

LGBTQIA+ INCLUSIVITY IN THE CLASSROOM

Johnson Center Lunch
February 27, 2020

DEMONSTRATE
INCLUSIVITY:
NEUTRALITY
ISN'T NEUTRAL

HOW DO OUR STUDENTS SELF-IDENTIFY?

Bisexual woman

Gay cis-gendered female

Nonbinary aromantic asexual

Queer genderfluid

A bisexual androgynous polygamous cis-gendered female

Heterosexual biromantic kinky cis-gendered male

An androgynous queer trans nonbinary person

A cis-gender omni-asexual woman, or just queer

Gay fem/masc man

LGBTQIA+ DEFINITIONS

- GENDER IDENTITY
 - HOW ONE CONCEIVES OF THEIR OWN GENDER
- GENDER EXPRESSION
 - HOW ONE EXPRESSES THAT GENDER EXTERNALLY (THROUGH BEHAVIORS, ATTIRE, ETC.)
- SEXUAL ORIENTATION
 - HOW ONE IS ATTRACTED TO OTHERS

IMPORTANTLY: THESE ARE NOT NECESSARILY LINKED!

LGBTQIA+ DEFINITIONS

“Gender identity,
gender expression,
and sexual attraction
are not necessarily related.

Professors make a lot of
assumptions based off of
one.”

LGBTQIA+ DEFINITIONS

- TRANS-/CIS-GENDER
- NONBINARY OR "ENBY"
 - ALSO GENDER-NONCONFORMING
- ASEXUAL OR "ACE"
- "QUEER"

WHY PRONOUNS MATTER

“I highly value professors acknowledging pronouns at the start of each semester; introducing their own, as well as making the conscious effort to ask students their pronouns.

While I am a woman who uses she/her pronouns, I think normalizing the recognition of pronouns is a great way to support the non-binary and trans communities.

I think, for me, the biggest thing that makes me feel safe and included is acknowledging different identities and reminding all students that while most of them likely are not in the LGBTQ+ community, being respectful of each other no matter what is the priority.”

PRONOUNS

- SHE/HER/HERS
- HE/HIM/HIS
- THEY/THEM/THEIRS
- OTHER OPTIONS ALSO APPROPRIATE
 - KEY: LET STUDENTS INFORM YOU OF THEIR NAMES & PRONOUNS & RESPECT THEIR CHOICES



~And whoso fyndeth hym out
of swich blame, **They** wol
come up . . .
Chaucer, late 14th century

DEMONSTRATING INCLUSIVITY

**“Ask for pronouns
(often on first day of class),
include pronouns in email
signatures,
mention respecting
pronouns/names in the syllabus,
have pride/ally flags on their
office doors.”**

PRONOUNS IN EMAIL SIGNATURE / SYLLABUS

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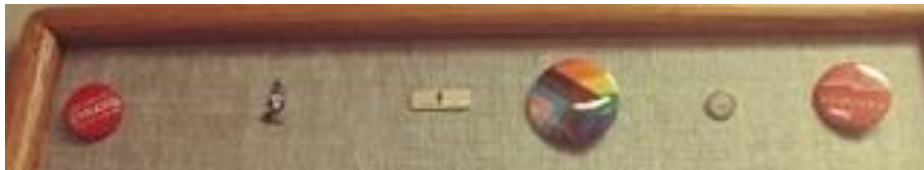
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INCLUSIVE OFFICES

DOORS (SH):

- PINS
- INCLUSIVE MESSAGES & QUOTES
- QUEER POP CULTURE



OFFICES SHOWCASING QUEER CULTURE

-THANKS TO ANDREW, RANDI, AND
MINDY FOR THESE OFFICE PICS!



CLASSROOM POLICIES

PRONOUN POLICY IN SYLLABUS

All humans have the right to be addressed in accordance with their personal identity. Sometimes this means you'd prefer me to call you "Jim" rather than "James." Sometimes this means that, though your given name might be "Helen," you identify as male and would prefer to go by a different name and a masculine pronoun. In all cases, students' preferences of address will be honored. If you have reason to believe that I may refer to you by the incorrect pronoun ("s/he"), please let me know how you would prefer to be addressed (e.g.: she, he, they, ze) right away.

