



EMORY
UNIVERSITY

President's Commission on
Sexuality, Gender Diversity,
and Queer Equality

2008-2009 Annual Report

Presented to President James Wagner

and

Senior Vice Provost Ozzie Harris

August 12, 2009

TABLE OF CONTENTS

Executive Summary	2-3
Committee Reports	
I. Executive	4-6
II. Scholarship and Research	7-9
III. Policy	10-15
IV. Partnerships and Outreach	16-17
Appendices	
A. 2006 Transgender Proposal	18-22

EXECUTIVE SUMMARY

The President's Commission on Sexuality, Gender Diversity, and Queer Equality worked on a variety of issues of importance to the Emory community in 2008-2009. In some instances, this work built on that of previous Commissions and in others, this work addressed new concerns that have arisen this year. This report contains a full description of that work and includes a list of recommendations for further action.

The Commission accomplished the following activities in 2008-2009:

Activity	Current Status	For further information, see
Adoption of New Name and Mission Statement	Completed, February 2009	p. 4
Addressing Same Sex Partner Benefits Waiting Period	Policy Revised, August 2008	pp. 4-5
Ensuring equity in health insurance coverage for transgender employees	Ongoing. This issue will be a focus of the 2009-2010 Commission.	p. 5
Greater collaboration with the other Presidential Commissions	Ongoing. Ongoing cross-commission meetings and activities.	pp. 5-6
PCSGDQE Professional Development Awards	Six faculty/staff given awards in 2008-2009. The Commission intends to continue this program in 2009-2010.	p. 7
Address the status of LGBT scholarly resources in the libraries	Ongoing. The Commission will continue to work to improve these resources.	p. 7
Address the question of academic freedom regarding the study of LGBT/queer issues.	Ongoing. This work includes a recommendation to President Wagner, which is listed below. This issue will be a focus of the 2009-2010 Commission.	pp. 7-8
Study the status of the recommendations listed in the Transgender Proposal from the 2005-2006 Commission	Study completed. Some recommendations have largely been accomplished (though they will need to continue to be enforced) while others have not. The 2008-2009 Commission adopted a revised list of recommendations listed below. This issue will be a focus for the 2009-2010 Commission.	pp. 11-15
Continued to sponsor the Chesnut Award.	Ongoing. Sponsoring this award is an annual activity of the Commission.	p. 16
Marketing and branding efforts in regard to the Commission's new name	Ongoing. The Commission will continue to work to make sure that the Emory community is aware of our name change, mission, and activities.	p. 16

Initiated discussions on ways to partner with campus groups on blood drives and tissue donation drives and to educate participants regarding the exclusion of men who have sex with men from such efforts	Ongoing. The Commission looks forward to increased collaboration on such campus-wide events.	pp. 16-17.
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As the Commission focused its efforts on these activities, we realize that some questions and concerns are beyond our charge as a Commission. Therefore, we are submitting the following list of eleven recommendations to President Wagner and Senior Vice Provost Harris for their consideration and we are respectfully requesting ongoing meetings to determine the best course of action to address these recommendations:

RECOMMENDATIONS FROM THE POLICY COMMITTEE

Updated Transgender Recommendations:

1. The Equal Opportunity Office should ensure that all University websites link directly to the official updated non-discrimination policy at <http://policies.emory.edu/1.3>, and ensure that only up-to-date versions of the policies are disseminated during Orientation sessions.
2. Facilities Management should create a written policy for all new building construction requiring creation of single-stall bathrooms to accommodate the needs of transgendered individuals, families, and others with special needs.
3. University offices (Admission, Registrar, Human Resources, Healthcare) should create forms with a designation other than "Male" or "Female," or a blank space for a written response, with regard to a person's gender.
4. Facilities Management should provide a campus map of all single-stall bathrooms on Emory website.
5. The Commission should follow up with Athletic Services regarding availability of private changing/showering facilities.
6. The Registrar should clarify the University's policy for name changes for alumni.
7. The Registrar should add the policy for changing one's gender to their website.
8. The Office of LGBT Life should provide additional staff training on the differences between transgendered and transsexual individuals, as gaps were evident during Committee discussions with staff.
9. The Commission should collaborate with the Faculty Staff Assistance Program to develop a website listing all the resources, policies and procedures for transgendered staff and faculty, and should work with the Office of LGBT Life to assist in gathering the necessary information and resources to compile a similar website for transgendered students.
10. Equity in health insurance coverage was not covered in the initial Transgender Proposal. The Commission has tasked a sub-committee with working with the Benefits Department to advocate for expansion of health insurance benefits to include coverage for transition related care, which has been deemed as medically necessary by the American Medical Association.

