

CREATING A WELCOMING ENVIRONMENT FOR TRANS & GENDER EXPANSIVE FOLKS AT PCC

We all play a part in promoting belonging and wellbeing for trans and gender expansive folks here at PCC. Using inclusive practices supports students in performing to their fullest potential and affirms PCC's commitment to creating an environment free from discrimination based on gender identity and expression.

Modeling Inclusive Behavior

Introductions: During introductions for class or other gatherings, model sharing your name and pronouns and ask others to do the same. This allows everyone the opportunity to share how they should be addressed and reduces the burden on anyone whose pronouns are often misidentified.

Example: My name is _____ and my pronouns are _____.

You could ask students to share their name and pronouns during their initial introductions. Another option is to have all student fill in their name and pronouns on a blank roster to reinforce the camaraderie.

Sample Syllabus Statement

Use your syllabus to set a standard and foster an environment of respect and inclusivity.

Sample Statement:

This course will be conducted in an atmosphere of mutual respect and affirms people of all gender identities and expressions. Please address me as _____ and my pronouns are _____. I was provided a class roster with your preferred name and pronouns as it appears in the PCC system. However, if you prefer to be called a different name than what is on the roster, please let me know. You may also share your pronouns. You may request that your pronouns or a different name appear on some college records (including class rosters and email) in MyPCC or by contacting names-pronouns@pcc.edu.

Dos and Don'ts

Do

- model using the correct names and pronouns for everyone
- be patient - folks exploring their gender identity may change their name and pronouns more than once
- apologize and move on after a mistake
- maintain privacy and avoid "outing" students
- remember that misgendering or deadnaming someone can have a big impact
- practice using pronouns that may be less familiar to you like they/them or ze/zir/zirs

Don't

- make assumptions about people's pronouns; gender identity; or sex assigned at birth
- tokenize or expect students to educate you, the class, or department about their identity
- ask someone about their "real", "given", or "birth" name; their genitalia; how they have sex; or if they've had surgery/use hormones
- call pronouns "preferred"
- force anyone to share their pronouns--simply do not use pronouns for people until you learn how they should be addressed



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