

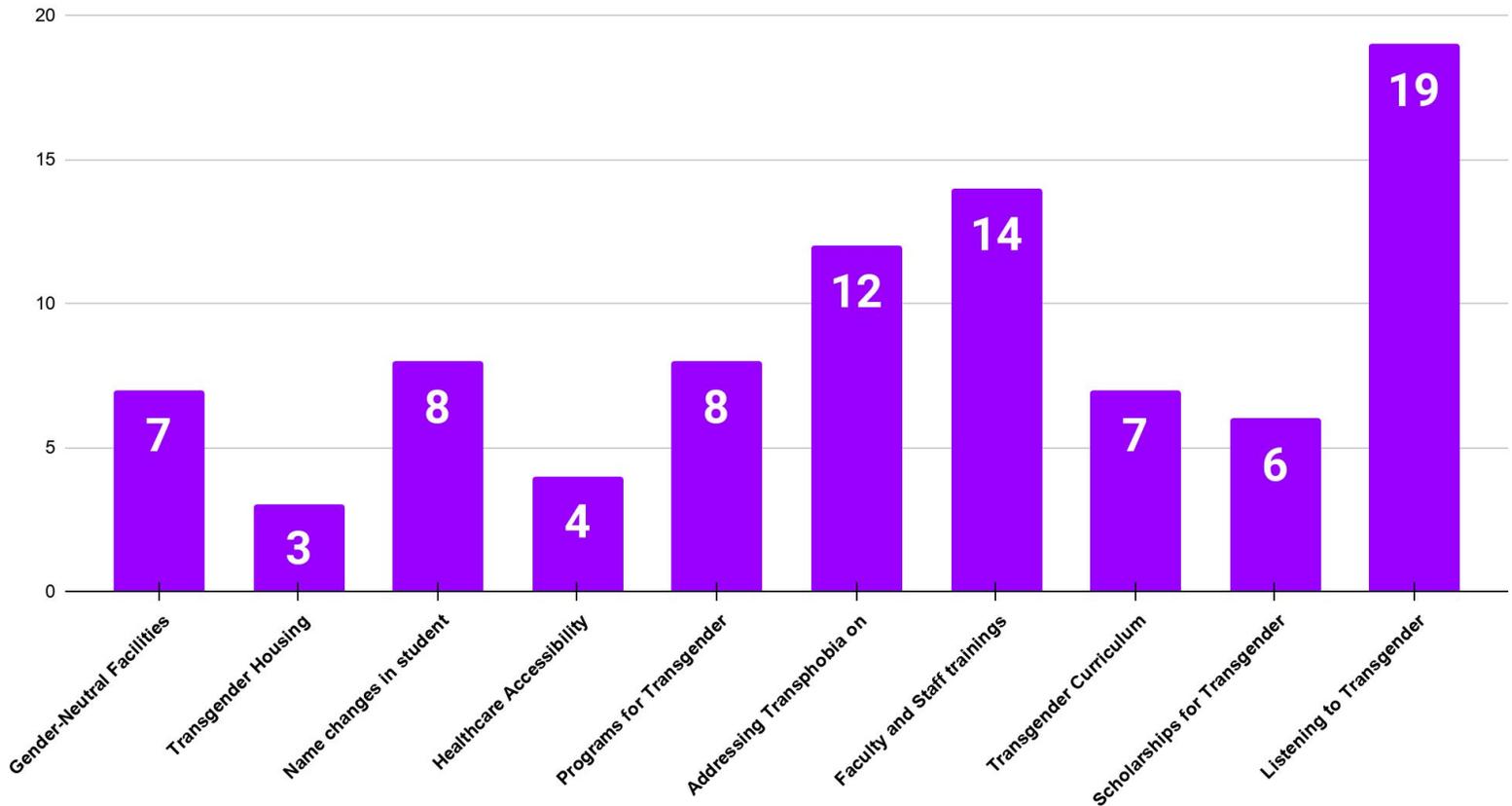
# **DAG Follow-up: Transgender Inclusion and Equity Program**

