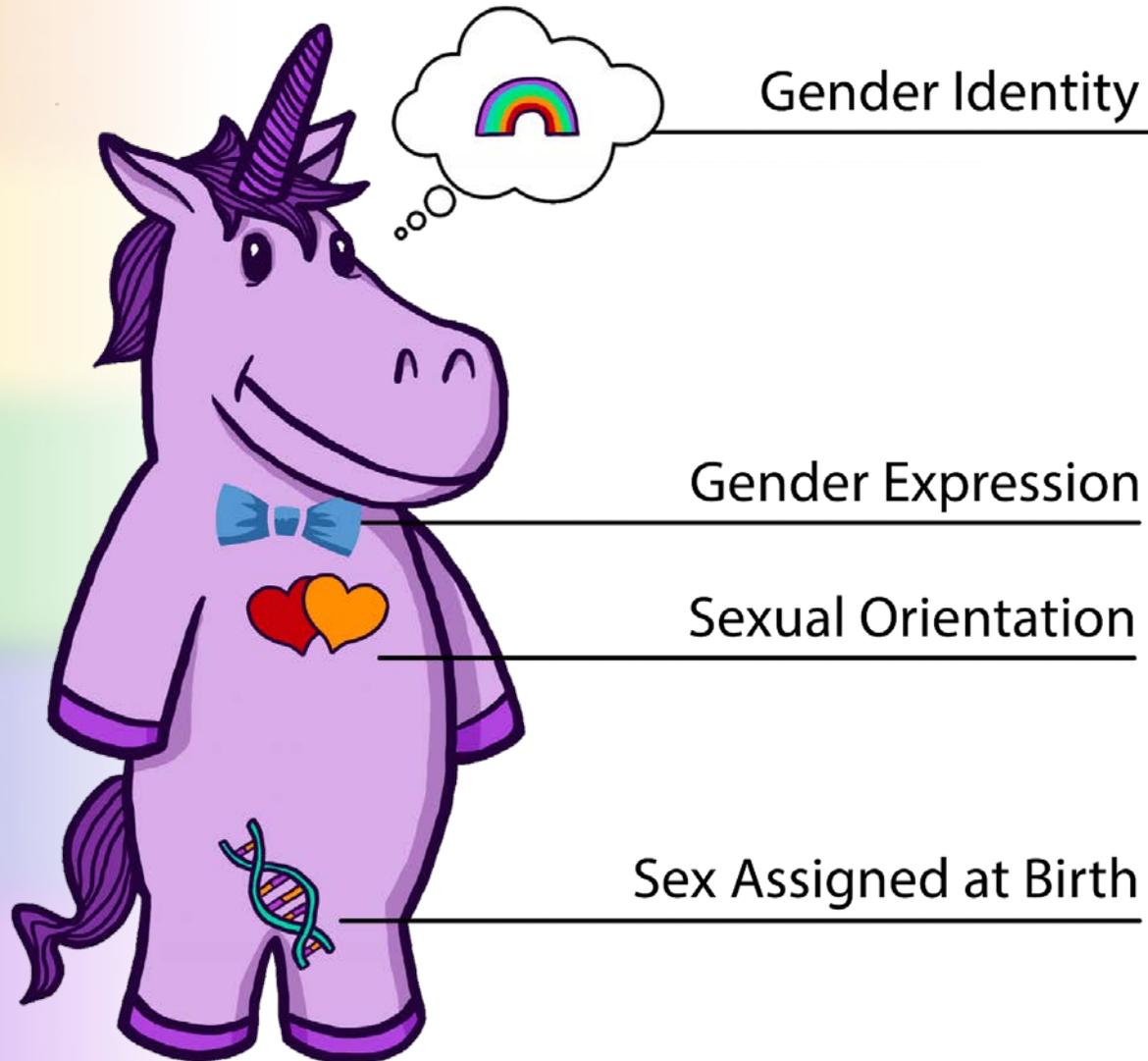




# **How to Make Your Law School Admissions Process More LGBTQIA-Inclusive**

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# Sex, Gender, and Sexual Orientation



Adapted from [transstudent.org](https://transstudent.org)

# Intersex

- Conditions that affect hormones, chromosomes, and internal and external anatomy, preventing a person from easily being classified as male or female.
- Estimated that 1 in 1500 babies cannot easily be classified as male or female.
- In the United States, all babies must be assigned male or female on their birth certificate.
- Use "intersex" instead of "hermaphrodite" which is outdated and inaccurate.

