Creating a gender inclusive environment
Higher education

Creating and promoting an inclusive environment within higher education can help signal to students that the institution strives for the safety of students, trans-inclusive education, and diverse communities.

University systems & procedures

- Provide options for gender identity and pronouns on forms.
- Allow the use of chosen names and gender on records and emails.
- Limit the use of gender binary labels within buildings, programs, and other spaces.

Community & Support

- Promote and support diverse clubs and communities.
- Offer trans-inclusive campus programs, organizations, and spaces.
- Employ health professionals and counselors who are knowledgeable in transgender and gender-diverse health needs.

Recruitment & Retainment

- Create and maintain inclusive spaces.
- Employ and enforce anti-harassment and anti-discrimination policies.
- Support staff and students who are publicly out.
- Prioritize health and safety for students.

Curricula & Policies

- Provide trans-inclusive educational content resources and classroom materials.
- Require staff and faculty training on anti-discrimination.
- Create policies to protect transgender and gender-diverse students.
- Hold individuals who demonstrate discrimination or violence accountable.

- **Create space:** allow students to modify name displays, choose their gender, and display pronouns
- **Support students:** encourage trans-inclusive spaces
- **Protect students:** Enforce anti-discrimination policies
- **Educate everyone:** give staff, faculty, and students the opportunity to learn about LGBTQIA+ topics

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