**A summary of Diversity Action Group members responses to  
the survey following a meeting on Transgender Inclusivity  
and Equity at Dominican University of California**

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# What DAG survey respondents commit to doing to increase Transgender Inclusivity and Equity at DUC



## Program Objectives (in order of most responses)

1. Listening to the needs and experiences of Transgender students and advocating for/creating the changes they need at Dominican
2. Faculty and Staff trainings
3. Addressing Transphobia on campus
4. Programs for Transgender Students
4. Name changes in student registration
5. Transgender Curriculum Integration
5. Gender-Neutral Facilities (bathrooms, changing rooms, etc) in an equitable manner
6. Scholarships for Transgender Students
7. Healthcare Accessibility
8. Transgender Housing

## Additional Objectives

- A. Work with ITS to implement SIS system changes that enable Transgender inclusivity
- B. Alumni accounts set up with students' lived name
- C. Specific support for mental health of Transgender students
- D. Content in the University Archives that reflects the Transgender experience at Dominican
- E. Creation of gender support plan for students and staff

# Immediate Action

## Immediate Action Steps

- Alumni accounts
- Staff & faculty trainings
- Addressing Transphobia
- Being advocates and allies
- Begin work on long-term efforts
- Individual professors incorporating transgender curriculum
- Begin work with Library content and Archives

## Existing Activism Involvements

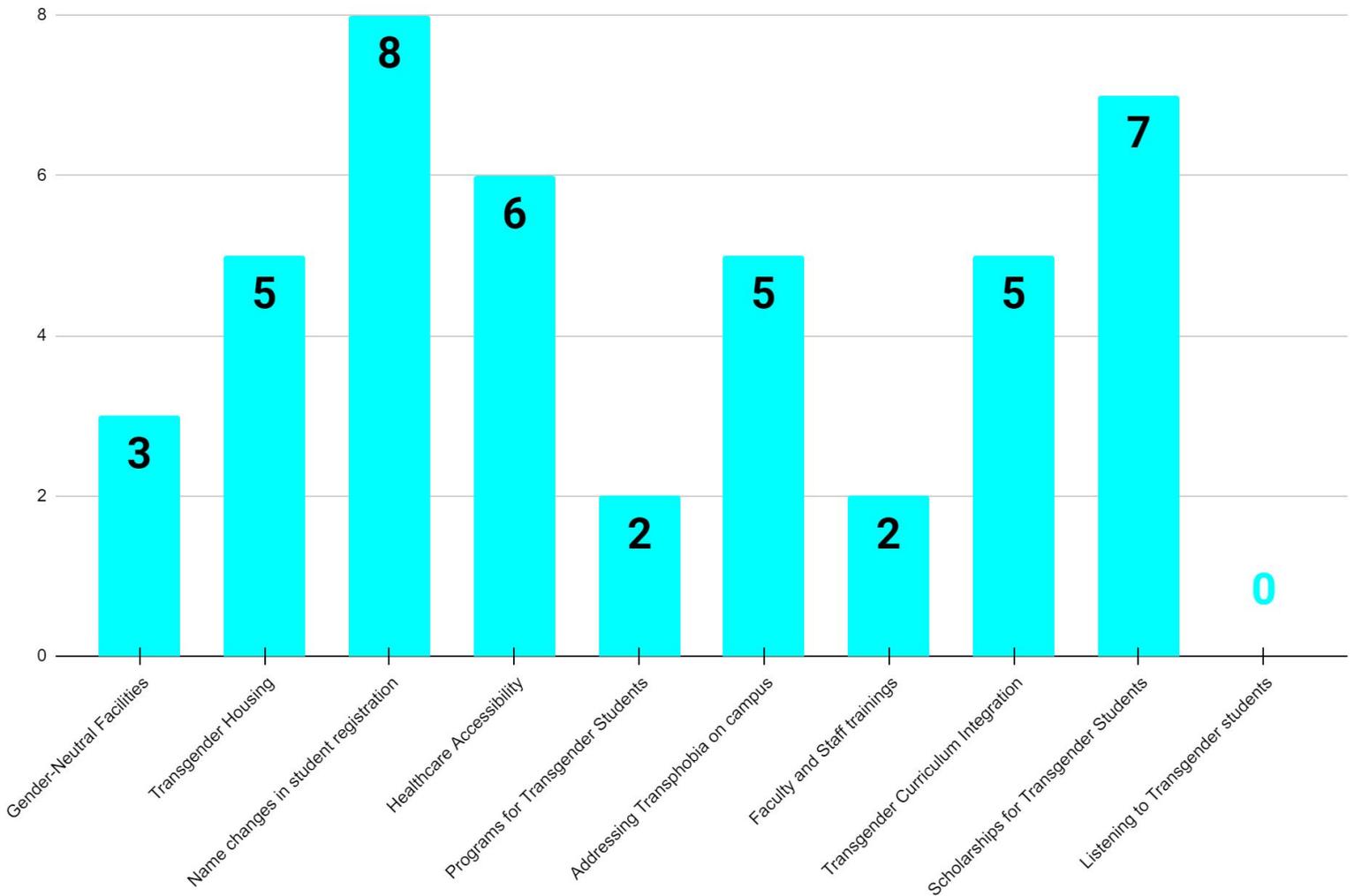
- DAG 2021-2026 Strategic diversity plan
- DEI professional development trainings
- “Train the Trainer” DAG working group
- “Access and Awareness” DAG working group: creating a gender support plan

