Food for Thought 4 C's:
What's your pronoun? Beyond "he and she"/Encouraging Gender Person
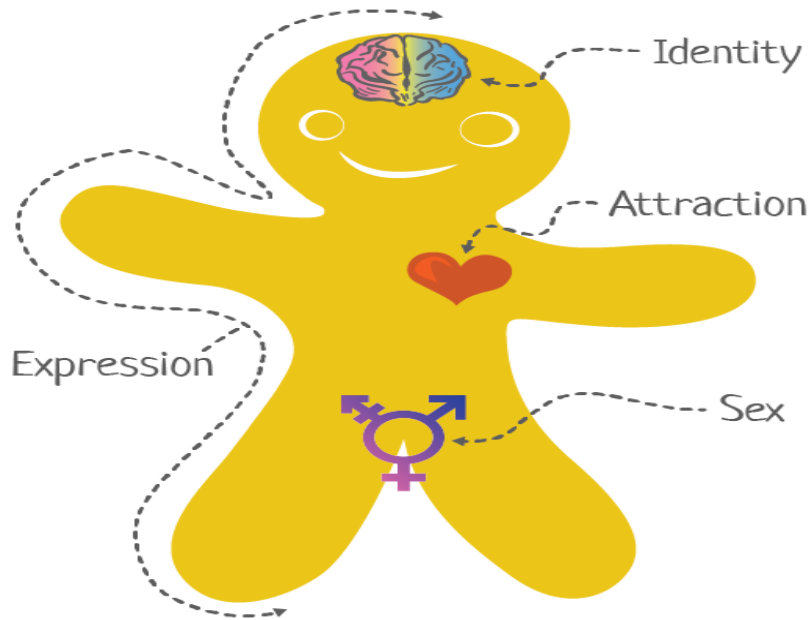### Presented by: Cecilia Quiroz

April 28, 2021

Why is this important?

- Increase student success (retention and completion)
- Creating a culture of safe and inclusive environments for all students
- To become familiar with trans-inclusive language and appropriate comportment for all students
- Regulatory and compliance requirements

The Genderbread Person v4
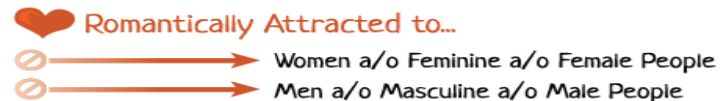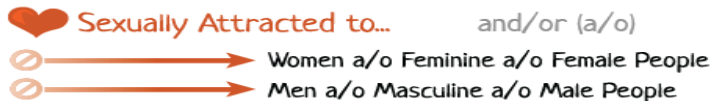
by it's pronounced METRO sexual .com

- Identity
- Attraction
- Expression
- Sex

⊘ means a lack of what's on the right side

Gender Identity
- ⊘ ──────→ Woman-ness
- ⊘ ──────→ Man-ness

Gender Expression
- ⊘ ──────→ Femininity
- ⊘ ──────→ Masculinity

Anatomical Sex
- ⊘ ──────→ Female-ness
- ⊘ ──────→ Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
☐ Female ☐ Intersex ☐ Male

Sexually Attracted to...   *and/or (a/o)*
- ⊘ ──────→ Women a/o Feminine a/o Female People
- ⊘ ──────→ Men a/o Masculine a/o Male People

Romantically Attracted to...
- ⊘ ──────→ Women a/o Feminine a/o Female People
- ⊘ ──────→ Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann   For a bigger bite, read more at www.genderbread.org

Gender Identity

Gender Expression

Biological Sex

Sexual Orientation

PRONOUNS

A Helpful Resource

Pronouns are words that substitute for nouns. Gender pronouns are used in place of a person's name. This list is not exhaustive but is a good place to start!

Binary and Gender Neutral Pronouns

	Nominative (Subject)	Objective (Object)	Possessive Adjective	Possessive Pronoun	Reflexive
She	She	Her	Her	Hers	Herself
He	He	Him	His	His	Himself
They	They	Them	Their	Theirs	Themself
Ze	Ze	Hir	Hir	Hirs	Hirself
Ey	Ey	Em	Eir	Eirs	Eirself

No-binary Pronouns

Knowing when to use correct pronouns

Please stop making jokes about gender pronouns when people tell you theirs

They might hurt people more than you realize.

