



# LGBT Education and Support Services (LGBTSS)

Human Resource Partners 3.16.2016



# What We Do

**Provide programming** for students, staff, faculty, administrators, and guests

**Serve as an expert resource and consultant** for the campus community on LGBTQIA issues

**Advocate** for queer and trans inclusive policies

**Distribute** LGBTQIA scholarships

**Collaborate and partner** with LGBTQIA student organizations, academic departments, functional units and more



# Our Programs

Bridges Speakers Bureau: paneling and public speaking program

Queer Ally Coalition: ally network and educational training opportunity

OUTreach: outreach to campus, community, and high school gay-straight alliances (GSAs)

Discussion groups

Student jobs and internships





# Our Partnerships



- **Academics**
  - Department of Women's and Gender Studies
  - School of Law
  - Department of Education Studies
- **UO Housing**
  - Gender Equity Hall
  - LGBTQIA Scholars
- **ASUO**
  - Lesbian, Gay, Bisexual, Transgender, Queer, Asexual, Aromantic, and Ally Alliance (LGBTQA3)
  - Women's Center
  - Men's Center
- **President's Office**
  - University Committee on Sexual Orientation, Attraction, Gender Identity, and Expression
  - LGBTQ Faculty Senate Committee
- **Theta Pi Sigma**
- **University Health Center**—Trans Care Team
- **University Counseling and Testing Center**—Pre-Transition Counseling
- **UO Alumni Association**—Oregon Pride



Campus Pride Top 25 institution

Top Ten Trans-Friendly Colleges and Universities

Top Ten "Great Value Colleges"

Seeing program interest and participation significantly increase



# Terminology

**Transgender:** A person who identifies as a gender other than the one assigned at birth. Can be used as an umbrella term for those who identify as transgender, transsexual, genderqueer, or any sort of non-conformity within the gender binary. Can be abbreviated as “trans.”

**Transition:** The process an individual may go through in order to present in a way that better aligns with their gender identity and/or to be in harmony with their gender identity. This process may include coming out, hormone therapy, surgery, other procedures, or none of these.



# Gender Identity

A person's sense of their own gender, which may or may not conform to their assigned sex at birth. A person's gender identity should always be respected and treated as fact.



*cisgender, transgender, genderqueer, two-spirit, man, woman*



# Gender Expression

The outward appearance and/or performance of an individual's gender identity.



*mannerisms    hairstyles    clothing    vocal intonation    body language*






# The Gender Unicorn




Graphic by:  
**TSER**  
Trans Student Educational Resources



 Gender Identity


-  Female/Woman/Girl
-  Male/Man/Boy
-  Other Gender(s)



 Gender Expression/Presentation

-  Feminine
-  Masculine
-  Other

 Sex Assigned at Birth

-  Female
-  Male
-  Other/Intersex

 Sexually Attracted To

-  Women
-  Men
-  Other Gender(s)

 Romantically/Emotionally Attracted To

-  Women
-  Men
-  Other Gender(s)