# Long Term Goals

## Long-Term Collaborative Efforts

- Scholarships
- Registrar - Name changes
- Equitable Gender-Neutral and Transgender inclusive Facilities
- Housing
- Curriculum
- Programming
- Healthcare
- Changing campus attitudes and norms

## Areas That Survey Respondents Predicted the Greatest Amount of Difficulty



Name changes in student registration, scholarships for transgender students, and healthcare accessibility were the highest ranked program objectives in terms of difficulty to execute.

Transgender housing, addressing transphobia on campus, and transgender curriculum integration were all rated as equally difficult to achieve.

Gender neutral facilities, programs for transgender students, and faculty and staff trainings were rated as having very little difficulty to implement.

Listening to transgender students was not reported as an area of predicted difficulty by any respondents.

## **Name Registration:**

The program objective perceived to have the *highest level of difficulty to implement*

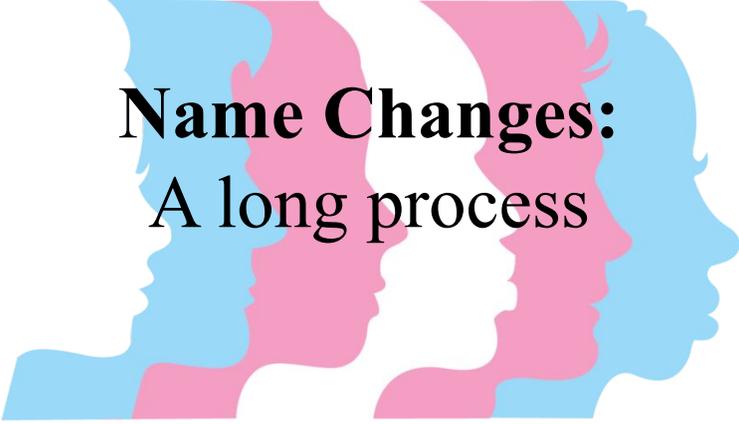


Changing the names of students in their registration has many complicating factors. These challenges have been identified during meetings with IT and DAG as well as research into other universities.

1. DUC has mandated government reporting that requires the use of a student's legal name.
2. Registrar, IT, admissions, advising, financial aid, and others all use slightly different programs or different aspects of the same program.
3. A different name for the same student could cause difficulty coordinating their files across multiple departments.
4. The price of a new program and the staff-hours to implement the system puts the cost of these type of changes at upwards of one hundred thousand dollars.
5. The entire process of finding a system and implementing it would take at least 2 years to complete, during which the school would still be operating with the existing system.

