

# Creating a Welcoming Environment for Trans and Gender-Variant Folks on Campus

## PCC Gender Inclusive Spaces Committee

The following information is helpful in ensuring that Portland Community College is a welcoming place for trans and gender-variant folks. When exclusionary practices are reduced and eliminated in the classroom, students are better able to perform at their full potential. Furthermore, it reaffirms PCC's commitment to non-discriminatory practices based on gender identity and expression.

### Use your syllabus to set a standard and create a respectful climate

#### Sample Syllabus Statement:

This course will be conducted in an atmosphere of mutual respect and affirms people of all gender expressions and identities. Please address me as \_\_\_\_\_ and my gender pronouns are \_\_\_\_\_. I was provided with a class roster with your name 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 gender pronouns.

You may request that a different name appear on some college records (including class rosters and email) by contacting: [enroll@pcc.edu](mailto:enroll@pcc.edu)

### Other things to consider

Be patient with folks exploring their gender identity - they may change their names and pronouns more than once.

Maintain confidentiality and do not "out" students. Consider information that a student shares about their gender identity confidential. Do not tokenize or expect that student to educate you (or the class or department) about their identity.

Do not assume that a person's gender identity or expressions equates to their sexual orientation or biological sex.

Understand that "coming out" as trans or gender-variant is different than "coming out" as LBGQ.

### Model inclusive behavior

#### Roll Call:

When introducing yourself to the class or in meetings, use your name and your gender pronouns. This allows everyone the chance to self-identify and reduces the burden on anyone whose pronoun is often misidentified.

Example: My name is \_\_\_\_\_ and my pronouns are \_\_\_\_\_.

Do not use the class roster to read off names in case the roster displays a prior name. Instead, you could ask students to share their name and pronouns during their initial introductions.

Use the name and pronoun shared.

Another option is to have all student fill in their name and gender pronouns on a blank roster.

### Do not ask:

Their "real", "given", or "birth" name.  
Their genitalia or how they have sex.  
Their hormones or surgery status.

### Please remember

For trans and gender-variant folks, misuse of pronouns can be impactful and alienating. Some students may identify beyond traditional binary pronouns (he/she) and use "they", their name only, or gender neutral pronouns (such as hir/ze).

For more information: [pcc.edu/resources/qrc/committee.html](http://pcc.edu/resources/qrc/committee.html)