



Y'all Means All: Best Practices in Supporting the Community College LGBTQ+ Student

2023 Joint Administrators Spring Conference
(NCSDAA & NCACCIA)

March 23, 2023



Presenter
Introductions

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Presentation Overview

- Framework: Equitable & Inclusive Approach
- Heterosexism and Bi-Gender Society
- Key Terms
- “The Genderbread Person”
- Groundwork/Relevancy
- Identifying Practical Ways to Support LGBTQ+

Framework: Equitable & Inclusive Approach



Equality is everyone getting a pair of shoes.



Diversity is everyone getting a different type of shoe.



Equity is everyone getting a pair of shoes that fits.



Acceptance is understanding we all wear different kinds of shoes.



Belonging is wearing the shoes you want without fear of judgment.

What is

Heterosexism

Heterosexism is the societal and institutional reinforcement of heterosexuality as the privileged and the norm; and the assumption that everyone does or should identify as heterosexual—to not do so is abnormal. Also, referred to as homophobia.

Can be...

Subtle to Overt

Interpersonal and Institutional

Unintentional and Intentional





Gender Binary Society

Gender Binary is an idea that there are only two natural, distinct, complementary genders, “Woman” and “Man.”

American Society (and many other cultures) are built on a Binary Gender philosophy.

A binary view creates distinct levels of power and control, as well as stereotypes. These stereotypes put humans into boxes that only serve to divide.

Binary Gender Stereotype

What are some stereotypes or views in American culture that directly relate to a binary gender philosophy?



Gender is Complex!

Gender is complex and dynamic. Unlike a binary system--it is separate from sex assigned at birth or sexual orientation. Gender is individualize, it has breath and depth in defining a person's identity.



LGBTQ+

A few more Key Terms





Key Terms



Assigned Sex at Birth

The sex (male or female) assigned to at birth, most often based on external anatomy. Also referred to birth sex, biological sex or sex.

Cisgender

A person whose gender identity and assigned sex at birth correspond

Non-Binary

Describes a person whose gender identity falls outside the traditional gender binary of male or female.

Queer

An umbrella term to describe people who think of their sexual orientation or gender identity as outside of societal norms. Some view the term as more fluid and inclusive than traditional categories for sexual orientation and gender identity. The term is not embraced by all members of the LGBT community.

They/them (pronoun set)

Grammatically accepted gender-neutral singular pronoun set according to many style-guides including Merriam Webster and Associated Press.

Key Terms



Transgender (adj.)

Describes a person whose gender identity and assigned sex at birth do not correspond. Also used as an umbrella term to include gender identities outside of male and female. *Some times abbreviated as trans.*

Trans woman/transgender woman/male-to-female (MTF) (noun)

A transgender person whose gender identity is female may use these terms to describe themselves. Some will just use the term woman.

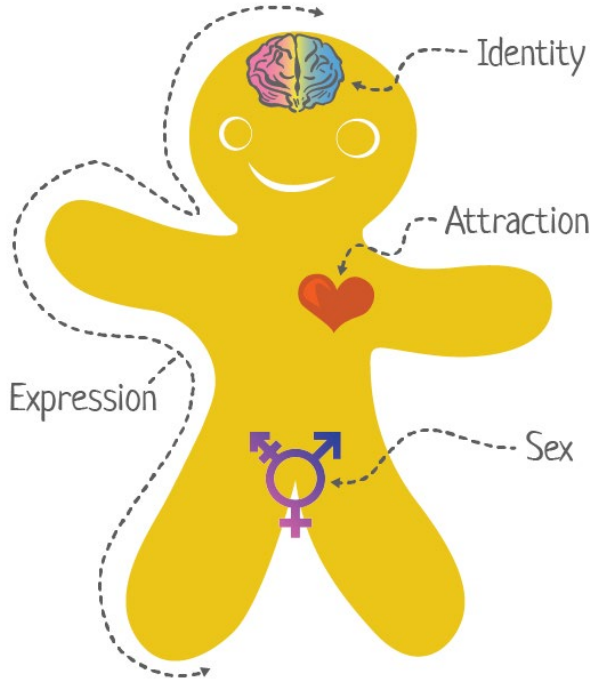
Trans man/transgender man/female-to-male (FTM) (noun)

A transgender person whose gender identity is male may use these terms to describe themselves. Some will just use the term man.

