



Names & Pronouns 101

Navigating Gender Non-Conformity in OSU Systems

In Fall 2021, Oklahoma State University updated our Banner system to allow OSU faculty, staff, and students to identify their chosen names and pronouns in our online databases.

That means that it is more important now than ever to ensure we refer to others in a respectful and welcoming manner – it's the Cowboy way.

By enabling features in Banner and Canvas for name and pronoun identification, OSU hopes to make it easier to get this important information right. However, *there are multiple systems that we are either still working on or will not be able to show chosen names.* Those systems are:

- Degree works (expected in winter 2021)
- Enrollment verification
- Graduation application (glitch shows legal in name drop-down list but chosen name can be entered for diploma)
- Registration overrides (glitch shows legal on first page only)
- Request official transcript
- Student addresses and phones
- Student email addresses

Because of this, we all need to become comfortable double-checking someone's chosen name and pronouns.

- **Just ask!** It is best to ask privately, but you don't need to ask in a particular way. Just simply: "What are your pronouns?"
 - Don't assume; appearance does not determine gender – understand the difference between identity and expression
 - Gender identity = how we identify our gender or lack of gender – female, male, both, neither, nonbinary, etc.
 - Gender expression = how we express our gender identity to others – in clothes, mannerisms, appearance, etc.
- **Introduce your own pronouns!** Another way to make someone comfortable sharing their own is by including yours. For example: "Hello nice to meet you, my name's Irissa and I use she/her/hers pronouns. And you are?" While not asking outright, it opens the door for another person to share
- **What if you make a mistake?** Simply acknowledge your mistake openly, apologize, and move on. Don't let it become a drawn-out issue, but rather a momentary correction and reminder to get it better in the future.



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Using someone's correct name and pronouns is an act of respect and inclusivity.

Transgender and nonbinary people report experiencing distress when they are misgendered and/or deadnamed (Knutson et al., 2019). College is a stressful environment for everyone, but **transgender and nonbinary people experience even higher levels of distress when their identities are not honored as they pursue their education** (Knutson et al., 2021).

“OSU provides equal employment and educational opportunity on the basis of merit and in a manner which does not discriminate because of an individual's age, race, color, religion, **sex, sexual orientation, genetic information, gender identity or expression**, national origin, disability, protected veteran status, or other protected category.”

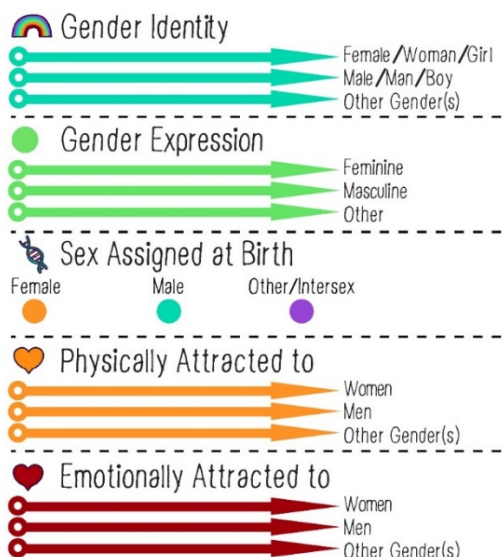
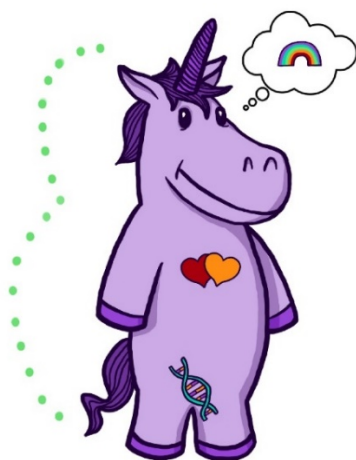
Ways to avoid misgendering/deadnaming:

- Have students fill out a 'Get to Know You' pamphlet where they have the option to put a chosen name (even a nickname) and pronouns
- Encourage students to correct their name and pronouns/gender identification on Banner and Canvas before the first day of classes

Interested in learning more about LGBTQ+ allyship? Become involved in OSU's LGBTQ Safe Zone Allyship Program. Learn more by contacting irissa.baxter@okstate.edu or at the QR code below!

