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 Someone's 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 of 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.