



Golden Ram Guide to

# SUPPORTING TRANS & QUEER RAMS



## PRONOUNS

Please share yours and accept what other Rams use. This can help normalize!

Consider putting pronouns on business cards and/or on your Zoom name. We have a demo for that!

## DID YOU KNOW?

they/them/theirs is now academically acceptable in the 7th edition APA manual for academic writing

## PREFERRED AND CHOSEN NAME

How often do you look at Zoom names in meetings? This should become a regular habit

Check for a Ram's display name to make sure you get it right when you address them!

Ask a Ram to tell you what name they would like to be called

Ask for consent when sharing information that a Ram has shared with you in private. They may not want to share their name or pronouns with others just yet!

## AGAIN, DO NOT FORGET THE IMPORTANCE OF MODELING THE USE OF PRONOUNS

Consider sharing your pronouns at the start of meetings and adding your pronouns to your email signature next to your title or organizations that you are a member of. This is a way to support and use the names and pronouns other Golden Rams use for themselves

## HARM CAN BE AVOIDED

Deadnaming someone can be quite harmful and can out your fellow Ram

Misgendering someone can be harmful and violent. Please do not misgender

Outing someone's gender identity and/or sexuality is never okay

## CONSIDERATIONS AND SUGGESTIONS

Do you use honorifics in your emails, chats or verbally? Perhaps consider more gender inclusive language versus Miss, Ms, Mister...

Consider the meaning of making Rams have their video on during virtual meetings. Are there times when this is or is not necessary?

Golden Rams can change their first name via MyWCU. Understanding the process can be useful to help other Rams if they have questions navigating the process

## WHEN IN DOUBT, USE THE PERSON'S NAME

Review, make suggestions, and update any organizational documents and resources in an effort to be more inclusive with language. Everyone's process and journey is different. So please do not offer uninvited comments on a student's sexuality and gender expression

## ASSUMPTIONS

Do not assume just by looking at a person (their gender expression) that you know what pronouns they use

## HOW DO WE SHOW UP AS RAMS

In what ways have you/do you create safer and welcoming environments for all people with marginalized intersectional identities?

### PLEASE NOTE:

This guide is meant to be helpful as you navigate supporting trans and queer Golden Rams. It is not meant to be a universal guide for all LGBTQIA+ people. There will be varying degrees to how much trans and queer people opt to share with you depending on the solidarity that may or may not have been established.

For Questions, Support, Trainings, Resources and our Demos please reach out to us below

## THE CENTER FOR TRANS AND QUEER ADVOCACY

The mission of the Center for Trans and Queer Advocacy is to create an environment where the intersectional experiences of trans and queer people are supported, celebrated, validated and affirmed.

For more information, please connect and contact us:

demos:

[wcupa.edu/transandqueer/Resources.aspx](http://wcupa.edu/transandqueer/Resources.aspx)

trainings:

[wcupa.edu/transandqueer/trainings.aspx](http://wcupa.edu/transandqueer/trainings.aspx)

website: [www.wcupa.edu/transandqueer](http://www.wcupa.edu/transandqueer) or by

email: [TransAndQueer@wcupa.edu](mailto:TransAndQueer@wcupa.edu) or by

phone: 610-436-3147

## IS IT TIME FOR A "REFRESHER" COURSE?

Why are pronouns, preferred/ chosen name important?

Do you know where gender inclusive bathrooms are located on campus?

### ADVOCACY

In what ways have you shown up as an advocate? Inside and out of the classroom?

Consider attending a workshop and/or training hosted by the Center for Trans and Queer Advocacy

## LGBTQIA+ UNIVERSITY CAUCUS FORMERLY KNOWN AS LGBTQIA+ ADVOCACY COMMITTEE

This committee is comprised of faculty and staff that work in solidarity to create a safer and more equitable campus climate for trans and queer people.

For more information, please email:

[LGBTQIACaucus@wcupa.edu](mailto:LGBTQIACaucus@wcupa.edu)

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