**This does *not* mean we have no responsibility to change these outdated systems. It means that these changes require a ongoing collaborative effort on the part of faculty, staff, and campus advocates.**

# Name Changes: A long process



Many schools will only allow a student to change their name in the SIS after the student has obtained a legal name change.

Legal name changes are not accessible to many Transgender college students for multiple reasons.

1. Students may be financially dependent on family who they are not out to, or who do not support their name change.
2. They may be financially independent and unable to afford the name change process which can be several hundred dollars.
3. Students who are newly out or still in the process of understanding their gender identity, may not feel ready for a legal name change.
4. Students who are newly graduated may not have the money nor have enough time to find a job to be able to afford a name change.
5. Students who are newly graduated may have other needs that they have to focus on (groceries, rent, house payment, bills, et cetera).



# Name Registration: Is this achievable? *YES!*

DUC would not be the first or only school to consider these changes.

- A. CampusPride.org lists over 260 colleges and universities that allow students to change their name in at least some areas of campus records, 66 colleges that allow for students to change their gender marker, and 42 colleges which allow for students to indicate their pronouns on class rosters. (<https://www.campuspride.org/tpc/records/>)
- B. Colleges and universities that enable students to go by their chosen name and pronouns (as well as other meaningful efforts to support the equity and safety of Transgender students) are often included in lists that LGBTQ+ groups publish of the best campuses for Transgender students.
- C. Many Transgender legal groups, such as Lambda Legal, make the case that not allowing Transgender students to change their names, gender, and pronouns on class rosters and student IDs constitutes a violation of FERPA (34 C.F.R. § 99.7(a)(2)(ii)) which allows for students to request a correction of any information on their school records that is “**incorrect, misleading, or in violation of the students rights of privacy**”
  - a. Maintaining a transgender student’s legal name on all records violates student’s privacy by outing that student to every staff and faculty who has access to their records.



## Housing:

# What LGBTQ+ and Transgender DU students have to say (pre-meeting)

LGBTQ+ students called out the language that is used on housing forms when initially signing up to dorm on Dominican's campus. The question in the form was phrased as "How do you feel about living with a transgender/gender questioning person?" This question, although written with no ill intention, came off as an opportunity for other students to be transphobic or homophobic.

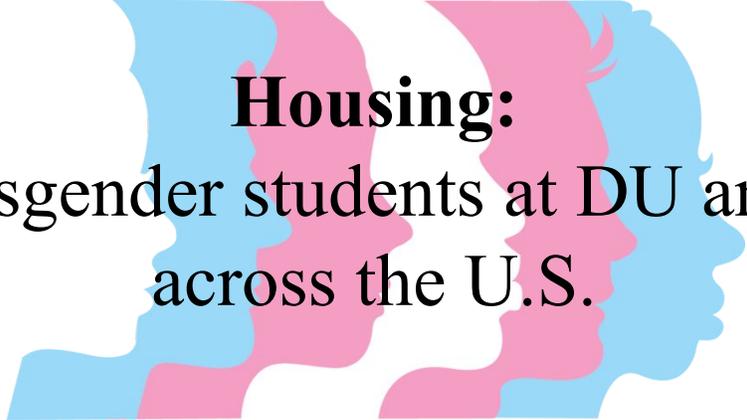
Housing department said they would change language and reformatting that section to make it more transgender inclusive. Summary of the pre-meeting discussion goes as follows:

### **Email Discussion before Meeting**

- A. Not taking out LGBTQ+ question but adding cisgender/heterosexual question
- B. LGBTQ+ hall in discussion/question

Future efforts that the housing department can to do:

- A. LGBTQ+ hall
- B. Transgender people live with the gender they choose



# Housing:

## What Transgender students at DU and colleges across the U.S.

Survey results were discussed with DU PRIDE club and additional needs were identified by DU students. Program developers met with the director of housing, Aaron Clark, about changes that can be made.