To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan

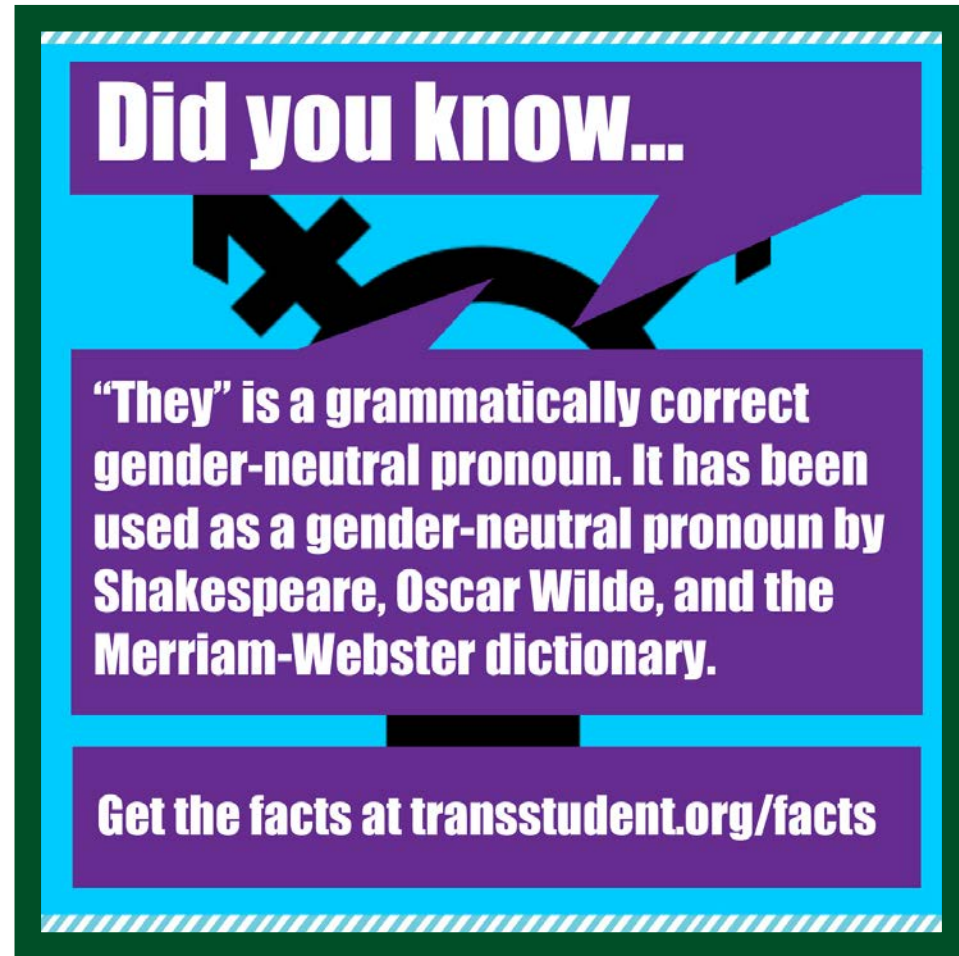


Subjective	Objective	Possessive adjective	Possessive pronoun	Reflexive	Pronunciation
They	Them	Their	Theirs	Themselves	pronounced as it looks
Ze	Hir	Hir	Hirs	Hirself	Pronounced zee, here, here, heres, hereself
Per	Per	Pers	Pers	Persself	pronounced as it looks
Co	Cos	Cos	Cos	Cos	pronounced co
[name]	[name]	[name]'s	[name]s	[name]self	pronounced as it looks
She	Her	Her	Hers	Herself	pronounced as it looks
He	Him	His	His	Himself	pronounced as it looks

These are not the only pronouns used on our campus. New pronouns continue to emerge from trans and non-binary communities. Always check in about a person's pronouns. For more information please visit: [lgbt.uoregon.edu](http://lgbt.uoregon.edu) or [studentlife.uoregon.edu/pronouns](http://studentlife.uoregon.edu/pronouns)

# Just in case you're worried about the grammar:

O



**Did you know...**

**“They” is a grammatically correct gender-neutral pronoun. It has been used as a gender-neutral pronoun by Shakespeare, Oscar Wilde, and the Merriam-Webster dictionary.**

**Get the facts at [transstudent.org/facts](https://transstudent.org/facts)**

The infographic features a central graphic of a black transgender symbol (a circle, a vertical bar, a horizontal bar, and a diagonal bar) set against a light blue background. The text is presented in white on purple rectangular boxes. The entire graphic is framed by a green border with a white dashed line pattern at the top and bottom.



# Quick responses to the question “Why are you sharing your pronouns?”

- I share mine because I don't want anyone to feel unsafe or unwelcome and I think this helps.
- If we just asked trans people to share them, it would be weird.
- Sharing my pronouns helps make my workspace more welcoming to Ducks of all genders.
- I want to make sure that everyone gets my name and pronouns right every time.
- I want to make sure I get everyone else's name and pronouns right, too!
- I share mine because I am an active ally.



# Quick responses to the question “Why are you sharing your pronouns?”

- I share mine because I am so proud to be trans, and having the chance to share my pronouns at work is phenomenal!
- I really appreciate that you asked! I share them because I think this helps to create a more positive environment for all the Ducks that live, work, visit and learn here at the University of Oregon.
- Oh, I share my pronouns so that people have the chance to remember that assumptions about gender hurt us all. Thanks for asking! I share my pronouns because UO is one of the top ten trans-friendly universities in the nation! Isn't that fantastic? Our institution is the best! You should come work with us!



## ABOUT US

[Meet the Vice President](#)[News From the Division](#)[Strategic Plan and Goals](#)[Our Departments](#)[Leadership Team and  
Administrative Staff](#)[Parent Resources](#)[Annual Awards](#)[Multicultural Organizational  
Development](#)[Using Pronouns](#)

## USING PRONOUNS

### Why We Share Our Pronouns

From our newest Ducks to our graduating flock, we're always working to include and engage everyone. One way you can do this is to share your pronouns, or the words you want to be called when people aren't using your name. Like names, pronouns are an important part of how we identify that deserves to be respected. And we recognize that assuming someone's gender can be hurtful, especially to members of our community who are transgender, genderqueer, or non-binary.

