

# Challenging Cisnormativity

## Working Toward Gender Inclusive Spaces

*This questionnaire has been borrowed and adapted from the EGALE Human Rights Trust Ambassador Workbook for its LGBTQ student leader training*

### CISNORMATIVITY

A cultural/societal bias, often implicit, that assumes all people are cisgender and so privileges cisgender identities and ignores or underrepresents gender variance.

#### CHECK-OFF STATEMENTS THAT APPLY TO YOU.

- Strangers do not ask me what my “real name” [given name] is.
- People don’t assume that they have a right to call me by my “real name” [given name]. (E.g. In class, your professor uses given name even after requested a different name.)
- People do not disrespect me by using incorrect pronouns even after they’ve been corrected.
- I do not have trouble ticking off my gender in a box when I am filling out a form.
- Strangers don’t assume they can ask me what my genitals look like and how I have sex.
- I do not have to worry about whether I will be able to find a bathroom to use or whether I will be safe changing in a locker room on campus.
- The healthcare system (or my health insurance provider) does not specifically exclude me from receiving benefits or treatments available to others because of my gender identity.
- I can expect that my healthcare provider(s) will refer to me by my preferred name and pronoun and I will be able to access publicly-funded and supportive health care.
- I have not been diagnosed with a mental illness for expressing who I am and how I feel about my gender.
- I entered post-secondary coming from a home where my family respects and accepts my gender identity.

#### ON MY CAMPUS

- Our athletics and wellness programs are LGBTQ positive and inclusive.
- We have LGBTQ positive social spaces, both formal and informal, to support inclusivity and support for the LGBTQ campus community.
- There are LGBTQ positive student organizations that are well promoted and known on campus.
- We have LGBTQ positive faculty, staff, and administration (e.g. professors, registrar’s office, etc.)
- Our student service staff receive training on being trans\* inclusive.
- Our medical service providers receive training on being trans\* inclusive.
- Day of significance for LGBTQ people are recognized and celebrated (e.g. Trans Day of Remembrance, Pride, etc.)
- My campus has a policy for changing preferred names and pronouns on documents, whether or not a legal name change has occurred, and this process is accessible and easy to navigate.
- My campus’s policy on discrimination and harassment includes protections for gender identity and expression.
- There are visible members of LGBTQ communities in positions of authority on my campus (e.g. professors, administrators, support staff).