

LGBTQ+ Center Overview

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Frontline Professionals Panel

What are the Purposes of Higher Education?

- WVU is a land grant: our purpose is promote liberal and practical education—critical thinking and development of talent in order to improve the state, nation, and world
- Among our values is diversity—including sexual orientation and gender identity, race, ethnicity, veteran status, disability, and gender, among others
- To fulfill our mission, all levels of our universities need to know how to attract, retain, and professionally develop diverse community members
- This requires support and risk



Gender 101: Trans, Nonbinary, Intersex, Cis, Queer

Gender: humans have at least **5 chromosomal genders**, other genetic and hormonal diversities mean there are more possibilities for gender than two

Transgender is currently an umbrella term to cover people whose **gender identity does not match the sex assigned to them at birth**. They may experience or be diagnosed with gender dysphoria.

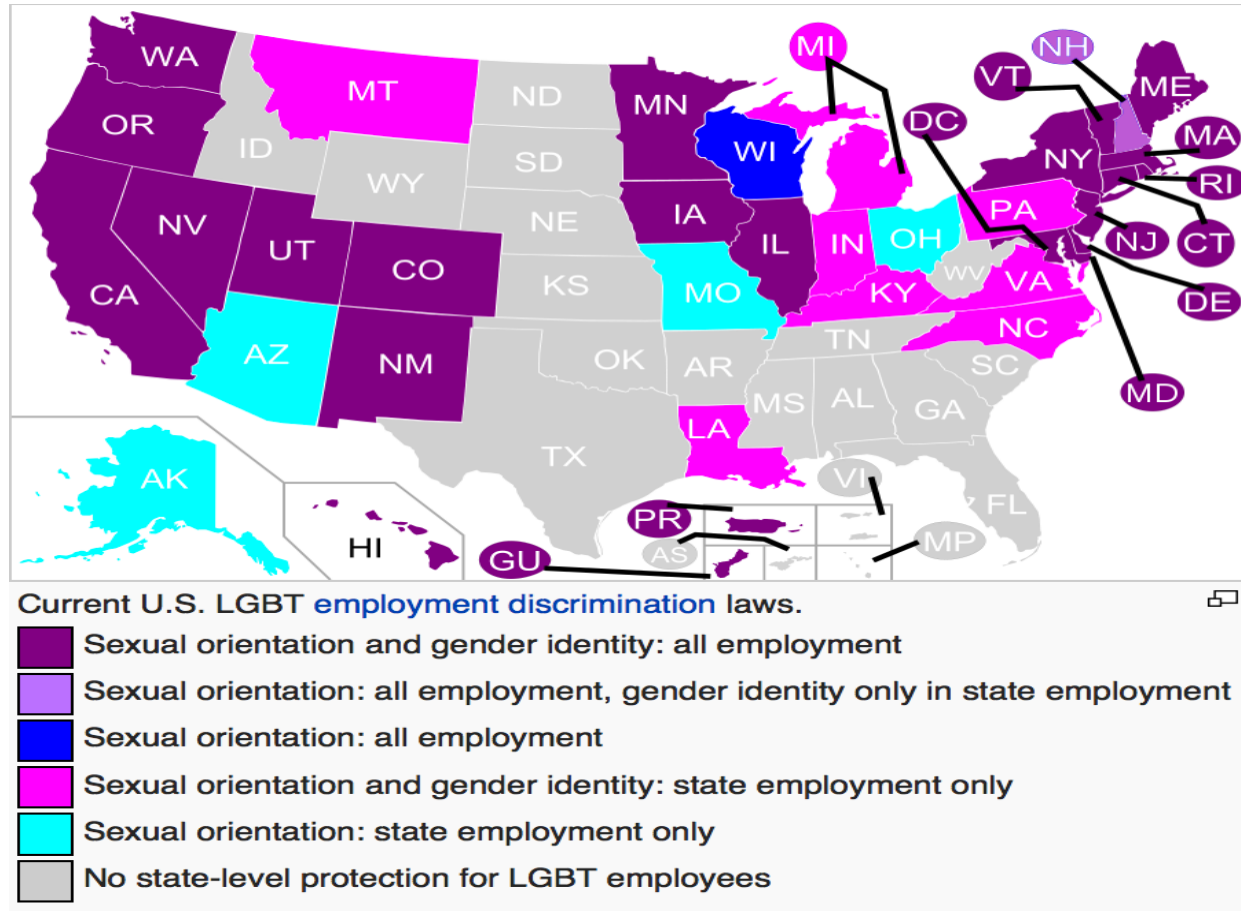
Nonbinary people find the gender binary inadequate, **genderqueer, agender, and gender fluid** also refer to this **critical** approach

Intersex people are born with **variations in gender beyond binary**, may share some concerns with transpeople. 1.7% of population

Cisgender people identify as the **same** gender attributed to them at birth

Queer has been reclaimed and can be used to signal **criticism** of rigid gender or sexuality-related norms. Queer may be an uncomfortable term, too.

Institutional changes happen within broader contexts. Only some states protect LGBT rights, WVU does, but the state of WV doesn't



Universities are Not Always Welcoming

(Rankin, 2003)

surveyed 1,000 students, 150 faculty, and 467 staff members from 14 universities

- 30% LGBT campus community members experienced homophobic or transphobic harassment in the year prior to the survey
- Many responded that they do not report these incidents
- 20% feared for their personal safety
- 51% concealed their sexual orientation or gender identity to avoid intimidation
- 41% state their institution was not supportive of LGBT issues
- 43% said their curriculum did not represent the contributions of LGBT people



WVU is committed to inclusion

- WVU's nondiscrimination policy includes gender identity and sexual orientation
- WVU offers preferred name changes to most student documents through the Registrar and IT
- WVU Student Legal Services will provide legal free name change and our office will provide support for any posting fee
- WVU Housing established a gender-inclusive, sexual orientation-inclusive Living Learning Community, True Colors
- WVU Athletic Department has worked to provide inclusive facilities for student athletes and recreation
- WVU Student Rec Center has gender-inclusive restrooms
- WVU's Faculty Senate and Student Government Association both passed resolutions calling for inclusive forms and practices
- All new construction is required to consider gender-inclusive restrooms, we have a map on our website
- DDEI provides a detailed discussion of pronoun usage: <https://titleix.wvu.edu/information-for/transgender/proper-pronoun-usage>
- (Note: Pronoun use changes—more people seem to opt for “they,” rather than ze, for instance)

West Virginia University is committed to fostering a diverse and inclusive culture by promoting diversity, inclusion, equality, and intercultural and intercommunity outreach. Accordingly, the University does not discriminate on the basis of race, color, national origin, ancestry, age, physical or mental disability, marital or family status, pregnancy, veteran status, service in the uniformed services (as defined in state and federal law), religion, creed, sex, sexual orientation, genetic information, gender identity, or gender expression in the administration of any of its educational programs, activities, or with respect to admission or employment. This Policy sets forth how