As a community, we are all learning together about the importance of pronouns and being better allies to the trans community on campus. We hope that you'll join us in striving for inclusion, justice and respect—because at the University of Oregon, we welcome all.

### Types of Pronouns

He, him, his: can indicate that subject is male.

- Andrew told me that his favorite class was history.

She, her, hers: can indicate that subject is female.

- Monica called me to say that she is signing up for the [LGBTQ Cohort](#).

They, them, theirs: does not indicate the subject's gender. Functions as both a singular and plural pronoun.

- Taylor doesn't want to go to the movie because they think it'll be scary.

Ze, hir, hirs: does not indicate the subject's gender. Pronounced zee, here and heres.

- Sam is changing hir major to chemistry.

For more info: [studentlife.uoregon.edu/pronouns](http://studentlife.uoregon.edu/pronouns)



# Trans Etiquette

- Respect everyone's self-identification
- Do not ask a person's birth or legal name. If you know it, refuse to use it
- Use a person's correct name and pronouns
- If you don't know what pronouns or gender labels are correct, ask politely
- If you make a mistake, apologize, move on, and do better
- Always affirm (never challenge) a trans person's gender identity and expression



# Trans Etiquette

- Do not ask private, personal, or invasive questions (ask yourself: is it relevant or my business?)
- If you have general questions, try Google first
- If you really want to understand a trans person's experience, ask permission to ask questions
- Be careful of your phrasing (never say “when you were a girl” or “Jack was born a woman” because Jack has always been a man, it's just that everyone else made assumptions about Jack based on the appearance of his body)
- Be aware of your setting (staff meeting may not be the time for a trans chat)





# Trans Etiquette

- Don't make assumptions about a person's transition process
- Don't ask if someone is sure they are trans
- Don't tell a trans person how hard or uncomfortable this is for you
- Don't offer advice for being "read as" a particular gender (ie: "If you just wore a little lipstick...")
- Do not "out" a trans person
- Don't say "transgendered"



# Statistics in the Workplace for Transgender People

- 89% reported experiencing harassment or mistreatment on the job
- 44% were passed over for a job
- 23% were denied a promotion
- 26% were fired due to being transgender or gender non-conforming.
- Transgender people experience unemployment at twice the rate of the general population.



# Statistics for employers

- The LGBT population accounts for 5-10% of the global talent pool.
- Having to cover identities can have a negative impact of up to 10% on productivity on workers.
- 73% of closeted employees are more likely to leave their companies in the next year, and the cost of replacing them for this reason can be up to 3x their salary.



# Best Practices

- Revisit non-discrimination policies
- Conduct training
- Dress codes
- Use of Name and Pronouns
- Restroom Access
- Develop Guidelines for Managing Workplace Transition
- Employee Privacy and Confidentiality
- Administrative and Personnel Records
- Health Insurance and Benefits



# Policies to be aware of

- Non-discrimination
- No retaliation
- Benefits
- Right to Privacy
- Leave and Time off
- Confidentiality



# BECOME AN

# ALLY

Identify yourself as an ally for gay, lesbian, bisexual, transgender, queer, questioning, intersex, asexual and aromantic students, faculty, and staff through the Queer Ally Coalition (QAC)

## Trainings for Spring 2016:

April 6<sup>th</sup> 9:00 a.m. – 1:00 p.m.

April 26<sup>th</sup> 1:00 p.m. – 5:00 p.m.

May 9<sup>th</sup> 1:00 p.m. – 5:00 p.m.

Open to students, faculty, and staff

To sign up, go to:

[lgbt.uoregon.edu/GetInvolved/QueerAllyCoalition.aspx](http://lgbt.uoregon.edu/GetInvolved/QueerAllyCoalition.aspx)

Help create an atmosphere inclusive and accepting of all sexual orientations and gender identities for all members of our community.



UNIVERSITY OF  
OREGON

An equal opportunity, affirmative-action institution committed to cultural diversity and compliance with the Americans with Disabilities Act. This publication will be made available in accessible formats upon request.



# Questions?

## Contact Information:

Visit 164 Oregon Hall

Call 541-346-6105

E-mail [maure@uoregon.edu](mailto:maure@uoregon.edu)

Follow us online:

Facebook.com/LGBTESSP

[lgbt.uoregon.edu](http://lgbt.uoregon.edu)

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