“Who Are They, Them, Their?: Gender Equity & Inclusion

Teresa Bill, Director Bridge to Hope
Cameron Miyamoto, Director LGBTQ+ Center
University of Hawai‘i at Mānoa
New Faculty Orientation
August 21, 2019
• It is the policy of the university to provide equity of opportunity in higher education, both in the educational mission and as an employer. The university is committed to comply with all State and Federal statutes, rules, and regulations which prohibit discrimination. The university is committed to a policy of nondiscrimination on the basis of race, sex, gender identity and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, breastfeeding, income assignment for child support, arrest and court record (except as permissible under State law), sexual orientation, national guard absence, or status as a covered veteran. This policy covers admission and access to and participation, treatment, and employment in the university’s programs and activities. Discriminatory harassment, including sexual harassment, is prohibited under this policy. The university shall promote a full realization of equal opportunity through a positive, continuing program of nondiscrimination and affirmative action (41 CFR Chapter 60) on each campus.
The Gender Unicorn

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

Gender Expression
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Physically Attracted to
- Women
- Men
- Other Gender(s)

Emotionally Attracted to
- Women
- Men
- Other Gender(s)

To learn more, go to: www.transstudent.org/gender

Design by Landyn Pan and Anna Moore
### MIS-GENDERING AND GENDER INCLUSION

- Use preferred names on name tags, ID cards or door signs
- Don’t assume someone’s gender
- Respect other’s gender identity and pronouns
- When introducing yourself, share your pronouns
- Put your pronouns in your email signature
- Correct others or yourself when someone is mis-gendered

### Gender Pronouns

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

<table>
<thead>
<tr>
<th>Subjective</th>
<th>Objective</th>
<th>Possessive</th>
<th>Reflexive</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>She</td>
<td>Her</td>
<td>Hers</td>
<td>Herself</td>
<td>She is speaking. I listened to her. The backpack is hers.</td>
</tr>
<tr>
<td>He</td>
<td>Him</td>
<td>His</td>
<td>Himself</td>
<td>He is speaking. I listened to him. The backpack is his.</td>
</tr>
<tr>
<td>They</td>
<td>Them</td>
<td>Theirs</td>
<td>Themself</td>
<td>They are speaking. I listened to them. The backpack is theirs.</td>
</tr>
<tr>
<td>Ze</td>
<td>Hir/Zir</td>
<td>Hirs/Zirs</td>
<td>Hirself/ Zirself</td>
<td>Ze is speaking. I listened to him. The backpack is theirs.</td>
</tr>
</tbody>
</table>

For more information, go to transstudent.org/graphics

Design by Landyn Pan
Nonbinary

- Mr.
- Ms.
- Mx.
Scenario 1:

• You are new faculty and it is the first day of classes. One of your students expresses disappointment that their birth name is on the class roster and that you called it when you were doing roll call. They say that they feel like you outed them as trans. They want you to take care of this problem in your class and they share they are also tired of being mis-gendered on campus and want you to change all of their UH records. How would you assist with this?
Executive Policy 7.302: Preferred Name

• A. To set forth a policy to support students who have a preferred name, such as a Hawaiian name, an international name, or a name that is concurrent with their gender identity.

• B. The goal of this policy is to enable a consistent preferred name experience across the University of Hawai‘i system and use of one’s preferred name wherever legal name is not absolutely necessary.

• C. The option to use preferred name shall be available to all students as long as the use of the preferred name is not for the purpose of fraud or misrepresentation.
CHANGE OF NAME/PREFERRED NAME REQUEST FORM

UH ID/USERNAME: ___________________________ PHONE: ___________________________

EMAIL ADDRESS: ___________________________

Instructions: Print clearly. Choose one request: Change My Legal Name or Request a Preferred First Name. Submit the signed and completed form with the appropriate documentation to your current UH Home Institution’s Admissions & Records Office/Offer Office of the Registrar.

☐ I AM REQUESTING TO CHANGE MY LEGAL NAME.

FORMER LEGAL NAME: ___________________________

NEW LEGAL NAME: ___________________________

Reason for Name Change (check one):
☐ Change due to marriage (attach Marriage Certificate)
☐ Change due to divorce (attach Divorce Decree)
☐ Legal change of name (attach Court Petition or U.S. Naturalization Certificate)

SIGNATURE: ___________________________ DATE: ___________________________

☐ I AM REQUESTING A PREFERRED FIRST NAME.

LEGAL NAME: ___________________________

PREFERRED FIRST NAME: ___________________________

By signing below, I understand and agree to the following:

Refer to EP 7.302 Preferred Name Policy - to support students who have a preferred name, such as Hawaiian name, an international name, or a name that is consistent with their gender identity. This policy is limited to first name and not surname or family name. UH will make every effort to display preferred first name to the University community where feasible and appropriate and make a good faith effort to update reports, documents, and systems. Preferred name will appear on UH ID card, class roster, and directories such as Lulus, and STARS.