# Cisgender

- Describes people whose gender identity aligns with the sex they were assigned at birth.
- Cisgender women are assigned female at birth, and identify as women. Cisgender men are assigned male at birth, and identify as men.

# Transgender

- Describes people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
- Trans women are assigned male at birth and identify as women. Trans men are assigned female at birth, and identify as men.

# Non Binary Identities

- A term to describe a gender identity that is outside of binary gender identities (man/trans man and woman/trans woman) in some way.
- People identifying as non-binary may experience a fluidity between genders or a partial connection to a gender or multiple genders.
- Genderqueer is sometimes used interchangeably with non-binary, but refers specifically to someone who queers gender and it may have a more political connotation.

# Don't Say



# Do Say

- Transgendered
  - Transgenders
  - MtF/FtM
  
  - Sex Change / “The Surgery”
  
  - “Born a Man” / “Born a woman”
  - Biological Man / Woman
  - Transsexual
  - She-Male
  - He-She
  - Tranny
  - It
- Transgender / Trans
  - Transgender people
  - Transgender (Trans) Woman / Man
  - Gender Affirmation/ Confirmation/Transition
  - Assigned Female (AFAB) / Male at Birth (AMAB)

Instead of saying:	Say:
Susan was born a man / Susan used to be a man.	Susan was assigned male at birth.
Keisha is a real woman / Keisha is a biological woman.	Keisha is a cisgender woman.
Chris is biologically a woman.	Chris was assigned female at birth.
Danny became a man.	Danny identifies as a man.
Barbara is an MTF.	Barbara was assigned male at birth but identifies as a woman / Barbara is a trans woman.
It is important to make transgenders feel welcome in the workplace.	It is important to make transgender people feel welcome in the workplace.
Amira is transgendered.	Amira is transgender.

# What about Queer?

- Umbrella term used to describe people who are not heterosexual and/or cisgender
- Has become increasingly popular in last 15-20 years
- Can now find Queer Theory courses being taught in universities
- Use with caution: Some people still consider it to be an offensive and derogatory word. It is wise to ask someone whether they are comfortable with the label before ascribing it to them

# LGBTQIA Inclusion Strategies

**You can't market what you don't have**

# LGBTQIA-Inclusive Marketing and Recruitment

- Equip your recruiters with training and FAQs regarding your institution's LGBTQIA policies and resources
- Make sure that inclusion policies and statements include sexual orientation, gender identity, and gender expression – and make these easy to find in print and online
- Include participation in LGBTQIA trainings on faculty and staff bios

# LGBTQIA-Inclusive Marketing and Recruitment

- Include images of gender non-conforming individuals in your print and digital marketing materials
- In brochures and online, include information about LGBTQIA events you've hosted
- Link to your institution's LGBT Center or other queer resources in your information for prospective students

# Transgender-Inclusive Application Forms: Names and Titles

- Allow students to indicate a chosen/preferred name in addition to their legal name
- If you ask applicants to indicate a title, include the gender-neutral Mx. and/or provide a “Not specified” option
- Make sure your application systems “talk to” your student record databases.

# Transgender-Inclusive Application Forms: Pronouns

Ask for pronouns like this:

**Pronouns (for example, do you go by he/him/his, she/her/hers, they/them/their or other pronouns?) \_\_\_\_\_**

**OR**

**What pronouns do you go by? Check all that apply:**

**He/him/his**

**She/her/hers**

**They/them/their**

**Other (Please specify): \_\_\_\_\_**

# Transgender-Inclusive Application Forms: Sex and Gender

If you have to ask for their sex as it is legally recognized on their birth certificate, ask it like this:

## **Sex**

Male

Female

Also add this optional question:

**Gender Identity:** \_\_\_\_\_

# Transgender-Inclusive Campus Visits

- Put chosen names on name tags, folders/packets, itineraries, and other print materials
- Put pronouns on name tags and include them in speaker bios
- Be aware that some people may have ID that doesn't match their chosen name or current appearance. Train check-in staff to handle cases like these with sensitivity.
- Host events in spaces with gender-inclusive restrooms.

# Transgender-Inclusive Campus Visits

**Sample language for bathroom sign:**

## **Gender-Inclusive Restroom**

This bathroom is for people of all genders. Men's and women's restrooms are located next to the elevator on the second floor.