RECOMMENDATION FROM THE SCHOLARSHIP AND RESEARCH COMMITTEE

11. In the next year the Commission will work to better understand what Emory researchers need and/or desire in terms of support from the Administration regarding academic freedom in Georgia. Given that discussion continues on the topic (see <http://www.calvinhill.org>), the Commission will continue to advise the Administration about these matters as they unfold. The Commission would like the Administration to keep an "open mind", and to consider the possibility that it may become necessary to reinforce its support for Emory researchers who study controversial topics, including subjects mentioned in the press releases cited above.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

Members: Shirley Banks (co-Chair), Jessica Lowy (co-Chair), John Blevins (co-Chair elect), Thaddeus Pace (co-Chair elect), Gina Helfrich (Secretary), Jonathan Jensen (Treasurer)

The Executive Committee worked on the following initiatives this past year:

- **Adoption of New Name and Mission Statement**

The Executive Committee began the year continuing a discussion from a Retreat held in the Spring of 2008 regarding how the Commission could be more inclusive. We desired to ensure that allies and all members of the queer community would be able to identify with our name and mission. In addition, the Commission's purpose statement was outdated, listing activities and milestones that had already been achieved. The Executive Committee determined that we desired to set the bar higher through a re-envisioning of our goals, taking into account the past several years' progress in making Emory a more welcoming community for all queer employees and students.

It was determined that before we could revise or expand our purpose and scope, a name change would be necessary to reflect our more inclusive nature. The labels "lesbian," "gay," "bisexual," and "transgender" felt limiting and did not accurately reflect the identities of all of our constituents. The "President's Commission on Sexuality, Gender Diversity, and Queer Equality" was chosen as the new name and was approved by President Wagner in February 2009. The name was chosen to emphasize the diversity within our community, to move away from cataloguing a variety of identity names or labels, and to accurately reflect our key themes moving forward.

The Executive Committee then drafted new mission and purpose statements in accordance with the new name. The statements will be presented to the full Commission for approval in the Fall:

Proposed Mission:

The President's Commission on Sexuality, Gender Diversity, and Queer Equality serves to advance Emory University's commitment to courageous inquiry, ethical engagement, and diverse communities. The Commission envisions an environment in which individuals of all sexual and gender identities are integrated into the intellectual life and social fabric of the University, have equal access to resources and services, and receive equitable treatment as members of the University community.

Proposed Purpose Statement:

The President's Commission on Sexuality, Gender Diversity, and Queer Equality was established at Emory University in March 1995 as an advisory body to the President of the University. Deriving its authority from the President, the Commission has the following purposes:

- 1. To advise the President on matters of sexuality, gender diversity, and queer equality*
- 2. To serve as a catalyst for the development of intentional University initiatives that support and value sexual and gender diversity and queer equality*
- 3. To identify, research, and communicate issues and opportunities pertaining to queer communities at Emory*

4. *To recommend actions within the University that will improve the quality of life and full inclusion of queer individuals and communities*

- **Same Sex Domestic Partner Benefits Waiting Period**

The Commission recommended that the University remove or reduce the 12 month waiting period for changing one's Same Sex Domestic Partner in order to create an equitable policy. Human Resources was very receptive to discussions regarding this issue and implemented a policy change in August 2008. As a result, faculty and staff may now add a new Same Sex Domestic Partner to Emory's benefit plans at any time, as long as there is no existing same sex partner or spouse being covered by Emory's benefits.

- **Initiation of Discussion Regarding Health Insurance Coverage for Transgender Employees**

The Commission was approached by an Emory employee concerned about lack of coverage for medical costs related to gender transition under Emory's health insurance plans. The American Medical Association has deemed such procedures and treatments medically necessary and not experimental nor cosmetic. On June 16, 2008, the American Medical Association (AMA) passed a resolution at their annual meeting of the House of Delegates, supporting public and private health insurance coverage for treatment of gender identity disorder as recommended by the patient's physician.

According to the Human Rights Campaign, the "transgender exclusion" denies coverage for claims for treatments such as psychological counseling for initial diagnosis and ongoing transition assistance, hormone replacement therapy, doctor's office visits to monitor hormone replacement therapy and surgeries related to sex reassignment. Sometimes the exclusion's language is sufficiently broad to even deny coverage to a transgender person for treatments unrelated to transitioning (e.g. gender-specific care based on the person's gender marker on insurance, such as a male-to-female person who develops prostate cancer). Studies support the conclusion that removing exclusions does not significantly increase insurance costs, and that delaying treatment of gender identity disorder can often lead to related and expensive health problems, such as depression, stress-related illnesses and substance abuse problems, further endangering patients' health and straining the healthcare system.

Emory is self-insured but has not elected to include the riders that would cover medically necessary procedures for transgender faculty and staff. Jessica Lowy, Commission co-Chair, Michael Shutt, Director of the Office of LGBT Life, and the Emory employee met with Felicia Smith, Vendor Manager, and Cindy Mayz, Benefits Analyst and former Commission member, in April 2009 to have a preliminary discussion to clarify coverages and exclusions for Emory's existing policies. The Commission has formed an ad hoc subcommittee to draft a white paper for submission to the Director of Benefits for consideration.

