**TRANS U**

*Introduction to Transgender Issues on Campus for Student Affairs Staff*

University of Colorado, Boulder  
Thursday, Sept. 18, 2008

Presented by Samuel Lurie  
Transgender Training and Advocacy  
www.tgtrain.org

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**Goals**

- To provide an overview of terms and concepts related to the transgender experience.
- Identify barriers and challenges for transgender students and others in University community.
- Discuss possible implications and opportunities for individual and institutional change
  - to avoid liability and foster positive environment.

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**Trainer’s Background**

- Samuel Lurie: www.tgtrain.org  
  - Training to providers on TG issues for 10 years  
  - Over 20,000 providers in 28 states. Health care and social service providers.
  - Consult with colleges and universities to create trans-inclusive policy and practice.
  - Commitment to Adult Learning Theory: honor your expertise.
  - Trans community member and activist

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**Trend on College Campuses**

- Growing population and increased visibility.
- On all campuses!
- Trans movement—impacting academia, student life, social consciousness and policy

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**Trend in anti-discrimination policy**

13 states + Colorado, California, Illinois, Iowa, Maine, Minnesota, New Mexico, Oregon, Rhode Island, Hawai‘i, Washington, New Jersey, Vermont and Washington, DC

Over 90 municipalities Including Dallas, TX; Covington, KY; Peoria, IL; Milwaukee, WI; San Diego, CA; Atlanta, GA; Salem, OR. (University City, MO)

Employers: AT&T, Bank of America, Borders, CIGNA, Coca-Cola, Dell, DuPont, Ford Motor, General Motors, IBM, Mattell, Merck & Co, Nike, Unisys, Walgreens, and more

Source: Transgender Law and Policy Institute

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**Some Colleges and Universities**

University of Iowa the first, 1996

- Arizona State University
- Brown University
- Carnegie Mellon
- Columbia University
- Case Western Reserve
- City University of New York
- DePauw University
- Duke University
- University of New Hampshire
- Harvard University (5 year process)
- Kalamazoo College
- Middlebury College
- Ohio State

Rutgers, State U of NJ  
Swarthmore College  
University of California system  
University of New Hampshire  
University of Oregon  
University of Pennsylvania  
University of Vermont  
University of Washington  
Wesleyan University  
MIT  
Yale University (2006) (Last Ivy League school)

For complete list, see www.transgenderlaw.org/

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Your Questions

- Take a moment to identify relevant issues/questions that pertain to your specific area of responsibility.

Some examples:
- What might be a specific challenge in your role/department?
- A specific need you might have to address?
- A specific need/concern you yourself have?

Campus Issues

- Students:
  - ID, Name change (and common law names), forms, registrar
  - Res halls, bathrooms, locker rooms
  - Pronouns, medical history, privacy
  - Work Study and Career Counseling
  - Health Center and Health Care/Mental Health Access
  - Course content, curriculum, classroom interactions
- Staff and Faculty
  - Employment, IDs, forms, insurance coverage
  - Transition on-the-job

Language and concepts

Terms:

- Transgender vs. Transexual
- Gender variant and gender non-conforming

Transgender

- Umbrella term for wide range of people who challenge or don’t fit social norms of gender expression.
- Includes a wide range of people, some of whom may not use the term “transgender” to identify themselves.

Transexual

- Specifically desires to live full-time in the chosen gender that matches their internal gender identity. Often requires medical interventions and social/legal changes.
- Transgender, or “Trans” is better as a broad, umbrella term.

Range of expressions

Language and concepts

Terms:

- FTM, Transman
- MTF, Transwoman

Both considered a spectrum
Transition

- Process of moving to living in as many places as possible in gender that matches identity.
- Visible and dangerous period
- Takes time
  - Physical, legal, medical and social adjustments
- Terms: Read, Clock, Pass

Transition, continued

- Transition impacts the people around the transgender person.
- SOFFA:
  - Significant Other
  - Friends
  - Family and Allies

Cross Gender Hormones

- Very powerful drive and motivation.
- Create Internal and External changes
- Difficult to access safely.

- What are the resources on your campus to access counseling, peer support, health care?

Surgery

- Watch these terms: “Pre-op, Post-op, Non-op”:
  - Surgery DOES NOT equal “Realness.”
  - Asking about surgery is very personal
  - There are many different paths, not everyone wants any surgery.

Not everyone transitions

Many gender non-conforming people are challenging gender norms and moving back and forth along different continuums.

A range of buttons...

...a range of identities.

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Inclusive Language
Identify areas you work in:
• healthy bodies,
• sexual health,
• exercise,
• relationships,
• anxiety,
• AOD talks
where you can use INCLUSIVE LANGUAGE and CONCEPTS in the work you already do.