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Safe Zone:



Chosen Names & Pronouns:



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



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Some Language to Know

Agender	Someone who does not identify with a particular gender.
Ally	A person who is a member of a dominant or majority group who works to end oppression in their personal and professional life through support of, and as an advocate for, an oppressed population.
Chosen Name	The first name an individual chooses to go by that is different from their legal name. While most often used in reference to transgender/non-binary individuals, this term also applies for nicknames!
Cisgender	A person who identifies as and expresses their gender in ways that align with the sex they were assigned at birth.
Deadnaming	The act of referring to a transgender/non-binary individual by their legal or birth name, rather than by their chosen name. Deadnaming a transgender/non-binary person can cause extreme mental distress by invalidating the person's identity and trauma.
Genderfluid	This term is used by individuals who do not identify with a singular gender identity as traditionally defined but whose gender identity/expression changes regularly.
Gender Binary	The idea that there are only two genders - male/female or man/woman - and that a person must strictly be gendered as one or the other.
Intersex	Describing a person born with any of several variations in sex characteristics including chromosomes, sex hormones, and/or genitals. Such people are often incorrectly assigned "male" or "female" at birth by doctors and might not even be aware of their sex difference.
Misgendering	The act of referring to someone by the incorrect gender pronouns. Like deadnaming, this can cause extreme distress in a transgender/non-binary person.
Non-Binary	Someone who identifies as neither a man or woman, but rather as a third (or fluid) gender identity. This term can be used to describe a wide range of gender expressions.
Pronouns	This term refers to the gender pronouns that an individual is referred to by, such as he/him/his, she/her/hers, and they/them/theirs.
Transgender	The term for someone who identifies with a gender other than the gender that they were assigned at birth, represented by the "T" in LGBTQ+. This means that the gender that was written on legal paperwork at birth does not match the person's identity.



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Resources:

- **“Advocating for Transgender and Non-binary Affirmative Spaces in Graduate Education.”** Knutson, Douglas, et al. PsyArXiv, 24 Feb. 2020. Web.
- **“‘Ask Me’: What LGBTQ Students Want Their Professors to Know”** Schmalz, Julia. September 03, 2015. *Chronicle of Higher Education*. <https://www.chronicle.com/article/ask-me-what-lgbtq/232797>
- ***Campus Pride: Building Future Leaders and Safer, More LGBTQ-Friendly Colleges and Universities.*** <https://www.campuspride.org/>
- **Nonbinary Fact Sheet.** The Society for the Psychology of Sexual Orientation and Gender Diversity. Em Matsuno, PhD, Arielle Webb, MS, Halleh Hashtpari, MS, Stephanie Budge, PhD, Mira Krishnan, PhD, Kimberly Basam, PhD. <https://www.apadivisions.org/division-44/resources/nonbinary-fact-sheet.pdf>
- **Recommended terminology, pronouns, and documentation for work with transgender and non-binary populations.** Knutson, D., Koch, J. M., & Goldbach, C. (2019). *Practice Innovations*, 4(4), 214–224. <https://psycnet.apa.org/doi/10.1037/pri0000098>
- **“Understanding Gender.”** *Gender Spectrum*. <https://www.genderspectrum.org/quick-links/understanding-gender/>
- **Understanding Non-Binary People: How to Be Respectful and Supportive.** National Center for Transgender Equality. October 5, 2018. <https://transequality.org/issues/resources/understanding-non-binary-people-how-to-be-respectful-and-supportive>

On Campus Resources:

Office of Multicultural Affairs – home to LGBTQ resources and programming

www.oma.okstate.edu

Office of Equal Opportunity

If someone is being treated unfairly based on their “age, race, color, religion, sex, sexual orientation, genetic information, gender identity or expression, national origin, disability, protected veteran status, or other protected category”, contact them at 408 Whitehurst or

www.eeo.okstate.edu

Employee Queers and Allies League (EQuAL)

Regular events for LGBTQ faculty/staff and allies

List of gender-neutral restrooms: www.equal.okstate.edu/all-gender-restrooms

To be added to the listserv, email irissa.baxter@okstate.edu or find EQuAL on Facebook: OSUEQuAL

Oklahoma State Queers and Allies (OSQ&A)

Regular events for LGBTQ students and allies

To be added to the listserv, email osqanda@gmail.com or find on Facebook:

OklahomaStateQueersAndAllies

Gender, Women’s, and Sexuality Studies

Regularly offers LGBTQ-focused classes

www.womensstudies.okstate.edu for current and upcoming class offerings