- **Cross-Commission Collaboration**

The Commission continues to collaborate with the President's Commission on Race and Ethnicity (PCORE) and the President's Commission on the Status of Women (PCSW). Leadership from all three Commissions met regularly throughout the 2008-2009 academic year to respond to a request from Ozzie Harris, Vice Provost of Diversity and Community, regarding how the Commissions may be restructured in order to enhance these collaborative efforts. The group is currently working on drafting a joint mission statement and will be

aligning their reporting structures for the coming year. In addition, the group of leaders from the Commissions will be formalized and will schedule regular meetings with the President.

The Commission has met with leadership from both PCORE and PCSW to examine the potential expansion of domestic partner benefits as well as to brainstorm ways to reach out to exempt staff to ensure that our groups remain representative of the Emory community as a whole. We have also continued to work with the other Commissions on joint membership recruitment efforts.

SCHOLARSHIP AND RESEARCH COMMITTEE

Members: Thaddeus Pace (Chair), John Blevins, Gina Helfrich, Marie Johanson, Graham Lee, Rez Pullen

Accomplishments and Key Activities:

1. Successfully oversaw PCSGDQE Professional Development Fund Awards:

The Commission coordinated its second full cycle of the Professional Development awards program to promote the professional development of self-identifying LGBT Emory staff and Faculty. Through the fund, the Commission awarded grants to 6 Emory community members to reimburse the costs of professional conference or training expenses related to the recipient's field of employment and research/teaching:

1. Shirley Banks – for presentation at the American College Health Association annual meeting)
 2. D. Dennis Flores – for work in South Africa with the US Presidents Emergency Plan for AIDS Relief
 3. Deborah Floyd – to attend the Assessment of Learning Disabilities and Attention Deficit and Hyperactivity Disorder in Postsecondary Education workshop at Suffolk Law School
 4. James Matthew Garrett – for presentation at the National Association of Student Affairs Administrators in Higher Education annual meeting
 5. John Lynch – for presentation at the National Association of Student Affairs Administrators in Higher Education annual meeting
 6. JoNell Usher – for presentation at the National Coalition Building Institute Campus Conference annual meeting
2. Discussed status of LGBT studies librarian position at Woodruff Library with library administration, and helped to publicize library resources for the LGBT community (including LGBT scholar groups) on campus
 3. Considered the issue of academic freedom in Georgia and at Emory

Background:

On February 2, 2009 Georgia State Representative Calvin Hill (District 21) released a statement to the press conveying his shock and disgust regarding classes taught at Georgia State University (GSU) on "oral sex", male prostitution, Queer Theory, and sexual orientation. The following day Representative Hill posted a second statement in which he noted that his first press release was inaccurate, in that classes on such topics were not taught at GSU. He pointed out that instead, scholarship was conducted by faculty at GSU in these areas. In the same statement, Representative Hill questioned why the State of Georgia was paying the salaries of these researchers to study Queer Theory, male prostitution, and sexual orientation. An article appeared in the February 2, 2009 Atlanta Journal-Constitution (AJC) regarding Representative Hill's comments, and this touched off a state-wide debate on the matter of academic freedom at Georgia public universities.

The discussion continued and on February 9, 2009 State Representative Charlice Byrd (District 20) released a letter to her constituents echoing Representative Hill's comments. Representative Byrd called on residents of her district to express their outrage regarding the use of taxpayer dollars to include courses and scholarship in these subject areas at Georgia

universities, including Queer Theory at The University of Georgia. Members of PCSGDQE became aware of the above via mainstream news media (e.g. the AJC article on February 1, 2009). We then began a discussion of the topic within the executive committee a few days later, followed by consideration by the full Commission at the next regular meeting. As of June 1, 2009 Representative Hill continues to address the matter on his website, and does so under the guise of cutting the state budget in the current, tough economic times.

Implications for Emory, the surrounding community, and the greater world:

At first glance the statements made by these Representatives (and resulting discussions) appear to have little to do with Emory University. Indeed, why should the situation matter to Emory when our institution is not part of the University System of Georgia? Discussions among members of the Commission in the days and weeks following the statements and news media coverage made apparent why this is an issue Emory should care about. Although Emory is a private institution, it exists within close physical proximity to the institutions mentioned by the Representatives. As such, many Emory faculty have ongoing collaborations with faculty at GSU and other state institutions. The institutions are therefore closely linked even though each maintains a distinct institutional identity.

Members of the PCSGDQE believe that the situation threatens to undermine academic freedom at these public institutions, and because of our close collaborations, also at Emory. If used to create new state policy, comments made by Representatives Hill and Byrd would likely lead to limitations on scholarly work and subjects taught at the public universities, which would likely have some degree of a "spill over" effect for Emory.