Bathrooms and IDs
Training Video:
“Toilet Training: Law and Order in the Bathroom”
Order from:
Sylvia Rivera Law Project
www.srlp.org

Sexual Orientation vs. Gender Identity
■ Being transgendered does not mean you’re gay and being gay does not mean you’re transgendered.
  – There is overlap, in part because gender variance is often seen in gay context.
  – Masculine females and feminine males are assumed to be gay;
■ "Anti-gay” discrimination and violence often targets gender expression, not sexuality

Gender identity and sexual orientation are different things
■ Every individual has a biological sex, a gender identity and a sexual orientation.
  – All can be considered fluid.

Traditional Binary Gender Model
• Biological Sex:
  Hormones, genitalia
  secondary sex characteristics
  Male  Female
  
• Gender Expression
  Dress, posture,
  roles, identity
  Masculine  Feminine
  
• Sexual Orientation
  Attracted to Women  Attracted to Men

Know where there are safe bathrooms on your campus?
From www.tgstation.com

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Inclusive Gender Model

- **Biological Sex:**
  - Male
  - Intersexed
  - Female
  - Hormones, genitalia, secondary sex characteristics

- **Gender Expression:**
  - Masculine
  - Androgynous
  - Feminine
  - Dress, posture, roles, identity

- **Sexual Orientation:**
  - Attracted to:
    - women
    - men
    - both
    - neither
    - other

Many configurations are possible

- **Biological Sex:**
  - Male
  - Intersexed
  - Female
  - Hormones, genitalia, secondary sex characteristics

- **Gender Expression:**
  - Masculine
  - Androgynous
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- **Sexual Orientation:**
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    - other

**Reminders**

- Homophobia is different than Transphobia
- Trans people are often outcast in G/L context.

- Pfc. Barry Winchell

**Stories of Trans Losses**

- Tyra Hunter
- Gwen Araujo
- Brandon Teena
- Photos from Remembering Our Dead, www.gender.org/remember
  And Transsexual, Transgender and Intersexed History, www.transhistory.org

**Exercise:**

- Telling Secrets

- Billy Tipton

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Campus Climate

Transgender Day of Remembrance
Bailey-Howe Library, UVM

www.rememberingyourdead.org

Barriers and marginalization

- Fear of disclosure/exposure
- Social and geographic isolation
- Rejection from families
- Extensive negative experiences with service providers
- Lack of open or trained providers
- Difficulty accessing services or staying engaged with services
- Pressure to explain one's self all the time

Excellent Provider reference:

Arlene Istar Lev
Choices Counseling and Consulting

www.choicesconsulting.com
518-463-9152, Albany, NY

Also available through amazon.com

University of Vermont experience

Many stakeholders, many steps.

Photo by Euan Bear, Out in the Mountains.

Success!

- 3 years of work.
- Implementation is still on-going.
- Legal issues article by Fran Bazlule, Journal of College and University Law

“Out of the Box”

Worked with Living Learning Staff and Res Life to create a safe and visible space for gender-free housing.

Housing reinforces option to mark Trans on housing form.

Creation of Trans/Ally hockey Team

Intramural sports change on roster form from "sex" to "gender"

Team had private locker room

Impacts on-ice gender-ratio.

Some tips for interactions

- Safety for everyone is primary concern
- Shame, fear and harassment are part of daily experience.
- Don’t assume someone is lying if their ID doesn’t match.
- Recognize own bias and difficulties.
- Explain that you need legal name, but can use chosen name and honor presenting gender in public.
- A little more patience can de-escalate and radically alter interactions, allowing access to multiple systems.
- Help others be aware/respectful too.
Resource Hunt

Do you know how to find?
- Gender neutral bathrooms
- Private changing areas/showers
- Housing support, resources
- Student Affairs Services
  - Counseling resources
  - Health services
  - Workplace support/Career counseling
- Coursework: classes where gender issues are discussed with an understanding of diversity of expression and possibilities.

Campus Climate Change

- Celebrate Trans movement. It adds to diversity of campus and academic life
  - Not a burden, but a benefit.
- Exciting cultural moment: we are already in the arc of this change.
- Gender Liberation is not just for trans people, it is for all of us.
  - Connects, not competes, with other social justice movements.

Transgender Day of Remembrance

Benefits of Change

- Change happens on many levels and in many stages.
- We will make mistakes along the way.
- Leadership and love creates diversity that benefits all.
Your insights...

- Ah Ha! moments from the training
- Action Steps?
- Strengths identified?

Thank you!

And Huge Thank You to Steph Wilenchek, Logan Druckman and Robin Kolble for organizing this visit!

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Resources


Resources continued

- Protocols for Hormonal Reassignment of Gender from the Tom Waddell Health Center, 2001, http://hivinsite.ucsf.edu/InSite.jsp?doc=2098.3d5a

Guidelines for Transgender Care
www.vch.ca/transhealth/

"Clinical management of gender dysphoria in adolescents"
Annelou L.C. de Vries, Peggy T. Cohen-Kettenis, & Henriette Delemarre-Van de Waal

"Ethical, legal, and psychosocial issues in care of transgender adolescents”
Catherine White Holman & Joshua Goldberg

"Counseling and Mental Health Care for Transgender Adults and Loved Ones”
- Walter Bockting, Gail Knudson, & Joshua Goldberg

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