Gender Identity in Higher Education
How Technology Can Support (or Limit) Inclusiveness on Campus

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Introductions

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## Agenda

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## Objectives

- **The “What”**
  - Raise awareness

- **The “Who”**
  - Role of higher education industry and professionals

- **The “How”**
  - Introduction of EDUCAUSE Working Paper
Policies Related to Trans Inclusion

- **Dear Colleague Letters**
  - Trans-inclusive guidance issued in [5/13/16 letter](#)
    - Provides guidance on nondiscrimination, names and pronouns, restrooms and locker rooms, housing, and FERPA protections
  - Guidance rescinded in [2/22/17 letter](#)

- **NCAA Policy on Trans Athletes**
  - Trans men taking testosterone may compete on men’s teams but are no longer eligible to compete on women’s teams; trans men not taking testosterone may compete on any team
  - Trans women undergoing testosterone suppression may continue to compete on men’s teams until one year of suppression at which time they may compete on women’s teams
Practices Related to Trans Admission

- **Common App/Universal App**
  - Changed “sex” to “sex assigned at birth” and added text field where students can enter data to describe their gender identity

- **Shifting Policies at Women’s Colleges**
  - Women’s colleges that now admit trans women: Wellesley College, Mills College, Smith College, Bryn Mawr College, Barnard College, Spelman College (starting in 2018-2019)
On-campus housing policies and options

Limited access to gender-inclusive restrooms for non-binary students
Lack of (or restrictive) policies for use of chosen/campus name in student records

Lack of knowledge about gender diversity and trans-spectrum identities
Cis-normative attitudinal barriers about trans-inclusive policies/practices

Health Services and Counseling staff without adequate training and who function as gatekeepers
Impact of Data Practices on Trans Students

- Gender marker in data system may limit on-campus housing assignments
- Lack of chosen/campus name policies/data display forces trans students to constantly out themselves and navigate asking for respect/inclusion
- Restrictive chosen/campus name policies/data display causes trans students to be outed in various circumstances
  - Chosen/campus name displayed only in certain areas/screens
  - Chosen/campus name displayed as secondary data column or in parentheses
- Frequent mismatch between student data (chosen/campus name and gender marker or ID card)
- Lack of data field for gender pronouns leads to frequent misgendering and invisibility of/resistance to non-binary students
- Cis-normative data collection/display within Health Services leads to disparate and/or non-inclusive healthcare

EDUCAUSE Working Group

We propose to bring together representatives with different perspectives from many sectors of higher education, along with partners from each of the major ERPs used by us, to communicate needs and identify barriers and how to overcome them.
Working Group Members

- Jeffrey Butera, Director of Enterprise Applications, Hampshire College
- Jeff Elliott, Product Manager, Jenzabar
- Steve Hahn, Vice Provost for Enrollment Management, University of Wisconsin-Madison
- Mike Hart, CISO, Director of ITS Security, Infrastructure, and Networking, Metropolitan State University of Denver
- Barron Koralesky, Chief Information Officer, Williams College
- Criss Laidlaw, Director of Administrative Information Systems, Williams College
- Sandy Pearson, Product Management Manager, Oracle
- Ravi Ravishanker, CIO, Wellesley College
- Rick Skeel, Director of Product Management for Banner Student and General, Ellucian
- Eunice Wells, Product Manager - Student, Workday
Gender Identity in Higher Education:
Recommendations for Campus Information Systems
Multiple Name Types: Definition of Terms

- Legal Name: The name officially recognized by government entities and normally used in institutional reporting to those entities.
- Campus Name: The name an individual wishes to be known by while on campus.
- Display Name: The name shown within the institution’s information systems and other internal documents and databases.
- Professional Name: The name an individual (often a faculty member) is known by in a professional capacity.
- Diploma Name: The name as it should appear on the diploma.

Gender Identity in Higher Education:
Recommendations for Campus Information Systems
Multiple Name Types: Recommendations

- The ability to support and/or require several parts, such as prefix, first name, middle name, last name, and suffix
- Effective-dated record of changes
- The ability to specify the name in an alternative language
- Pronunciation included as an audio file
- Phonetic representation
Gender Identity in Higher Education:
Recommendations for Campus Information Systems

Gender-Related Information: Definition of Terms

- There are multiple information attributes that relate to gender, including gender at birth, gender identity, legal sex/gender, preferred salutation, and pronouns.
- A glossary produced by AACRAO defines gender identity as “a person’s innermost concept of self as man, woman, a blend of both, or neither—how individuals perceive themselves and what they call themselves.”

Gender Identity in Higher Education:
Recommendations for Campus Information Systems

Gender-Related Information: Recommendations

- The option to use or not use an attribute
- An editable list of fixed values for the attribute
- A configurable “other” option permitting the entry of freeform text
- Effective dating to track changes over time
Gender Identity in Higher Education:
Recommendations for Campus Information Systems
Privacy and Access Rights: Why are these important?

- Privacy includes the rights of the individual, and access rights are related to what the institution can do with an individual’s information. These are complementary, and, as a general trend, individuals’ rights to their data are increasing.
- Includes capabilities relating to student self-service, limiting access to data individuals with relevant job responsibilities, when in doubt making data access more restrictive, among others.

Final Thoughts

- Modernization of identity in our ERP/IT Systems benefit everyone.
- IT departments can play a crucial role in breaking down silos and bringing the campus together to provide a more inclusive and welcoming community.
Thank You

Q & A Session