In addition, the public statements made by the Representatives threaten to disrupt the process of free scientific inquiry – at both public and private universities in the region and in greater Georgia. This is because some Georgia researchers may be discouraged from studying controversial topics in the future as a result of these comments. Indeed, a recent report by Kempner (PLoS Medicine 5[11]: 1571-1578) suggests that controversies such as these can and do have measurable negative effects on the process of scientific inquiry by researchers. In addition, these comments may further acceptance of the idea across greater society that research on controversial topics, including Queer Theory and Sexual Orientation, is not worthwhile scholarship. Although Queer Theory has been regarded as a respected approach for critical evaluation of fine literature for over three decades, public comments made by the above mentioned Representatives may cause Georgians to publicly challenge this tradition.

Recommendations to the University Administration:

In the next year the Commission will work to better understand what Emory researchers need and/or desire in terms of support from the Administration regarding academic freedom in Georgia. Given that public discussion continues on the topic (see <http://www.calvinhill.org/>), the Commission will continue to advise the Administration about these matters as they unfold. The Commission would like the Administration to keep an "open mind", and to consider the possibility that it may become necessary to reinforce its support for Emory researchers who study controversial topics, including subjects mentioned in the press releases cited above.

Committee Plans for 2009-10:

- Assess the need for Administration support for researchers at Emory in the wake of the academic freedom "crisis" (see above)

- Facilitate interactions between Queer scholars on campus with the hopes that a Queer Studies minor/ major will develop within the next 3 years in Emory College
- Work with the Office of LGBT life to increase visibility of Queer scholars on campus
- Continue to successfully administer the PCSGDQE Professional Development Fund award at Emory

POLICY COMMITTEE

Members: Deb Floyd (Chair), Patricia Brennan, Julia Sullivan

Accomplishments and Key Activities:

During the 2008-09 academic year, the Policy Committee focused its efforts on researching whether the recommendations of the Transgender Proposal had been implemented. The Transgender Proposal, prepared by Saralyn Chesnut in collaboration with the Commission in 2006, made numerous recommendations to create a more transgender-inclusive community at Emory. These recommendations touched many different areas of the University, and the Policy Committee was successful in making contact with a majority of these departments and offices with the following results:

Original Recommendation 1: *Ensure that Emory's nondiscrimination and discriminatory harassment policies apply to transgender people.*

Findings: In the Emory University Policies and Procedures guide Policy 1.3, "Equal Opportunity and Discriminatory Harassment Policy," the wording under 1.3.1 and 1.3.3 has been updated to include "gender identity" and "gender expression." This change is reflected on the Policies and Procedures website (<http://policies.emory.edu/1.3>), but there appear to be outdated versions on other University websites (e.g. Law School - <http://www.law.emory.edu/admission/office-of-diversity/non-discrimination-policy.html>) and disseminated in hard copy form as part of the Orientation process for new employees.

Original Recommendation 2: *Develop housing options that meet the needs of transgender students, including:*

- A: Providing housing options that meet the needs of transgender students, including:*
- *single rooms for transgender students at the same cost as regular accommodation*
 - *an option to room with a student of the gender with which the individual identifies/expresses based on a list of students willing to room with a transgender student, and*
 - *provision of at least one gender-neutral or single stall bathroom per floor in residence halls*
- B: Instituting transgender-specific housing application procedures, including:*
- *designating a staff person from University Housing to act as a liaison to transgender students and advise them regarding housing options, and*
 - *identifying, on written and online application materials and on the Housing website, special application procedures for transgender students.*
- C: Providing mandatory training for residence hall staff on transgender issues*

Findings: (As communicated by Andrea Trinklein, Executive Director of Residence Life and Housing)

- A: Providing housing options that meet the needs of transgender students –
- The option of a single room is available to all students at a published housing rate.
 - The Office of Residence Life does not currently maintain a list of students in conjunction with the LGBT Office but would be open to doing so while exploring the legal/policy needs to

accompany this type of housing arrangement. Transgendered students would need to self-identify as such and pursue this option in conjunction with a housing staff member.

- Gender neutral bathrooms are being built in all new construction on campus. It is financially and physically impossible to “retro-fit” older halls

B: Instituting transgender-specific housing application procedures – Joni Tyson and Countess Hughes have been identified as staff liaisons to advise transgender students on housing procedures and options. Their contact information as well as special housing application procedures to meet the needs of transgender students is available to students on the Residence Life website at <http://www.emory.edu/HOUSING/UNDERGRAD/spneeds.html>

C: Providing mandatory training for residence hall staff on transgender issues – Safe Space training is currently mandatory for all levels of Residence Life staff. Transgender-specific issues can also be incorporated in future training initiatives.

Original Recommendation 3: *Provide single-staff, unisex restrooms in as many buildings as possible, and provide locker/changing rooms that afford privacy in athletic facilities, including:*

A: Publicizing the location of existing single-staff restrooms on campus, and designating them all as unisex restrooms

B: Making a commitment to include single-staff, unisex restrooms in any new construction on Emory’s campus and also, when feasible, during renovation of existing buildings

C: Using inclusive signage

D: Developing policies on transgender individuals’ use of locker rooms in athletic facilities that lack a private space for changing and showering

E: Assessing athletic facilities without a private changing area to determine whether it may be possible to create one

Findings: (Via communications from Emory staff indicated below)

A: Publicizing the location of existing single-staff restrooms on campus, and designating them all as unisex restrooms – According to Michael Shutt, Director of the Office of LGBT Life, a graduate student is currently working on this project, as a map or list of unisex restrooms does not currently exist on the Emory website.