### **Changes Needed**

- A. Including a question for transgender students about if they want to room with cisgender people as well as how to best ask for student's gender identity without 'othering' those students.
  - a. Is aware of 'othering' and how it can be harmful
- B. LGBTQ+ hall or building to best enable LGBTQ+ students to develop a community and a space where they know they are safe and respected.
  - a. Agreed that this should be done, however, it is ultimately not up to him. There are other people that need to be involved to be able to make this change.
  - b. Viewed as a long-term goal due to the inability to make this change right away.
- C. Multiple gender options for housing forms and enabling transgender students to live with the gender they choose to dorm with, instead of defaulting to dorming with their assigned sex.



## Healthcare: What is accessible?

Program developers met with **Mary Vidal** and **Susana Mckenough** to discuss changes in Dominican's health center.

### **What Mary and Susana have discussed with the program developers:**

- A. Currently DU does not have the resources and capacity to provide transition and gender-affirmation procedures on campus
  - a. They are looking into if transition services are covered by student health insurance plan
  - b. Will have a resource compiled of where students can receive transition services off-campus
- B. Want counseling interns to be educated specifically about LGBTQ+ care
- C. Changing language and vocabulary on health forms to be more inclusive
  - a. Creating a sign for the health center door to inform students that they can ask about transgender healthcare needs.
- D. Open to attending trainings and learning more about the Transgender communities health needs



# Scholarships: What is available for Transgender students?

Many colleges, universities, and organizations have resources to find scholarships that are specifically for supporting LGBTQ+ students in achieving a college education. Scholarships exist, it is the responsibility of the university to make sure the students who need them are aware of what support they can receive.

[FastWeb lists scholarships for LGBTQ+ students across the US](#)

[Human Rights Campaign has a database to search for LGBTQ+ scholarships](#)

[Northern Arizona University has an LGBTQ+ page of their scholarships database that lists scholarships and resources to discover scholarships](#)



# Facilities:

## Interest in formatting and resources

**Program developers met with John Hashizume to discuss changes in Dominican facilities to make them more accessible to transgender students.**

**Why are Transgender inclusive bathrooms and non-gendered bathrooms important?**

- a. Transgender people are at a high risk for experiencing harassment within binary gender bathrooms. This includes Dominican where transgender students have experienced being told they are in the wrong bathroom and overhearing comments and jokes about them from other people in the bathroom. While there has not been a report of violent harassment of Transgender students at DU, being physically, verbally, and sexually assaulted is a concern that many Transgender people have to worry about any time they use a binary gender bathroom.
- b. Not having gender-neutral or all-gender bathroom options puts Transgender people in the position of having to choose which bathroom they think they are less likely to be harassed in.
- c. When gender-neutral bathrooms are not available in every building, Transgender students miss class by having to go longer distances to find a bathroom.
- d. Transgender men who have periods and therefore use tampons and/or pads must carry the dirty product out of the stall and throw it away in the main trashcan if there are no sanitary trashcans in the stalls which can potentially make them a target for harassment.
- e. Transgender students not having access to a bathroom that they feel safe within can lead to health issues caused by not being able to relieve themselves.

### **Resources**

- f. [Designing Inclusive and Gender Neutral Restrooms](#)
- g. [Gender-Neutral Bathrooms](#)
- h. [Vassar College gender-neutral bathroom initiative](#)
- i. [Vassar College Bathroom Map](#)
- j. [Stalled!: a group that designs inclusive bathrooms and changing rooms](#)
- k. [State by state bathroom and facilities policy](#)
- l. [A report on Architecture movements to design inclusive bathrooms](#)
- m. [Bathroom FAQs compiled by Transgender rights organization Gender Spectrum](#)



