

LGBTQ Campus Climate Task Force Report: Key Recommendations

1) Institutional Commitment

a) Inclusion in University Policy and Statements

- Include gender identity and gender expression in non-discrimination clause of University Policy 1201.
- Include gender identity and gender expression on all statements about diversity such as that found on <http://equity.gmu.edu/>.

To now read: “George Mason University is committed to providing equal opportunity and an educational and work environment free from any discrimination on the basis of race, color, religion, national origin, sex, disability, veteran status, **sexual orientation, gender identity, gender expression**, age, marital status, pregnancy status or genetic information. George Mason University shall adhere to all applicable state and federal equal opportunity/affirmative action statutes and regulations.”

b) University Publications

- Intentionally include LGBTQ images and language in all university publications (HR, Admissions, Student Involvement, Office of Housing and Residence Life, yearbook, etc.)
- Amend language in all University publications, including but not limited to the University’s Mission Statement, to be gender-inclusive. “Men and women” should be amended to say “people” or “people of all genders”.
- Integrate LGBTQ Community into stock photography at University Relations Surveys, Forms, Records and Processes.

- Include questions regarding sexual orientation and gender identity on all student surveys. Moreover, establish processes to ensure appropriate analysis of these data.
- Offer students, faculty, and staff the ability to self-identify their gender with at least the options of “Male, Female, Transgender, Self-Identify _____” on all forms, online and printed.
- Offer students, faculty, and staff the ability to have a preferred name on all records, including Mason’s People Finder, Mason’s identification cards, and class rosters.
- Offer students, faculty, and staff the ability to change the gender designation on all their records.
- The process for name and gender changes and contact information for individuals who can assist with the process should be publicized by the Registrar and the LGBTQ Resources Office.

c) Facilities: Gender Neutral Bathrooms and Locker Rooms

- Locate all gender-inclusive (unisex) restrooms, single occupancy restrooms, private and single-occupancy showers, and private locker rooms on campus, and publicize their locations on a website and brochure. Include how each room is labeled. Also, allow users to submit additional locations that might be missing.
- Change single-occupancy men’s and women’s restrooms into single-occupancy, gender- inclusive restroom facilities where plumbing codes allow.
- Update all restroom facilities with consistent and accurate signage.
- Place a symbol for gender-inclusive restrooms on all publicly visible floor maps for each building.

- Require at least one all-gender or single-occupancy, gender-inclusive restroom facility in all renovated buildings.
- Provide all-gender or single-occupancy, gender-inclusive restroom facilities in all campus buildings.
- Include in Student Code of Conduct a statement that students should and will be permitted to use the restroom which corresponds to their gender identity.

d) Training

- Offer modified Safe Zone Training to Mason top leadership/administration. Continue to keep Mason leadership informed of sexual orientation and gender identity/transgender issues in higher education, relevant professional standards, and applicable state law, rules, and regulations.
- Add Safe Zone Training to Human Resources listings.

e) Contracts

- Ensure that all of Mason's contracts and relationships with external entities, including subcontractors, meet the minimum standards set forth in our university's nondiscrimination policies.

2) Academic Affairs: Issues for Faculty and Integration into Curricular Education

- Strongly encourage Deans and Department heads to attend Safe Zone Training, including modeling the use of inclusive language, for their departments and offices.

- Provide faculty and instructors with information and training on the regular use of gender inclusive language, as well as the use of preferred names and pronouns for transgender students.
- Integrate transgender experiences and issues of sexual orientation, gender identity and expression into existing and new courses when appropriate.
- In instances where the topic is sexual orientation, gender identity and expression, ensure that the information provided is up to date and accurate.
- Provide university incentives for infusing LGBTQ into the curriculum.
- Increase LGBTQ visibility in faculty events/gatherings.
- Provide university incentives for faculty to participate in LGBTQ-focused informal “meet and greet” activities.
- Signal Mason’s LGBTQ friendliness in advertisements and publicity where faculty gather.

3) University Life

- Ensure that educational programs and services are inclusive of all students regardless of sexual orientation or gender identity and expression.
- Provide educational materials, posters, and programs inclusive of and/or targeting LGBTQ students.
- Acquire/develop topic specific brochures for gay/bi men, for lesbian/bi women, and for transgender/gender-nonconforming students.

- Improve marketing of services available for LGBTQ populations (beyond LGBTQ Resources).
- Update encounter/intake forms:
 - Include options for sexual orientation:
 - heterosexual/straight,
 - gay,
 - lesbian,
 - bisexual,
 - *asexual*,
 - *pansexual/fluid*,
 - queer,
 - unsure, and
 - prefer not to respond.
 - Include options for gender:
 - male,
 - female,
 - trans*/gender-nonconforming
 - male to female (MTF),
 - female to male (FTM),
 - gender queer/variant/fluid, and
 - prefer not to respond.
 - For students who identify as transgender, add Preferred Name you wish to go by: Fill in name; and
 - For students who identify as transgender, add Preferred Pronouns you wish to go by: he/him/his, she/her/hers, ze/hir/hirs, they/them/theirs, or other (specify): Fill in.