Craig Bullock with Facilities Management indicated that Campus Services IT/Space Planning does keep records of room usage for all Emory buildings. They have the ability to distinguish between gender-specific and gender-neutral bathrooms, and could run a report for the three basic types (men, women, unisex) which would list the room number, floor level, and building, in an Excel file, although there is no guarantee that their records are 100% accurate due to changes that take place without their knowledge. Mr. Bullock indicated that a map of this information does not currently exist, as it would have to be created from over 1,200 separate autocad floorplans, an undertaking that would overwhelm the department’s resources. .

B. Making a commitment to include single-staff, unisex restrooms in any new construction on Emory’s campus and also, when feasible, during renovation of existing buildings – Linda Sheldon, Manager of Accessibility Design and Construction, indicated that there are five distinct criteria taken into consideration when setting design standards for renovation and new construction:

1. Scope – Throughout the Design and Construction Standards there are requirements for various dedicated spaces or rooms typically with minimum areas, required fixtures

furnishings and equipment, and utilities. These spaces must be considered in the development of any project with any deviation agreed to in writing with the Emory Project Manager.

2. Building Services, Custodial and Building Maintenance – Space requirements for Building Services/Maintenance Rooms, Custodial Staff Support Rooms, Custodial Support Rooms, Janitorial Rooms, Residence Hall Custodial Supervisor Office, Attic Stock Storage and Loading Docks can be found under section 01 78 23.
3. Sustainability – In accordance with Emory’s sustainability and USGBC LEED Certification objectives every project will need to incorporate the following spaces:
 - Changing Rooms: Every project will need a single occupant ADA compliant shower and changing room. This room is intended to provide building occupants with a viable alternative transportation option. See USGBC LEED Credit 4.2 Alternative Transportation, Bicycle Storage & Changing Rooms for further details.
 - Bicycle Storage Rooms: Every project must consider covered bicycle storage in accordance to USGBC LEED Credit 4.2 Alternative Transportation, Bicycle Storage & Changing Rooms. Emory is conscientiously locating these spaces throughout the campus and a new project may or not be required to have this space depending on existing adjacent facilities and accommodations.
 - Recycling Rooms: Break room recycling, building recycling rooms and residential building recycling room requirements can be found under section 01 78 23.
4. Universal Design – In accordance with Emory’s universal design and workplace quality objectives, every project will need to incorporate the following spaces:
 - Lactation Rooms: Every project, except for residential projects, will have a single occupant ADA compliant lactation room to support Emory General Policy 4.91 - Lactation Support Program. The room will provide privacy for the mother while pumping or feeding and must include or have access to a hand-washing sink. Typically these rooms are best located off or near a women’s restroom. Room with privacy lock will have suitable furnishings (chair, side table, bulletin board, magazine/literature holder, and waste basket) and electrical outlets for pump and small undercounter lockable refrigerator. Room should also have a small wash sink, shelving or countertop for disinfectant spray, soap/paper towel dispenser. Also provide in use/ vacant sign.
 - ***Single Occupant/Family Restroom: Every project, except for residential projects, must consider one single occupant unisex ADA compliant restroom adjacent to and visible from the public areas of the building that can also be used as a child changing room.***
5. Net/Com – Network communications room requirements are covered under section 27 00 00. The design team must consider and coordinate the needs of other low voltage systems such as security, outside communications, etc. with the input of Emory Network Communications.

Although these 5 areas are always considered, Ms. Sheldon indicated that sometimes these aspects are value-engineered out of a project, and proximity to a similar facility in the same complex of buildings provides back up.

A copy of Emory’s Design Standards, updated in 2007, can be found online at <http://www.fm.emory.edu/design.shtml>.

C: Using inclusive signage – Barry Atwood, Graphics Manager in the Planning, Design and Construction Department, indicated that for new construction restrooms, pictograms from the USDOT/AIGA set are used for a male or female restroom according to the architect's plan. If a unisex restroom is specified then both symbols have been used in the past, and in the most recent buildings, no pictograms are used at all, and only "RESTROOM" is used. In addition, new and larger buildings often contain a restroom fitted with a shower and these have been referred to as "SHOWER ROOM", intended as bike commuter restroom. Since Emory's buildings span so many decades, there is a great variety in the terminology used.

D: Developing policies on transgender individuals' use of locker rooms in athletic facilities that lack a private space for changing and showering – Follow-up is pending, but the Committee's understanding is that there are currently no private changing/showering spaces within athletic facilities.

E: Assessing athletic facilities without a private changing area to determine whether it may be possible to create one – Follow-up is pending, but the Committee's understanding is that there are currently no private changing/showering spaces within athletic facilities.

