

GENDER & SEXUALITY INCLUSIVITY PRACTICES

When we have to think strategically, we also have to accept our complicity; we forego any illusions of purity; we give up the safety of exteriority. If we are not exterior to the problem under investigation, we too are the problem under investigation. Diversity work is messy, even dirty work." -Sara Ahmed, 2016, Living a Feminist Life

**RECOGNIZE
YOUR OWN
BIASES**

**EDUCATE
YOURSELF**

**DO NOT
ASSUME
SOMEONES
PRONOUNS**

**DO NOT
"OUT"
SOMEONE**

**ENGAGE IN
ACTIVISM-
DON'T JUST
CALL
YOURSELF AN
ALLY**

**RECOGNIZE
YOUR
LIMITATIONS &
TAKE
ACCOUNTABILITY**

This list is not exhaustive and should not be taken as the end-all-be-all. As educators, we hold higher levels intellectual, institutional, cultural, and social capital compared to the students we serve. We must recognize these power dynamics and use our privilege and positionality to name and dismantle the harmful policies, procedures, practices that uphold and perpetuate genderism, heteronormativity, sexism, and transphobia on college campuses. We must hold ourselves accountable for the way we remain complicit in a system that harms LGBTQIA2+ students. We must listen to the voices and experiences of LGBTQIA+ students' and use our power to amplify their voices and pass the microphone to them so they may safely share their stories..not speak for or over them.