



UMassAmherst
The Commonwealth's Flagship Campus

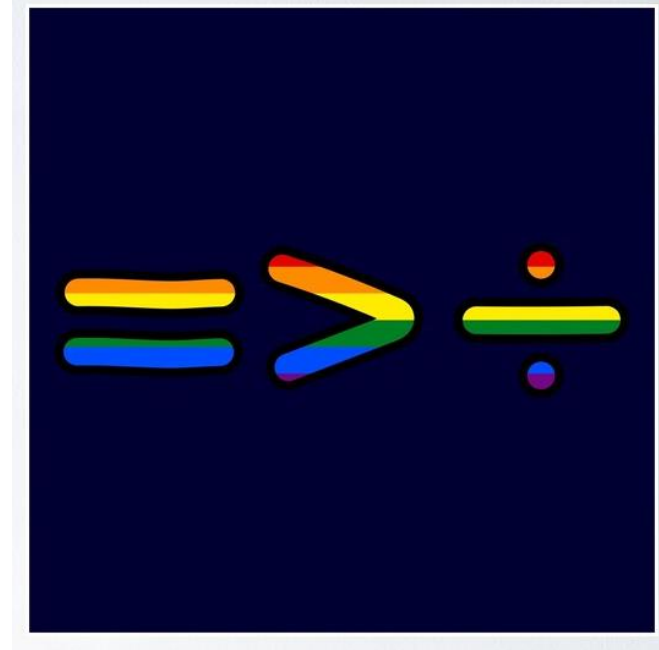
Creating an LGBTQ+- Inclusive Math and Statistics Department

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The Issue

- Math is typically thought of as being apolitical by both students and instructors but being silent about LGBTQ+ inclusion sends a signal of exclusion.
- Research has shown that LGBTQ+ students feel more marginalized in STEM majors than in other disciplines and, as a result, are less likely to stay in these majors.



UMass Campus Climate Undergraduate Survey Data:

CNS

- 1% identified as trans or genderqueer, 2% as another nonbinary identity
- 9% identified as LGB, 10% as another sexual identity

HFA

- 5% identified as trans or genderqueer, 3% as another nonbinary identity
- 16% identified as LGB, 21% as another sexual identity

Engineering

- Less than 1% non-cisgender
- 6% identified as LGB, 5% as another sexual identity

How to Be More LGBTQ+ Inclusive

- Avoid gendered language (he/she, him/her, sir/ma'am, Mr./Ms., ladies/gentleman, etc.) so as not to make assumptions about someone's gender identity and possibly misgender them

From:	To:
“Hey, guys.” “Hey, ladies.”	Hello, everyone.” Hey, folks.”
“Can I help you, sir?” “Thank you, ma'am.”	Just remove “sir” or “ma'am” from the statement. “Thank you.”
Referring to students as “he”/”she.”	Use “they” as the default or ask what pronouns they use for themselves.
Using gender as a descriptor: “the man over there.”	Use clothing as the descriptor: “the person in the blue sweater over there.”

- Create a climate where students are comfortable being themselves in class, which includes sharing their pronouns
 - ✓ Indicate your pronouns when introducing yourself on the first day
 - ✓ Have your pronouns in your email signature, Zoom name, and in SPIRE (so that they appear on People Finder)

WHY STATING PRONOUNS MATTERS

IT HELPS EVERYONE FEEL INCLUDED AND RESPECTED

IT ACKNOWLEDGES SOMEONE'S PRONOUNS AREN'T ASSUMED

IT ENCOURAGES FOLKS TO THINK ABOUT THEIR OWN GENDER

IT'S A WAY TO SHOW FOLKS YOU'RE SERIOUS ABOUT BEING AN ALLY

IT ENSURES FOLKS GET EVERYONE'S PRONOUNS RIGHT

SPIRE Pronoun Options

Subjective	Objective	Possessive	Reflexive	Examples
He	Him	His	Himself	The book is his. He identifies outside a gender binary.
She	Her	Hers	Herself	The book is hers. She identifies outside a gender binary.
They	Them	Theirs	Themselves	The book is theirs. They identify outside a gender binary.
Ze (pronounced “zee”)	Hir (pronounced “here”)	Hirs (pronounced “heres”)	Hirself (pronounced “hereself”)	The book is hirs. Ze identifies outside a gender binary.
Name Only				
Choose Not to Disclose				

- ✓ If you go around and have students indicate their names, give them the chance to indicate their pronouns: “please say your name and, if you want, please provide the pronouns you use for yourself”
 - Not everyone feels comfortable indicating their pronouns in every setting so they should not feel forced to do so
- ✓ Respect the name and pronouns that students use for themselves. This may involve practicing to yourself
 - It is considered sexual harassment for a faculty or staff member to misgender a student repeatedly