Original Recommendation 4: *Develop and publicize policies and procedures for changing one's name and gender on all Emory University documents.*

Findings: The Office of the Registrar has a policy and form in place for students to change their name and gender, which can be found at <http://www.registrar.emory.edu/pdf/FORMS.htm>. Students must provide one of the following showing the changed name: Marriage license, Court Order, or Driver's License plus one of the following: social security card, credit card or bank check.

In 2006, the Request for Change of Name Form provided by the Office of the Registrar noted that "There is no obligation to record name changes for students not currently enrolled." However, according to JoAnn McKenzie, Assistant Registrar, it is not stated on the site that there is no obligation to record name changes for students not currently enrolled.

Committee members could not locate on the website any policies and procedures on changing one's gender. Ms. McKenzie indicated the policy is as follows:

"To change your gender on your Emory University record, please do one of the following:

- Bring a copy of your court order declaring the gender change along with some form of picture identification to the Registrar's Office.
- Make a copy of your court order declaring the gender change, a copy of your picture identification, and a short letter (including your signature) requesting that your gender be changed to the Registrar's Office.

The University General Counsel suggests that we require a copy of the court order. Several schools that were queried require court orders while a few only require a signed letter from a physician."

For faculty and staff, name and gender change form is available at <http://www.hr.emory.edu/eu/employeestoolkit/otherresources/updateinfo/index.html>. Similar legal documents are needed to change one's name and gender for employees as for students.

Original Recommendation 5: *Assess the feasibility of providing an option for individuals to identify*

as other than male or female on forms, including housing applications and student health service and counseling center records

Findings: The Committee was unable to find any document that provided this option on the Emory website.

Original Recommendation 6: *Provide training on transgender issues for staff at the Student Health Service and the Counseling Center*

Findings: According to Heather Zesiger, Director of Health Education and Promotion with Student Health Services, the Office is making progress toward the recommendations, and a longer-term and larger goal of having recognized, comprehensive, inclusive and accessible health-enhancing programs and services for all of our students, through the following:

- Dr. Faughn Adams with the Counseling Center is recognized as having particular expertise in transgender issues, and has been hired on a full-time basis to work with transgendered students.
- Shirley Banks, Health Educator and Certified Sexuality Counselor, served as co-chair of the PCSGDQE for 2008-2009.
- Aline Jesus Rafi, Coordinator of Sexual Assault Prevention Education and Response, recently attended a training with Jessica Pettitt, a consultant in social justice, diversity and trans issues sponsored by the Office of LGBT Life at Emory.
- All healthcare providers and administrative staff at Student Health Services, including the Department of Health Education and Promotion, engage biannually in Safe Space training, revised in 2007 to include more information on trans issues and concerns unique to the healthcare arena.
- The Office has revised forms to include multiple categories for gender expression, not just a binary option. Unfortunately, some of the national software sites with whom they do business for electronic forms have not progressed to include multiple gender expressions, but the Office has ensured us that they will continue to put pressure on them to do so.
- Ms. Zesiger attended a series of workshops in summer of 2005 sponsored by the New York City Department of Health and Hygiene on transgender healthcare issues. In 2004, she attended a workshop session on transgender student healthcare at the annual meeting of the American College Health Association.

Conclusions:

Over the last three years, Emory has made significant efforts to implement the recommendations put forth in the 2006 Transgender Proposal. We are pleased that many of the departments have been proactive with the initiative and utilized significant resources to put in place new programs and personnel to address the needs of the transgendered student and employee.

Updated Recommendations:

1. The Equal Opportunity Office should ensure that all University websites link directly to the official updated non-discrimination policy at <http://policies.emory.edu/1.3>, and ensure that only up-to-date versions of the policies are disseminated during Orientation sessions.
2. Facilities Management should create a written policy for all new building construction requiring creation of single-stall bathrooms to accommodate the needs of transgendered individuals, families, and others with special needs.

3. University offices (Admission, Registrar, Human Resources, Healthcare) should create forms with a designation other than “Male” or “Female,” or a blank space for a written response, with regard to a person’s gender.
4. Facilities Management should provide a campus map of all single-stall bathrooms on Emory website.
5. The Commission should follow up with Athletic Services regarding availability of private changing/showering facilities.
6. The Registrar should clarify the University’s policy for name changes for alumni.
7. The Registrar should add the policy for changing one’s gender to their website.
8. The Office of LGBT Life should provide additional staff training on the differences between transgendered and transsexual individuals, as gaps were evident during Committee discussions with staff.
9. The Commission should collaborate with the Faculty Staff Assistance Program to develop a website listing all the resources, policies and procedures for transgendered staff and faculty, and should work with the Office of LGBT Life to assist in gathering the necessary information and resources to compile a similar website for transgendered students.
10. Equity in health insurance coverage was not covered in the initial Transgender Proposal. The Commission has tasked a sub-committee with working with the Benefits Department to advocate for expansion of health insurance benefits to include coverage for transition related care, which has been deemed as medically necessary by the American Medical Association.