## Facilities (Cont.) Bathroom Options

- A. Single-Stall Gender Neutral Bathrooms: A single toilet bathroom with a sink and sometimes a urinal. These are a great option for people who do not identify as a binary gender, or for other reasons do not feel safe and/or comfortable using the binary gender bathrooms.
- B. Dominican has a few gender neutral bathrooms scattered around campus, however they are not as numerous or as accessible as the binary gender bathroom.
  - a. An example of this is Guzman hall where there are only 2 gender-neutral bathrooms and both are upstairs but there are multiple binary gender bathroom stalls downstairs.
- C. All-Gender Multi-Stall Bathrooms: These are bathrooms set up like a typical multi-stall bathroom with enclosed toilet stalls, sanitary trash cans in the stalls, and multiple sinks (may include urinals but not required). The signage on these bathrooms reads "All Gender". This can be accomplished by replacing the signage on an existing bathroom. Single-stall bathrooms are usually also available for anybody, cisgender or transgender, who does not want to use the multi-stall all-gender bathroom. A great opportunity for this type of bathroom would be Bertrand hall where there is a multi-stall women's bathroom downstairs that could easily have different signage and be open to all genders.
- D. Transgender inclusive Binary bathrooms: These are bathrooms that are for a single binary gender but have been designed to meet the needs of cisgender AND transgender individuals. The main change that is needed to make a binary bathroom trans-inclusive is installing *sanitary trash cans in the stalls of mens bathrooms* for men who use pads and tampons. Urinals in women's bathrooms are also an option, however this is not seen as necessary by the majority of transgender women who prefer to use the toilets in private stalls to urinate the same way a cisgender woman does.

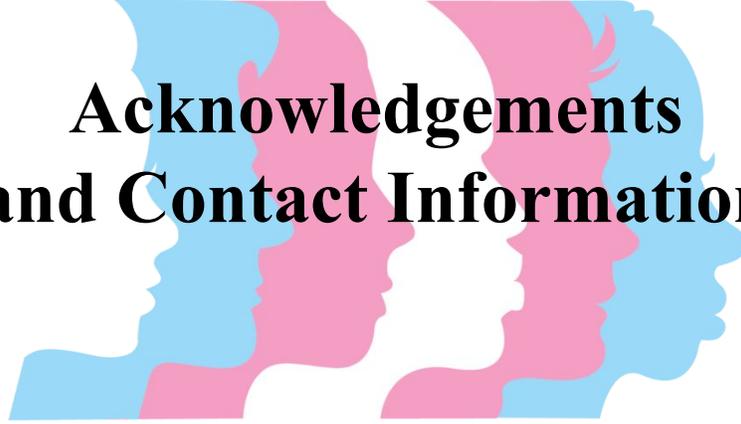


## Facilities (Cont.)

### Important Considerations

- A. Non-gendered bathrooms **must be made available at the same rate as binary gender bathrooms**. The best way to think of this is to count toilets, not doors.
- Two binary multi-stall bathrooms with 4 stalls each and 2 single-stall gender-neutral bathrooms is not an equal distribution as there are 8 binary toilets and only 2 non-gendered toilets available
  - There must be equal numbers of toilets for all genders to be equal.
- B. Gender-neutral and all-gender bathrooms **need to be disAbility and wheelchair accessible**. Transgender and non-binary people also may have disAbilities or use wheelchairs and therefore will need a wheel-chair accessible bathroom that is also safe for their gender.
- This includes wheelchair accessible stalls and sinks, as well as gender-inclusive bathrooms that do not require a person to use stairs to access.
- C. Bathroom maps on the school website is a great resource that allows people to easily see where bathrooms are located. T
- he bathrooms should be clearly indicated on the map as Mens, Womens, Gender-Neutral, and All-Gender so that people can know where the bathrooms they prefer to use are available.

# Acknowledgements and Contact Information



We are aware that not every implementation can be done overnight and may need extensive amount of work for each area to achieve Transgender equity. We would like to acknowledge the vast community of support that helped make the development of this program possible. None of this would have come to fruition without your dedication to change and equality. Thank you for committing to creating change and advocates for the Transgender community.

DAG's plan for diversity will greatly benefit with this newfound knowledge and can further promote equity and accessibility for Transgender college students. We think about the minority students who feel like they are isolated and unrepresented, but we forget about the gender minority students (both POC and BIPOC) who are just as affected as well. Transgender students cannot do this alone, it is a collaborative effort to eradicate systemic transphobia and enhance higher education for the Transgender community.

Thank you for allowing us to present our research and begin the process of inclusivity and equity for Transgender College Students.

**If anyone has any further questions, please contact [TCSdominican@gmail.com](mailto:TCSdominican@gmail.com) or the program developers individually for more information.**



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