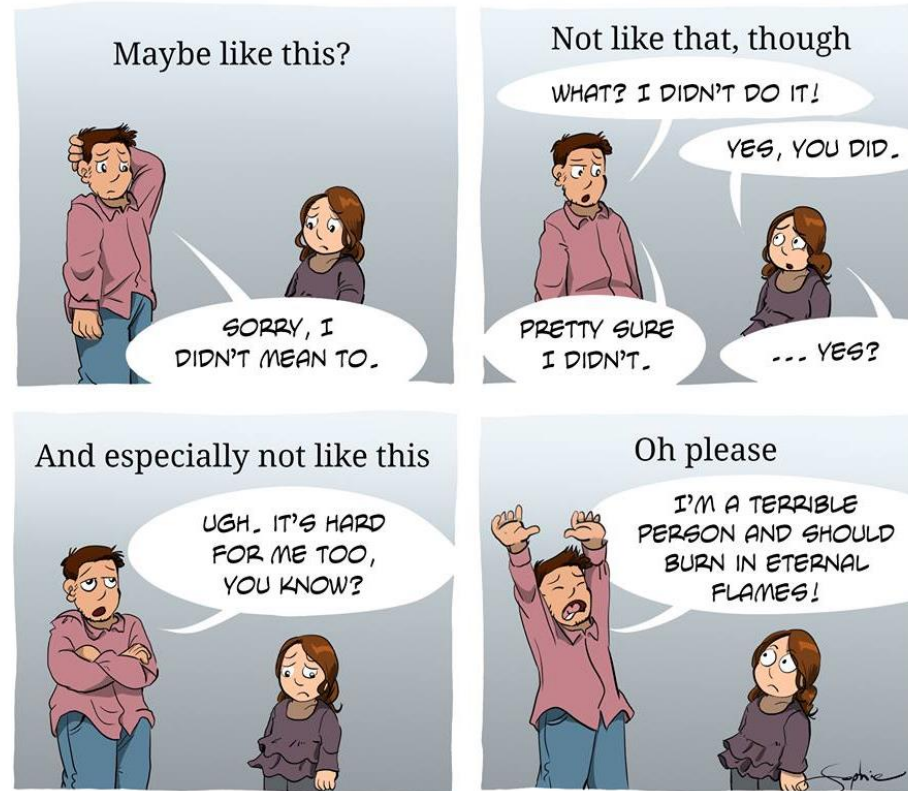
What If I Mistakenly Use the Wrong Pronouns for Someone?

- ❑ The best thing to do if you realize you just used the wrong pronoun for someone in a conversation with them is to say something right away, such as “**Sorry, I meant they.**” Fix it, but do not call special attention to the error. If you realize your mistake after the fact, apologize to the person at your next opportunity.
- Do not go on and on to the misgendered person about how bad you feel that you messed up or how hard it is for you to get it right. It is inappropriate and makes the person who was misgendered feel awkward and responsible for comforting you, which is not their job. It is your job to remember people’s pronouns.

What If I Mistakenly Use the Wrong Pronouns for Someone?

How to react
when you misgender a trans person

- If someone indicates to you that you have misgendered another person, thank them for letting you know, as correcting someone is an act of care and can be risk-taking.



What If Someone Else Mistakenly Uses the Wrong Pronouns for a Person?

- ❑ In most cases, the best thing to do if you hear someone misgender another person is to gently correct them without further embarrassing the individual who has been misgendered. You can say something, such as “**Actually, Xena uses she/her pronouns for herself,**” and then move on. If a person refuses to use the appropriate pronouns for someone, **do not ignore it**. It is important that the harassment of others not be tolerated. It may be appropriate to speak to the person in private to correct the misgendering behavior.
- ❑ It may also be appropriate to check-in with the person who has been misgendered and say something, such as “**I noticed that you were being referred to by the wrong pronouns earlier, and I know that this can be really hurtful. Would you be okay with me taking the person aside and reminding them about your appropriate pronouns? I want to make sure that this space is safe for you.**” Take your cues from the comfort level of the person who has been misgendered.

- ✓ Have a policy on your syllabi that asks students to respect each other's names and pronouns.

Names and Pronouns: Everyone has the right to be addressed by the name and pronouns that they use for themselves. Students can indicate the first name and pronouns they go by on SPIRE, which appear on course rosters. Please let me know what name and pronouns I should use for you if they are not on the roster. A student's chosen name and pronouns are to be respected at all times in the classroom.

- ✓ If you ask students to problem solve or share their work in pairs or small groups, encourage them to share their names and pronouns and get to know each other. Taking the time for these interactions can help build trust and comfort among the students and create a better learning environment

Other Ways to Be LGBTQ+ Supportive

- Take the Stonewall Center's LGBTQ+ Foundations and Allyship Course, which will be available soon on Moodle, and agree to be listed on the center's website as having completed the training
- Challenge people who make anti-LGBTQ+ jokes and statements
- Interrupt the gender policing of restrooms when you see it
- Socially and financially support the Stonewall Center and the UMass oSTEM group
- Share LGBTQ+-supportive message on social media
- Educate yourself about the experience of LGBTQ+ people and attend campus events featuring LGBTQ+ speakers

Many examples in math and statistic classes use male and female as categories, failing to recognize gender diversity. How can classes be more inclusive of the wide range of gender identities?

Questions?

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