

UW School of Nursing Diversity Statement Related to Gender Identity and Expression

The SoN community responds to student needs and works to develop a nurturing and inclusive environment that values diversity and promotes the dignity of every individual and group consistent with University of Washington policy and practice. <http://nursing.uw.edu/about/diversity>

Regarding gender identity¹ and gender ²expression, please consider how binary gender norms³ or ideas might be being enforced in your classroom, offices and in clinical. In order to strengthen our commitment to inclusivity and gender self-determination for all people in SoN-related environments:

- Do not assume gender identity. Welcome individuals to self-identify names and gender pronouns, giving them the option to do so publically and/or privately. Please use self-identified names and gender pronouns. Rosters or other official university records may reflect differing information, so extend an invite to disclose self-identified names and gender pronouns.
- If you or another person makes a mistake about someone's self-identified name or pronoun, please acknowledge the mistake and offer a correction.
- Do not ask personal questions of transgender, non-binary, and gender fluid people that you would not ask of others. While this is not an exhaustive list of examples, it is not appropriate to ask about a transgender person's body or medical care, their former name, why or how they know they are transgender, their sexual orientation or practices, their family's reaction to their gender identity or any other questions that are irrelevant to your relationship with them unless they invite you to do so or voluntarily share the information.
- The School of Nursing and Health Sciences Building have a handful of gender-neutral restrooms. There are 3 in Student and Academic Services, T-301, and 1 in the 4th floor student lounge, T441. If a student wishes to use them, please ensure that you allow them the time and flexibility to do so. Please keep in mind that similar facilities may or may not be available at clinical sites. Be thoughtful and respectful about using these restrooms (thereby keeping available a spare resource that some people rely upon).
- There are ways to give feedback or report incidents that do not support the School of Nursing's commitment to inclusivity. There is an anonymous drop box at the front desk in T301. You may also speak confidentially with the Director of Human Resources, David Cullen, dculle1@uw.edu. University resources include The Office of the Ombud at 206-543-6028 and The Q Center at 206-897-1430.

¹ Gender identity: One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

² Gender expression: Ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Sometimes, transgender people seek to match their physical expression with their gender identity, rather than their birth-assigned sex. Gender expression should not be viewed as an indication of sexual orientation.

³ Binary gender norms: Describe the genders female/male or woman/man. Since the binary genders are the only ones recognized by general society as being legitimate, they enjoy an (unfairly) privileged status.

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This statement was heavily influenced by content offered by the resources:

Very Basic Tips for Making Class Welcoming for Trans Students:

<http://cruciferous.livejournal.com/15984.html>

The UW Q Center, which also serves as an on campus resource to all students, staff and faculty:

<https://depts.washington.edu/qcenter/>

Definitions provided by Gender Spectrum at <https://www.genderspectrum.org/quick-links/understanding-gender/> and Trans Student Educational Resources at

<http://www.transstudent.org/definitions>

Endorsed by the School of Nursing Diversity Committee, October 2015