CLASSROOM POLICIES

FIRST DAY OF CLASS

- KEY: AVOID "DEAD NAMING"
- DURING ROLL, READ STUDENTS' LAST NAMES AND ASK WHAT THEY'D PREFER TO BE CALLED
- HAVE STUDENTS FILL OUT AN INFORMATIONAL SHEET OR CARD AND ASK THEM TO INCLUDE PREFERRED NAME, PRONOUNS, ETC.

INCLUSIVE CLASS SESSIONS

- AVOID "LADIES AND GENTLEMEN" LANGUAGE
- DON'T MAKE PRESUMPTIONS ABOUT THE IDENTITIES, EXPERIENCES, AND DESIRES OF OTHERS
- AVOID DEFAULT HETERONORMATIVE LANGUAGE

MAKING CLASSROOMS INCLUSIVE

“Many of my professors assume that everyone, unless they openly and pointedly identify otherwise, are heterosexual and monogamous.

I've personally had a lot of professors assume personal information about my sexuality, partners, etc simply because I may come off as straight or monogamous.”

INCLUSIVE CLASS SESSIONS

- AVOID "LADIES AND GENTLEMEN" LANGUAGE
- DON'T MAKE PRESUMPTIONS ABOUT THE IDENTITIES, EXPERIENCES, AND DESIRES OF OTHERS
- AVOID DEFAULT HETERONORMATIVE LANGUAGE
- DON'T RIDICULE MARGINALIZED GENDER AND SEXUAL IDENTITIES
- CORRECTING STUDENTS IN THE CLASSROOM

MAKING CLASSROOMS INCLUSIVE

**“I love when professors
make anti-homophobic
and anti-transphobic
comments”**

MAKING CLASSROOMS INCLUSIVE

“Stand up for students who use pronouns you may not expect.

There have been times I have been misgendered by another student in class, knowing I had the professor on my side or as someone to talk to about it would be great.”

BE INCLUSIVE IN COURSE PLANNING

- INCLUDE QUEER AUTHORS, PERSPECTIVES, MEDIATED REPRESENTATIONS, ETC.
- QUEER YOUR EXAMPLES
- CONSIDER INCLUDING QUEER THEORY

MAKING CLASSROOMS INCLUSIVE

**“My professors discussed asexuality
in psych of human sexuality.**

**I also really value and respect
professors that explicitly bring up the
disproportionate maltreatment of
lgbtqia+ people of color and how
being members of each minority
intersect systematically.”**

MAKING CLASSROOMS INCLUSIVE

**“Include or lend value to
queer analysis/theory”**

CONTINUE TO
LEARN &
DO YOUR BEST

“I would say some professors do not understand nonbinary identities very well, and some don't understand trans identities very well either.

If this is the case, taking the time to learn a bit more so that they understand their trans and nonbinary students would be great.

I have had professors get my pronouns wrong before, and they have always politely corrected themselves, which I appreciate (Learning how to correct this mistake kindly and respectfully is also good).”

CONTINUE TO
LEARN &
DO YOUR BEST

“The only frequent thing is dead naming.

My email address has my dead name and even though I sign with my preferred name and professors call me my preferred name for some reason or another they forget and go back to calling me my dead name.”

CONTINUE TO
LEARN &
DO YOUR BEST

“Diverging from the norm is still the ‘norm’ - it’s natural for all humans to be different from each other, and for not all humans to always understand it.

It’s part of the human condition to experience the mystery around our psyche and to empathize and respect those around us for their experience even if we can’t understand on our own.

Acceptance and embracement of education are the ways to a brighter future; tolerance isn’t enough. Lgbtqia+ people are here, and here to stay, and we need your positions in authority to help us on our educational journeys.”
