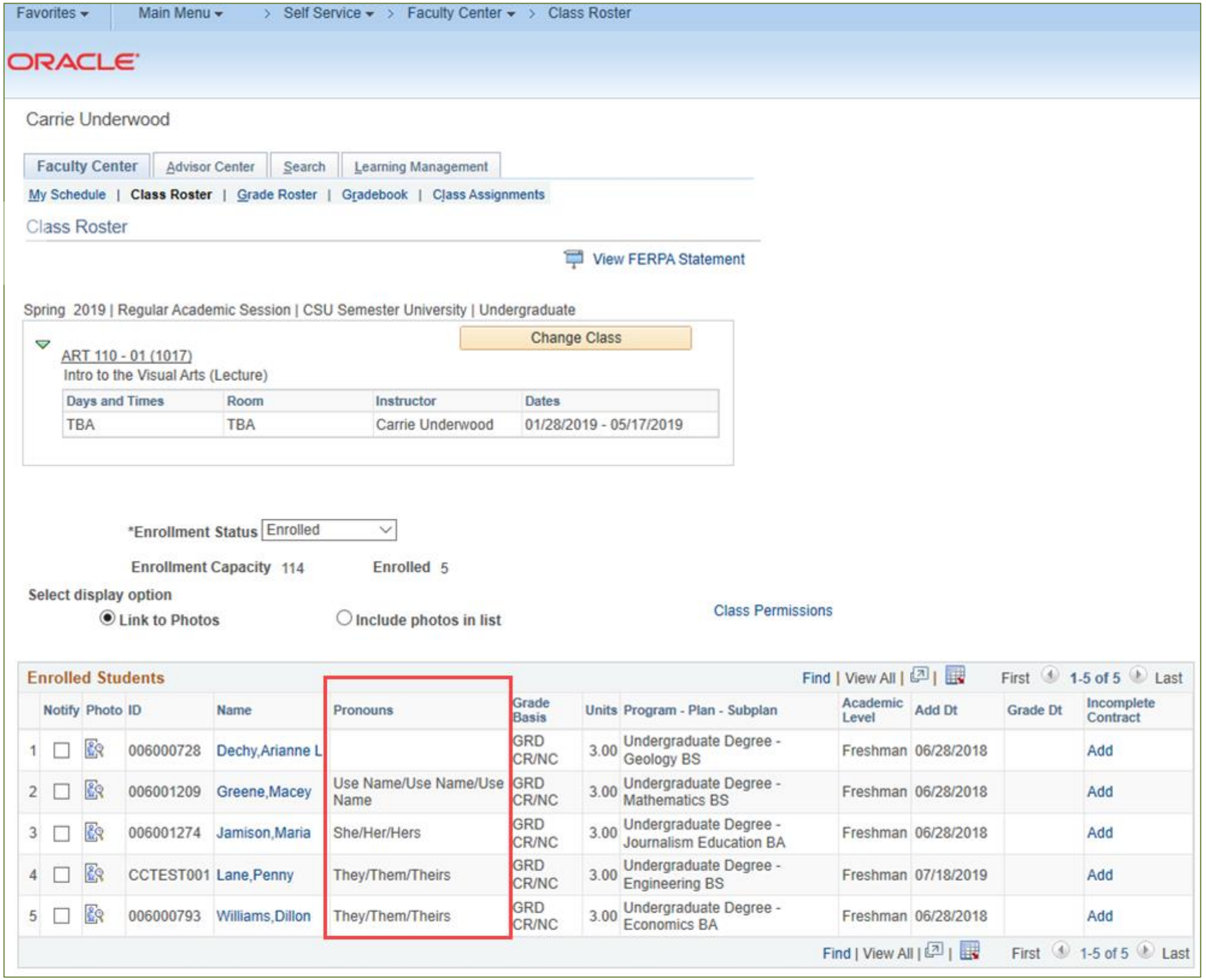
Pronouns

Class Roster

***Did not include Pronouns on the Grade Roster*



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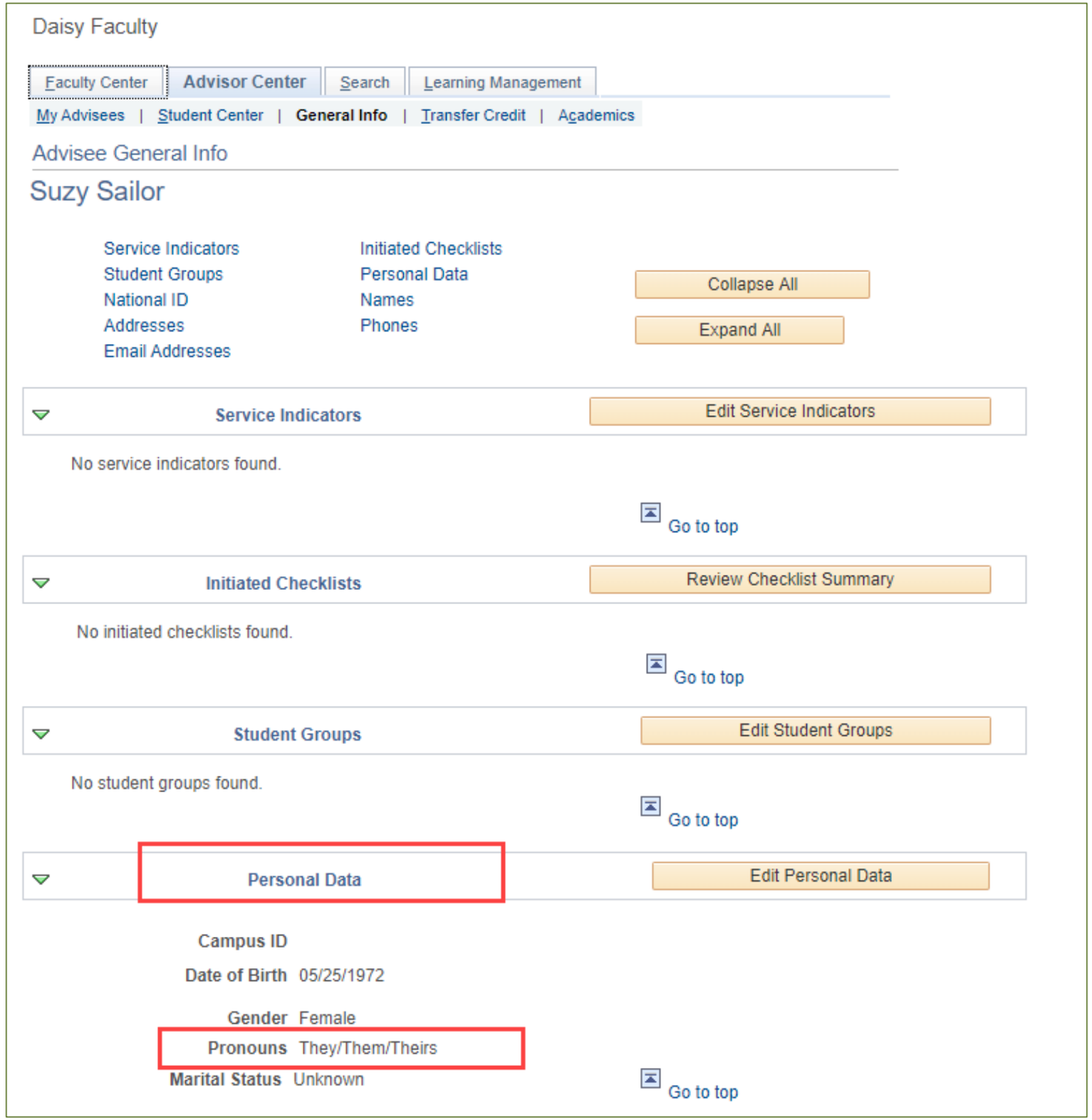
Pronouns

Advisor Center



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Resource Links

- Please type your resource links in the Q&A pod to share systemwide

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Thank you!

Questions?

Darlene Daclan: ddaclan@calstate.edu
Luoluo Hong: lhong@calstate.edu