Coming Out (adj.)

A popular misconception is this happens once. Coming out is, however, a continuous, lifelong process. Everyday, all the time, one has to evaluate and reevaluate who they are comfortable coming out to, if it is safe, and what the consequences might be.

The Genderbread Person



⊘ means a lack of what's on the right side

Gender Identity

- Woman-ness
- Man-ness

Gender Expression

- Femininity
- Masculinity

Anatomical Sex

- Female-ness
- Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
 Female Intersex Male

Sexually Attracted to... and/or (a/o)

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Romantically Attracted to...

- Women a/o Feminine a/o Female People
- Men a/o Masculine a/o Male People

Dos and Don'ts in your Conversations ...

Don't say

- ∅ “Opposite Sex ”
- ∅ “Ladies and Gentleman ”
- ∅ “Born Female ” or “Born Male ”
- ∅ “Transgender People and Normal People ”
- ∅ “Mailman ”; “Fireman ”; “Policeman ”, etc.
- ∅ “Yes, Sir”; “No, Ma'am ”; “Mister ”; “Misses ”

Do Say

- ✓ “All genders ”
- ✓ “Everyone, ”; “Honored Guest ”; “Folks, ” etc.
- ✓ “Assigned female/male at birth ”
- ✓ “Transgender People and Cisgender ”
- ✓ “Mail Clerk ”; “Fire Fighter ”; “Police Officer ”
- ✓ “Yes, please ”; “No thank you ”; Never assume gender. Instead, say the persons name or simple ask how the individual prefers to addressed.

Groundwork

Why is this relevant to Community College employees?

- Title IX prohibits discrimination (barriers of access to equitable educational programs) of an institution against a student on the basis of sex.
- Research indicates that students that find a sense of belonging on campuses and in the classroom are more successful.
- Most Important—Our entire teaching and learning philosophy is built on open access, which echoes the need for diverse, equitable, and inclusive practices.





Ground Work: Statistics



- [13.4% of LGBT students](#) who experience frequent verbal harassment don't plan to attend college after high school. Only 6.7% don't intend to go to college if they experience less frequent or rare verbal harassment.
- According to the [National Gay and Lesbian Task Force](#) (NGLTF), 20% of college students fear for their physical safety due to their gender identity or their perceived sexual orientation.
- The [most common form of harassment](#) towards LGBT college students is derogatory remarks. However, verbal threats, graffiti and the pressure to keep quiet about sexual orientation and/or gender identity are also common.
- An NGLTF study found that 29% of students did not feel that their curriculum adequately represents contributions of LGBT individuals.
- According to an [NGLTF study](#), 31% of college students feel that their college's administration thoroughly addresses LGBT issues on campus.
- The [Campus Pride Index](#) reports 1 community college in North Carolina to be LGBTQ+ accepting. The CPI measures campuses based on gender identity inclusive non-discrimination statements, gender neutral housing and gender neutral restrooms, LGBTQ+ affirming resources, etc.. Note —there are only 9 colleges/university State-wide.



LGBTQ+
Support on
our
Campuses

1.

Area/Considerations

2.

Potential Barriers for LGBTQ+

3.

Potential Resolutions



LGBTQ+ Support on our Campuses

1. Consideration: Names/Pronouns

System -wide discussions are under way to address legal name versus preferred name. A challenge is knowing how to address our students, colleagues, and community members in an affirming and inclusive way.

2. Potential Barriers for LGBTQ+

3. Potential Resolutions



LGBTQ+ Support on our Campuses

1. Consideration: Names/Pronouns

2.

