

**LSAC Equality Conference:
Building, Maintaining and
Promoting LGBTQ-Inclusive
Law Schools
December 9-11, 2019**

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**It's Not Enough to Create
Gender Neutral Bathrooms:
A (*very*) Personal Guide to
Affirming the Individual and
Transforming the Institution**

Policies and Practices Perceived as Important

- Non-discrimination inclusive policies,
- University-recognized student organizations,
- Permit name and/or gender marker changes,
- Cover transition-related medical expenses,
- Identity questions on admissions applications & enrollment records.

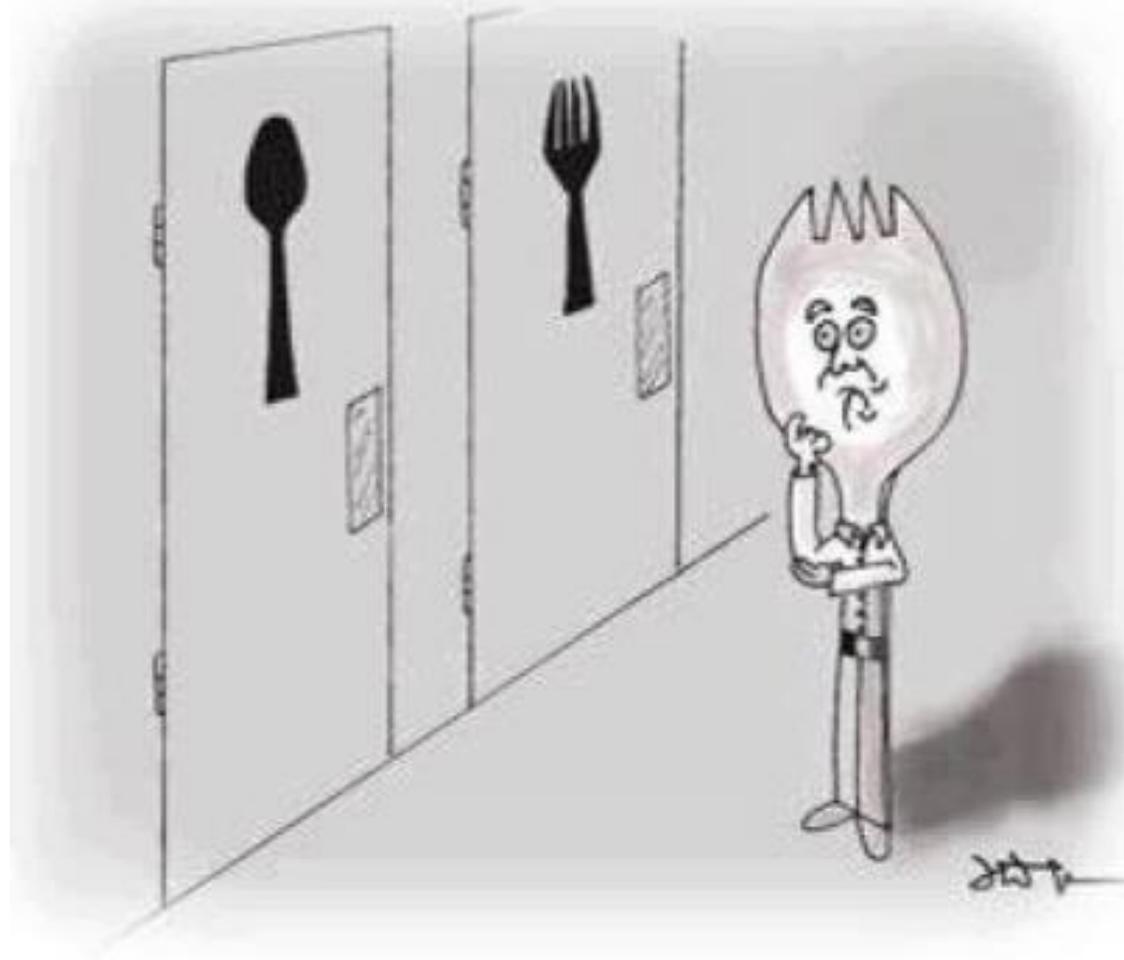
Abbie E. Goldberg, Genny Beemyn & JuliAnna Z. Smith (2018): What Is Needed, What Is Valued: Trans Students' Perspectives on Trans-Inclusive Policies and Practices in Higher Education, Journal of Educational and Psychological Consultation, DOI: 10.1080/10474412.2018.1480376

The Number One Most Important Policy and Practice

When you gotta go, you just wanna go!

Nearly 50% of respondents reported that providing gender-inclusive restrooms in most campus buildings as having the highest perceived importance.







TRANSFORM THE INSTITUTION

- Privacy
- Preferred Name/Pronouns
- Student Records
- Campus Facilities

Gender diversity is
welcomed here.
Please use the
restroom that best
fits your
gender identity
or expression.









Gender Identity and Sexual Orientation Student Data

- As of Fall 2016, The University of California maintains four fields related to gender and sexual orientation. Those fields are as follows:
 1. Gender: male; female
 2. Gender Identity: female; male; trans female/trans woman; trans male/trans man; genderqueer/gender non-conforming; different identity
 3. Gender at Birth: male; female
 4. Sexual Orientation: heterosexual/straight; gay or lesbian; bisexual; not listed/other

A National Briefing

- Gallup Survey 2016
 - 10 Million American adults LGBT (4.1%) up from 3.5% (2012)
<http://news.gallup.com/poll201731/lgbt-identification-rises.aspx>
- U.S. Transgender Survey 2015
 - Largest survey conducted by National Center for Transgender Equality
James, S.E., Herman, J.L., Rankin, S., Keisling, M., Mottet, L., & Anafi., M. (2016), Executive Summary of the Report of the 2015 U.S. Transgender Survey. Washington DC: National Center for Transgender Equality (see www.USTransSurvey.org)

California SB 179---Gender Identity

January 1, 2019-first time in state history, legal recognition of a third gender option on state identification, and birth certificates by establishing a “non-binary” designation and also make it easier for people to change gender.