Earlier fall 2019, during an LGBTQ town hall on CNN, Sen. Kamala D. Harris said her pronouns were "she" and "her."

"Mine too," said host Chris Cuomo.

The case stemmed from a 2018 political philosophy class in which the professor, Nicholas Meriwether, called a trans woman "sir." Meriwether said it happened accidentally, as no one informed him of the student's preferred pronoun. After class, the student "demanded" to be called "Ms.," like other female students, and threatened to have him fired if he didn't, according to Meriwether's lawsuit.

#News

'A Hotly Contested Issue'

In a case with far-reaching implications for both students and faculty members, a federal appeals court sides with a professor who refused to refer to transgender student by her preferred pronoun.

By Colleen Flaherty   // March 29, 2021

ALLIANCE DEFENDING FREEDOM

Nicholas Meriwether

A Christian professor of philosophy who was reprimanded for refusing to refer to a trans student as a woman can pursue his lawsuit against Shawnee State University in Ohio, a federal appeals court said Friday.

Shawnee State "punished a professor for his speech on a hotly contested issue," the appeals court said. "And it did so despite the constitutional protections afforded by the First Amendment."

What happens if I use the wrong pronouns?

- When someone shares their pronouns with you, **actively listen to what they are**. Try to repeat them in your brain in a way that you will remember.

- If you accidentally use the wrong pronouns when speaking about that person, calmly apologize, correct yourself, and continue speaking.

- Commit to doing better. On your own time, take time to reflect on why you made that mistake and think about how you can prevent yourself from making it again. This may even involve **practicing using pronouns you are less familiar** with so you can be more confident using them in a sentence.

Listen Deeply

- Deep **listening** involves hearing more than the words of the speaker but taps into the **deeper** meaning, unspoken needs, and feelings conveyed. It is something that is done with the heart as well as the mind. So, by my definition, deep **listening** begins with accurately perceiving what others are saying.

Respond Empathically

Empathy is the dynamic capacity that allows us to perceive what others feel, process information, and respond effectively.

Empathic Starters

- Is there anything you want to talk about?
- Are you ok? I noticed you've missed class a few times.
- I feel like something's up. Can you share with me?
- It seems like something's up. Do you want to talk about what's going on?
- Whenever you're ready to talk, I'm here to listen.
- I know life can be overwhelming at times, so if you need to talk, I'm here.
- Hey we haven't talked in a while, how are you?

Empathic Responses

- I'm so glad you told me.
- I don't know what to say, but I am here.
- What can I do to help you get through this?
- How can I support you?
- You're not alone, I'm here for you.
- I may not be able to understand exactly how you feel, but I care and want to help.

Where/How to Report

- **Phoenix College Early Alert -** If you observe a pattern of another's behavior that may **endanger a student's success**, we encourage you to speak with someone.

- **Phoenix College Incident/Conduct Reporting -** If someone is exhibiting disruptive behavior in or outside the classroom, **alleged violation of the student conduct code, the Title IX or non-discrimination** policies, you are encouraged to report the behavior or incident.

- **Public Safety Threat -** If you feel someone is either an **immediate threat to him or herself or to others**, call Public Safety at **480-784-0911** (Off-Campus) **or 4-0911** (On-Campus) or use an emergency call box located around campus grounds and an officer will be dispatched to assist.

Speak Up

Spectrum of CARE Reports

1. Student Code of Conduct (A.R. 2.5.2)

   • Student Conduct Administrator – Cecilia Quiroz

2. Discrimination (A.R. 5.1.0) & Sexual Harassment (A.R. 2.4.4)

   • Title IX Coordinator – Heather Kruse

3. CARE / Early Alert

   • PC Counseling Department – Roberto Villegas-Gold

May require a referral to **BAT (Behavioral Assessment Team)** for risk/threat assessment and intervention.

Title IX and Preventing Sexual Harassment

2020 Title IX Significant Regulatory Changes

"Sexual harassment" as defined includes:

(1) the conditioning of an aid, benefit or service of the institution on an individual's participation in unwelcome sexual conduct (*i.e.*, *quid pro quo*);

(2) unwelcome conduct determined by a reasonable person to be so severe, pervasive **and** objectively offensive that it effectively denies a person equal access to the institution's education program or activity; and

(3) sexual assault, dating violence, domestic violence and stalking. 34 C.F.R. § 106.30(a).