PARTNERSHIPS AND OUTREACH COMMITTEE

Members: Steven Dry (Chair), Alec Fox, Molly McCollom, Jae Rock Shim, Jessica Williams, Vicky Zhu

Accomplishments and Key Activities:

1. Managed review and selection process for third annual Chesnut Award:
 - a. Eleven individuals were nominated for the 2009 Chesnut Award, including individuals representing all areas of the University whose work has bettered both the Emory community and the queer community at large. They are innovators – establishing safe spaces at Emory such as the Transforming Communities Project (TCP) and Same-Sex Hand Holding Day, and leaders – serving as presidents for queer supporting organizations such as the Gay and Lesbian Medical Association and Emory Pride.

The Commission selected Dr. Jody Usher as this year's awardee. Dr. Usher served as a member of the Board of Directors for the Center for Women at Emory and was the 1999 recipient of Emory's Unsung Heroine Award. She also served on the President's Commission for Lesbian, Gay, Bisexual and Transgender Concerns and the President's Commission on Race and Ethnicity. Most recently, she has served as Co-Director of the Transforming Communities Project and Director of the National Coalition Building Institute. As Alex Christian indicated in his letter of nomination, "her dedication to community action and equity has helped to 'usher' Emory into a new era of access and inclusion." The Commission presented the Chesnut Award to Dr. Usher at the March 2nd Pride Banquet.
2. Initiated new branding efforts for the Commission:
 - a. The Partnerships and Outreach Committee began work to develop a new logo and matching marketing efforts that better represented the commission and its goals. Throughout the fall, Partnerships and Outreach worked with Emory University sophomore Kyle Picone to develop new logo options. These efforts were put on hold in order to focus on contributing to a revision of the Commission's name and purpose.
3. Engaged in research as basis to educate Emory community regarding discriminatory blood and tissue donation policies:
 - a. The Commission is concerned that fundamental misunderstandings around the transmission of HIV still exist and are exacerbated by faulty blood and tissue donation eligibility guidelines put forth by the FDA. The Partnerships and Outreach Committee met with several campus groups to brainstorm ways to reach out to the Emory community around these concerns. Ideas include:
 - i. Setting up a special blood drive in which friends/supporters of gay individuals could donate blood in honor of those who cannot.
 - ii. Creating small information sheets for display at blood and tissue donation events on campus to educate the community about why the FDA regulations are discriminatory and correcting misinformation.

Committee Plans for 2009-10:

- Reengage in new marketing and branding efforts based on new name and mission, including website and hard copy materials
- Continue collaborations with other Commissions
- Continue to administer the Chesnut Award

APPENDIX A

PCLGBTC Transgender Proposal - Spring 2006

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INTRODUCTION

Over the past decade, a growing number of colleges and universities have begun to recognize and address the needs of transgender students and employees. As of April 2006, for example, according to the Transgender Law and Policy Institute (www.transgenderlaw.org/college/index.htm), 53 had amended their non-discrimination policies to include gender identity/expression; the vast majority had done so within the past five years. This growing awareness of the needs of transgender people may reflect an increasing number of transgender people on college campuses, although in the absence of data it is unclear whether or not that is the case. What is clear is that transgender people are becoming more visible and more willing to come forward and make their needs known to their campus communities.

In the interest of keeping Emory University at the forefront of institutions that value diversity and inclusion, the President's Commission on Lesbian, Gay, Bisexual and Transgender Concerns (PCLGBTC) has spent the 2005-2006 academic year researching and preparing this proposal, which sets forth our recommendations for how Emory might best create a transgender-inclusive campus. This has included researching the needs of transgender people; gathering data on what other institutions, including our peer institutions, are doing to create transgender-inclusive campuses; and assessing what is currently being done at Emory to meet the needs of transgender people.

Definitions

"Transgender" is an umbrella term that is used to describe people whose identity or behavior falls outside of stereotypical gender norms. Some transgender people are also transsexual -- moving from male to female, or female to male, with the help of surgery or hormones. Others prefer to think of themselves as somewhere in the middle, rejecting the notion that one must be either male or female; these people sometimes refer to themselves as "gender queer," "gender variant," or "gender non-conforming." The category also includes transvestites, or people who occasionally cross-dress, sometimes to perform as "drag queens" or "drag kings."

The term transgender also encompasses people who do not necessarily identify as transgender but who are perceived as not looking or acting like a person of their biological sex "should" (e.g., men who are effeminate and women who are strong or aggressive). They are subject to the same discrimination and verbal or physical threats as those who actually identify as transgender.

"Gender Identity" refers to a person's internal, deeply felt sense of being male or female, masculine or feminine. One's gender identity may or may not conform to one's biological sex; for transgender people, it does not. "Gender Expression" refers to all of the external characteristics and behaviors that are socially defined as either masculine or feminine, such as dress, mannerisms, speech patterns and social interactions. Typically, transgender people seek to make their gender expression match their gender identity, rather than their birth-assigned sex. Transgenderism is different from sexual orientation; it has to do with how people experience and express their gender, while sexual orientation has to do with who people are sexually and romantically attracted to.