UH reserves the right to deny or remove, with or without notice, any preferred name for misuse, including not limited to fraud, misrepresentation, attempting to avoid legal obligation, or the use of highly offensive or derogatory name.

Legal name will still be used on certain records, including official transcripts, diploma, paychecks, payroll records, enrollment verifications, medical records, financial aid documents and other records, which require use of an official name of record.

☐ Special characters are not possible at this time.
☐ Replacement for changes may apply to issue a new ID card.
☐ Approved changes may take five to seven business days to take effect.

Changes to UH username and/or UH email account can be made to the UH ITS Help Desk or call (808) 956-8883 (Oahu) or (1-800) 558-2468 (Neighbor Islands), or email help@hawaii.edu.

SIGNATURE: ___________________________ DATE: ___________________________

For Office Use Only - Internal Use Only
Rev. 12/31/2016

PREferred NAME POLICY

- You don’t need a legal name change to request use of your preferred first name
- Submit forms to your UH Home Institution’s Admissions & Records Office/Office of the Registrar
- This form will update your name on all official UH records that don’t require Federal compliance, such as class rosters and Banner
- Student ID cards can be updated with the preferred name
Scenario 2:

• You hear from a colleague that there is a “man” who keeps on using the multi-stall women’s restroom in your building. You find out the person using the restroom is a transgender female faculty member from a nearby department. How do you address the issues at hand?
Executive Policy 1.205 Policy and Guidelines on Inclusive Facilities

• In furtherance of the University of Hawai‘i's (the “University”) commitment to providing a learning and working environment that is safe, accessible, and respectful of all individuals, the University is dedicated to ensuring that restrooms and other facilities support a campus community of diverse students, faculty, staff, and visitors inclusive of their gender identity and/or gender expression. This policy addresses new construction and existing restrooms, showers, locker rooms, changing facilities, and wellness/lactation rooms.

Additionally, in keeping with the University’s policy of nondiscrimination on the basis of gender identity and gender expression, all employees, students, and visitors have the right to use the facilities that correspond with their gender identity and to be free from harassment and discrimination. The University’s policies on nondiscrimination (EP 1.202) and/or sex discrimination and gender-based violence (EP 1.204) should be consulted in any circumstances where discrimination and/or harassment is alleged.
All-Gender Restrooms

Architecture 315
Biomedical Sciences Hamilton Library 303A
Dole Street Offices Holmes Hall 371
Gartley 11

Holmes Hall 4/71

Restricted Access All-Gender Restrooms

UHIT Center 318
Warrior Recreation Center A213

*single stall/locking ADA accessible facilities
All-Gender Restrooms - A Common Good

• Student Parents also benefit from All-Gender Restrooms -
  • Fathers can bring their daughters to the All-Gender Restroom
  • If we can get facilities to install changing tables - that's another unintended but expanded demographic use
  • Like curb-cuts for wheelchairs, policy mandates can have unintended benefits for us all - e.g. student parents with strollers.

• Student Parents @ Mānoa (SP@M)
  • Seeking to establish a “Family Friendly Campus”
Title IX Policy Protections

No person shall . . .
on the basis of sex,
• be excluded from participation in,
• be denied the benefits of,
• or be subjected to discrimination under any education program receiving federal $.

Title IX Protects Pregnant Students
Your Rights With Title IX (gender non-discrimination in education)

Your absences must be excused for as long as your doctor says is medically necessary.

Individual faculty cannot establish attendance rules that conflict with federal law.

Be Proactive: Discuss & plan ahead with your faculty for a successful semester.

Contact Teresa Bill at SP@M if you need assistance speaking with faculty.

Keep notes (including emails and text messages) about your pregnancy-related absences, or any instances of harassment. Report problems ASAP to Dee Uwono or Teresa Bill.

Resources for “Enrolled & Expecting” Students on the Student Parents At Manoa (SP@M) website

Keep notes (including emails and text messages) about your pregnancy-related absences, or any instances of harassment.

If you are experiencing intimate partner violence, please contact PAU Violence (uhmpiu@hawaii.edu) or the Domestic Violence Action Center (531-3771).

For Assistance Contact:
Teresa Bill, UH Manoa Women’s Center
GLC 211
(808) 944-6959
email: goldkids@hawaii.edu
www.manoa.hawaii.edu/studentparents

Dee Uwono, UH Manoa Title IX Coordinator
Hawaii Hall 124
(808) 944-2055
email: duwono@hawaii.edu
www.manoa.hawaii.edu/titleix

“Pregnant & Parenting Students’ Rights FAQ for College Students”

Title IX Policy Protections

No person shall . . .
on the basis of sex,
• be excluded from participation in,
• be denied the benefits of,
• or be subjected to discrimination under any education program receiving federal $.
Title IX Policy Protections

- Absences must be excused as long as Dr. says is medically necessary
- Faculty cannot establish attendance rules that conflict with federal law
- “reasonable accommodation”

Title IX Protects Pregnant Students

Your Rights With Title IX (gender non-discrimination in education)

Your absences must be excused for as long as your doctor says is medically necessary.