5.1.16 Title IX Sexual Harassment Policy

Discrimination (A.R. 5.31.0)

Discrimination Complaint Procedures for Students

This procedure provides a means for resolving complaints by students who believe they have been adversely affected by illegal or prohibited discrimination by the Maricopa County Community College District (MCCCD), a member college or center, or their students or employees.

Complaints may be brought under this procedure for discrimination based on race, color, religion, national origin, citizenship status (including document abuse), sex (including pregnancy and sexual harassment), **sexual orientation, gender identity,** age, veteran status, physical or mental disability, or genetic information. The entire college community should act promptly upon receipt of an allegation of conduct that might constitute discrimination. Any member of the college community should refer a person who might be a victim of such conduct to these procedures, as well as to the college officials responsible for conducting an investigation pursuant to these procedures.

Students who believe they are experiencing sexual harassment may submit a complaint under Sexual Harassment Policy for Students 2.4.4. If a student has been a victim of sexual assault, a complaint may also be filed with College Public Safety (CPS).

2.4.4

Sexual Harassment Policy for Students

Sexual Harassment Policy for Students (replaced with Adminstrative Regulations 5.1.16) Administrative Harassment Policy for Students (replaced with Administrative Regulation 5.1.16).gulation 2.4.4 is rescinded effective August 14, 2020.

Code of Conduct Violations

2.5.2 Student Conduct Code includes, but is not limited to:

- Acts of dishonesty
- Obstruction of teaching or college activities
- **Physical abuse, verbal abuse, threats, intimidation, harassment or disruptive behavior**
- Attempted or actual theft
- Failure to comply with direction of college officials
- Violation of any college or District policy, rule or regulation
- Use, possession, manufacturing or distribution of illegal or other controlled substances
- Illegal use, possession, manufacturing or distribution of alcoholic beverages or public intoxication
- Illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals on college premises
- Participation in a demonstration, riot or activity that disrupts the normal operations of the college
- Obstruction of the free flow of pedestrian or vehicular traffic on college premises
- Conduct that is disorderly, lewd or indecent; breach of the peace
- **Sexual Misconduct** (not covered by the new Title IX/Sexual Harassment policy)

Sexual Misconduct ([2.5.2 Code of Conduct](#))

Sexual misconduct, including but not limited to:

- The use or display in the classroom, including electronic, of pornographic or **sexually harassing materials such as posters, photos, cartoons or graffiti** without pedagogical justification.
- **Explicit sexual comments by one or more students about another student, or circulating drawings or other images depicting a student in a sexual manner.**
- Unwelcome sexual advances, repeated propositions or requests for a sexual relationship to an individual who has previously indicated that such conduct is unwelcome, or sexual gestures, noises, remarks, jokes, questions, or comments by a student about another student's sexuality or sexual experience.

Sexual Misconduct (2.5.2 Code of Conduct)

- Harassment based on sex, pregnancy, **gender identity, gender expression, or sexual orientation that creates a hostile environment**. A hostile environment exists when the conduct is sufficiently severe, persistent, **or** pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the District's education programs and/or activities. The existence of a hostile environment is to be judged both objectively (meaning a reasonable person would find the environment hostile) and subjectively (meaning the impacted individual felt the environment was hostile).
- Sexual Exploitation
- Taking non-consensual or abusive sexual advantage of another for anyone's advantage or benefit other than the person being exploited. Examples of behavior that could rise to the level of Sexual Exploitation include:
- Recruiting, harboring, transporting, providing, or obtaining another person for the purpose of sexual exploitation;

Resources

- Straight for Equality
  https://www.straightforequality.org/transresources
- National Gay & Lesbian Task Force
  www.thetaskforce.org
- Trans Student Educational Resources
  https://transstudent.org/
- Transgender Resources
  https://www.glaad.org/transgender/resources
- Pronouns Matter
  https://www.mypronouns.org/

Creating a Culture of Care and Compliance

Questions

What's your pronoun? feedback