Faculty and Staff
Frequently Asked Questions

Inclusivity in the classroom or office spaces:

How can I let students and my peers know that I am LGBTQ+ or LGBTQ+ affirming?

- There are several ways that you can let students and your peers know that you are supportive and affirming to LGBTQ+ people:

    o When you meet new people on campus (including your students) practice good pronoun etiquette. This means asking them what their pronouns are rather than assuming. A great way to do this is to offer your pronouns while introducing yourself and asking them to share theirs.

    o E-mail your class ahead of the first-class date and let them know that they can add their pronouns to the course roster by adding them to their campus personal information page on TC Online. *All students should consider doing this not just Trans or nonbinary students for whom this may be especially helpful. When all students use this feature, it helps protect the privacy of our Trans and nonbinary students.
    Consider adding this note to your course syllabi and if you use Moodle for your course, consider adding this note as a Moodle announcement.

    o If you are facilitating a meeting, seminar style class, or a class where students will be engaging in conversation, group work, or partnerships with each other, it is important to offer space for all students to share the pronouns they are comfortable using with the class. This method maximizes the student agency in the moment to share what they are comfortable with *in this particular space*, and can prevent accidental and harmful mis-gendering by classmates or by you as the facilitator. Avoiding this practice leaves your students vulnerable in conversations and group work and leaves your class dependent on their own gender assumptions about people's pronouns.

    o Sign-up to attend LGBTQ+ campus education initiatives like the LGBTQ+ Foundations & Allyship web course/ Safe Zone Training. If you choose to become a Safe Zone member remember to always display your sticker on your office door, laptop, and /or coffee and water bottles, letting students know you are a trained member and are able and willing to assist them. Sign up **here** to be enrolled.

    o Use gender inclusive language when speaking to students and when giving examples in class; especially if you are unsure of someone's pronouns. (Ex: Use they, folks, students, names, or phrases like, "person in the red hat", rather than he, she, ladies and gentlemen, sir or ma'am, etc…)

    o Be willing to confront and challenge harmful hetero and cis-normative remarks, ideas, or comments in classroom settings, especially if they are homophobic, transphobic, sexist, racist, etc... Be a good example of stepping in to acknowledge harm by asking questions for clarification, explaining assumptions, and challenging people to think about where these assumptions are coming from. Redirect a conversation but do not ignore the harm that occurred in your classroom or peer meeting space. You can be an important role-model of this type of active allyship for your students.

    o If relevant to your field or subject consider adding learning about LGBTQ topics, history, or people to your course. Even a fun fact about notable LGBTQ+ people who have contributed to your field (like science, computer technology, human rights, art history, etc…) is a great way to show inclusion and possibilities for connections with your course. You can also add these as Moodle announcements.

- As with all underrepresented students at Trinity, recognize the toll placed on students who find themselves perpetually defending their identity and experiences and often serving as *ad hoc* cultural experts for their backgrounds in classroom spaces. If a topic is coming up, or is likely to, please do the work to prepare yourself and educate yourself to facilitate that conversation without relying on those students in your class. Consider assigning readings to bring the class into a shared base level of knowledge about these topics.

- Keep learning and growing in your own allyship and solidarity. Attend social and educational events that are held by both the QRC and EROS and be known as a visible support person for your LGBTQ+ students and peers.

Where should I refer students who may have LGBTQ+ specific questions/concerns?

- Crystal Nieves, Director of LGBTQ+ Life, crystal.nieves@trincoll.edu / and the QRC more generally at QRC@trincoll.edu. We are located at 114 Crescent St. and are open Monday-Friday, 9am-5pm.

<u>Resources for Faculty/Staff who identify as LGBTQ+:</u>

Who should I contact if I believe that I am experiencing mistreatment or hostility as an LGBTQ+ Staff Member?

- Human Resources is available for those staff members who feel as though they are experiencing mistreatment based on sexual orientation, gender identity, and/or gender expression. There is also a staff ombudsperson that is available for support and to help mediate conflicts that arise.

Are there resources on campus for LGBTQ+ staff?

- The Director of LGBTQ+ Life also serves as a resource for faculty and staff at Trinity as is available to meet with faculty or staff for support or conversation about LGBTQ life opportunities and issues on campus.

- There also an LGBTQ+ Faculty & Staff Affinity Group that you can join for community and support. To join this group communicates and organizes via Moodle. Please contact Tim Landry and Blase Provitola at timothy.landry@trincoll.edu and blase.provitola@trincoll.edu to join this group.

- **LGBTQIA+ Identified staff and faculty are welcome to join the OUT @ TRIN Staff & Faculty Listing.**
  The purpose of this information page is help increase the visibility and accessibility of LGBTQ+ staff and faculty at Trinity who are willing and interested in making themselves visible as support people for students or professional peers in their departments who are seeking support, guidance, information, or friendship connections.

  To be added to this list please fill out this short **form** with the following information:
  Name, Pronouns, Department and Position. How you identify as part of the LGBTQIA+ community. Optionally you can also send a Picture or selfie and a couple of short sentences about you (interests, research areas, hobbies etc...)

  Your information will only appear on the OUT &TRIN page under the Trinity LGBTQ+ Life website.

Does Trinity's non-discrimination policies ensure protections for all LGBTQ+ employees?

- Yes, you can find Trinity's policy here