Individual faculty cannot establish attendance rules that conflict with federal law.

Be Proactive: Discuss & plan ahead with your faculty for a successful semester.
Contact Teresa Bill at SP@M if you need assistance speaking with faculty.

Keep notes (including emails and text messages) about your pregnancy-related absences, or any instances of harassment.
Be proactive, ASAP to Dee Uwono or Teresa Bill.

Pregnancy can be an especially dangerous time for women in abusive relationships. Violence can often begin or escalate during pregnancy.
If you are experiencing intimate partner violence, please contact PAU Violence (uhmpau@hawaii.edu) or the Domestic Violence Action Center (531-3771).

“Pregnant & Parenting Students’ Rights FAQ for College Students”

Resources for “Enrolled & Expecting” Students on the Student Parents At Mānoa (SP@M) website

For Assistance Contact:

Teresa Bill, UH Mānoa Women’s Center
GLO 211
(808) 956-4859
email: go2kids@hawaii.edu
www.manoa.hawaii.edu/studentparents

Dee Uwono, UH Mānoa Title IX Coordinator
Hawai‘i Hall 124
(808) 956-3895
email: t9uowo@hawaii.edu
www.manoa.hawaii.edu/titleix

PAU Violence (000) 956-0059
e-mail: uhmpau@hawaii.edu
Scenario 3:

- Student doesn’t show up for 2 weeks mid-semester and when they return, reports that she is pregnant and expecting to give birth right before the end of semester. Student is concerned how they will complete work for the course and unsure of their grade since your syllabus indicates reductions in grade when absences exceed two.

- How do you respond to the student to ensure they are not discriminated against (excluded from participation) in education due to gender? (in this case, pregnancy).
Scenario 4:

• An engaged student with strong performance begins to miss classes and turn in assignments late. When you ask the student if they’d like to share why their work is late and they’re missing classes - they say their auntie who usually babysits has been sick and there is no one to watch their 4 year old. Student asks if it would be possible to bring their child to class?

• What is your response?
* Currently, Univ. does **not** have a formal policy on children in classroom

- Minor Illnesses & disruptions in childcare often put student parents in the position of missing class
- Child in class is **not** intended to be a long-term solution to lack of childcare
  - Please refer students to SP@M for assistance with attaining childcare

- Disruptions to teaching and other students should be minimized
  - Sit near door;
  - Know your child’s attention span & activity level;
  - Bring quiet activities

- Create a welcoming environment to all forms of diversity, including parental status.
- Encourage student parents (& others with extenuating circumstances) to connect early
Title IX Concerns

Formal Reporting Offices

- Dr. Dee Uwono
  Director and Title IX Coordinator
  Hawai‘i Hall 124
  2500 Campus Road
  Honolulu, HI 96822
  (808) 956-2299
  t9uhm@hawaii.edu

Confidential UHM Student Resources

| Sex discrimination: sex/gender identity | Cameron Miyamoto*  
LGBTQ+ Center  
QLC 211  
lgbtq@hawaii.edu  
956-9250 | Counseling & Student Development Center*  
QLC 312  
956-7927 | Office of Title IX  
Hawai‘i Hall 124  
t9uhm@hawaii.edu  
956-2299 |

| Sex discrimination: pregnancy/paternity | Teresa Bill*  
Angie Solomon*  
Student Parents at Mānoa  
QLC 211  
gotkids@hawaii.edu  
956-8059 | Counseling & Student Development Center*  
QLC 312  
956-7927 | Office of Title IX  
Hawai‘i Hall 124  
t9uhm@hawaii.edu  
956-2299 |

| Sexual harassment, exploitation, assault | Jenna Friedman*  
Gender Equity Specialist  
jenna.h.friedman@hawaii.edu  
QLC 211  
956-9499  
Sex Abuse Treatment Center*  
524-7273 | Counseling & Student Development Center*  
QLC 312  
956-7927 | Office of Title IX  
Hawai‘i Hall 124  
t9uhm@hawaii.edu  
956-2299 |

| Intimate partner violence | Paxon Chang*  
DV Action Center  
paxont@stoptheviolence.org  
229-9878 | Counseling & Student Development Center*  
QLC 312  
956-7927 | Office of Title IX  
Hawai‘i Hall 124  
t9uhm@hawaii.edu  
956-2299 |
MAHALO

Cameron Miyamoto
Director, LGBTQ+ Center
LGBTQ@hawaii.edu
(808) 956-9250

Teresa Bill
Student Parents @ Mānoa (SPAM)
gotkids@hawaii.edu
(808) 956-9250