Potential Barriers for LGBTQ+

ID Cards, emails, rosters/role call, graduation, diplomas, credentials, transcripts, and general classroom communication.

3. Potential Resolutions



LGBTQ+ Support on our Campuses

1. Consideration: Names/Pronouns

2. Potential Barriers for LGBTQ+

3.

Potential Resolutions

- Implement a preferred name/pronoun policy.
- Clarify and communicate documentation that requires legal name vs preferred name.
- Develop processes, procedures, and training to positively impact college wide effort to support students' sense of belonging



LGBTQ+ Support on our Campuses

1.

Area: Library Services

Our campus libraries provide access to multiple literature, research, and media resources in various formats.

2. Potential Barriers for LGBTQ+

3. Potential Resolutions



LGBTQ+ Support on our Campuses



1. Area: Library Services

2.

Potential Barriers for LGBTQ+

- Books and literature not representative of LGBTQ+ community.
- Library Services events/book club fail to be inclusive to various lifestyles.

3. Potential Resolutions



LGBTQ+ Support on our Campuses

1. Area: Library Services

2. Potential Barriers for LGBTQ+

3.

Potential Resolutions

- Prioritize literature that focuses on diverse issues/cultures, including LGBTQ
- Spotlight special events/themes with featured literature (i.e. Pride month, Banned Book week)
- Encourage literature recommendations from campus community



LGBTQ+ Support on our Campuses

1.

Considerations: Curriculum/Course Material

Many students have expressed concerns that courses/programs fail to include diverse, equitable, and inclusive material and conversations.

2. Potential Barriers for LGBTQ+

3. Potential Resolutions



Graphic List Slide

1. Considerations: Curriculum/Course Materials

2.

Potential Barriers for LGBTQ+

- Representation of diverse viewpoints in course discussions
- Syllabi lacks inclusive language or supports for LGBTQ+
- State/Accredited mandated curriculum

3. Potential Resolutions



LGBTQ+ Support on our Campuses

1. Considerations: Curriculum/Course Materials

2. Potential Barriers for LGBTQ+

3.

Potential Resolutions

What are some potential resolutions?



LGBTQ+ Support on our Campuses

1.

Area: Campus Facilities/Grounds

Be sure to consider the campus physical environment and surroundings -buildings, assets, spaces, art/d écor, and signage.

2. Potential Barriers for LGBTQ+

3. Potential Resolutions



Graphic
List
Slide

1. Area : Campus Facilities/Grounds

2.

Potential Barriers for LGBTQ+

- Facilities are designed for cisgender/ bigender society (i.e. bathrooms, lockers rooms, etc.)
- Art work/d écor represent primarily heterosexuality
- General Safety getting around campus

3. Potential Resolutions



LGBTQ+ Support on our Campuses



1. Area: Campus Facilities/Grounds

2. Potential Barriers for LGBTQ+

3.

Potential Resolutions

What are some potential resolutions?



LGBTQ+
Support on
our
Campuses

Let's work through it together...

1.

Area: Student Life/Events

2.

Potential Barriers for LGBTQ+

3.

Potential Resolutions



LGBTQ+
Support on
our
Campuses

Let's work through it together...

1.

Area: Counseling/Advising

2.

Potential Barriers for LGBTQ+

3.

Potential Resolutions



LGBTQ+
Support on
our
Campuses

Let's work through it together...

1.

Area: Faculty/Staff

2.

Potential Barriers for LGBTQ+

3.

Potential Resolutions



Final Thoughts to Consider

"Inclusivity means not 'just we're allowed to be there,' but we are valued."

-Claudia Brind-Woody, IBM Executive

"Diversity is a fact, but inclusion is a choice we make everyday. As leaders, we have to put out the message that we embrace, and not just tolerate, diversity."

-Nellie Borrero , Senior DEI Lead at Accenture

"Diversity is being invited to the party; inclusion is being asked to dance"

-Vernā Myers, American Activist



Questions?





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