Major Arenas in Which Transgender People on College Campuses Experience Exclusion Residence Halls

Most colleges and universities assign housing based strictly on the individual's birth gender and have residence halls designated as single-sex by building and/or room. As a result, transgender students often lack safe and comfortable on-campus housing options.

Bathrooms and Locker Rooms

Transgender people are often subject to harassment and violence when using male- or female-specific campus restrooms. Public locker and shower rooms can be uncomfortable, intimidating, and even dangerous for transgender people, who may be outed as transgender if they have to change in front of others.

Forms, Records and Documents

Having a "sex" category on forms that is limited to "Male" and "Female" makes transgender people feel disregarded, and with no means to identify themselves, they remain invisible and their needs continue to be overlooked.

In addition, transgender people may want to change their name and gender on records and documents. It protects them from constantly having to explain why they use a name different from their birth name and why their appearance does not match a photo or gender on an ID card.

Moreover, updated records and documents protect them from discrimination when they apply for jobs, seek admission to graduate and professional schools, and at any other time that they must show a college document.

Health Care (including Mental Health Services)

Few practitioners are sensitive to or knowledgeable about the health (and other) needs of transgender people.

RECOMMENDATIONS

The following are broad recommendations; many of them will require further research and discussion before specific policies and procedures are developed and implemented. They are intended to set forth in general terms the types of measures Emory University might take in order to provide a fully inclusive environment for students and employees who are transgender. The PCLGBTC is prepared to participate in further discussions and research and to assist affected departments and programs as they develop and implement any of the measures we recommend.

I. Ensure that Emory's Nondiscrimination and Discriminatory Harassment Policies Apply to Transgender People

As mentioned above, 53 colleges and universities have amended their non-discrimination policies to include gender identity and expression as protected categories. Three additional schools—Rutgers University, Vassar College, and the University of Michigan--state in footnotes to their policies that discrimination based on "sex" includes transgender people or gender identity/expression.

There are several reasons why Emory University should make sure its policies protect transgender students and employees. First, transgender people deserve to be treated with the same respect and dignity that other members of the Emory community enjoy. Second, doing so would be in keeping with Emory's new Vision Statement, which reads, in part, "Emory: A destination university internationally recognized as an inquiry-driven, ethically engaged, and diverse community...."

fostering openness and diversity of thought, experience, and culture." Third, having policies that protect transgender people will position Emory in the forefront of elite and inclusive institutions, which will help the university attract and retain the most talented students, faculty, and staff.

Finally, having and enforcing policies that prohibit discrimination or harassment based on gender identity or expression may limit Emory University's potential legal liability. Attorneys Stephen J. Hirshfeld and Shannon Wolf write in a recent article in *The Chronicle of Higher Education* that the U.S. Courts of Appeal for the First, Ninth, and most recently, Sixth Circuits have held that it is illegal to discriminate against a transgender person according to Title VII of the Civil Rights Act of 1964, which outlaws discrimination on the basis of race, national origin, sex, or religion....As a result, colleges should include gender identity and expression in their campus nondiscrimination policies and create procedural and structural changes that meet the needs of transgender students, faculty members, and administrators. (<http://chronicle.com/weekly/v51/i38/38b01001.htm>. See Appendix B.)

II. Develop Housing Policies and Procedures that Reflect the Needs of Transgender Students

Our recommendations here fall into three categories: housing options, application procedures, and training of residence hall staff.

A. Provide housing options that meet the needs of transgender students

- At a minimum, provide single rooms/single-room apartments for transgender students. If this is the only option for transgender students, the cost should not exceed that of a regular accommodation.
- Preferably, provide an option for transgender students to room with students of the gender with which they currently identify and which they express. To facilitate this, University Housing and the Office of LGBT Life could identify students who are willing to share a room with a transgender student. The list of such students could be updated annually, and roommates for transgender students would be selected from among those on the list.
- Optimally, provide at least one gender-neutral or single-stall bathroom on each floor in each residence hall.

B. Institute transgender-specific application procedures

- Designate a staff person from University Housing to act as a liaison to transgender students and advise them regarding housing options.
- Identify, on written and online application materials and on the Housing website, special application procedures for transgender students. Include the name and contact information of the person designated as a liaison to transgender students.

C. Provide mandatory training for residence hall staff on transgender issues.

Since many people are relatively uninformed about the issues transgender people face, training should be provided to those who may be called upon to assist students or employees who are dealing with these issues.

III. Provide Single-Stall, Unisex Restrooms in as Many Buildings as Possible, and Provide Locker/Changing Rooms that Afford Privacy in Athletic Facilities

The Emory campus was surveyed to determine how many single-stall restrooms, and how many locker rooms that provide privacy, currently exist. It was determined that Emory now has 52 buildings with at least one single-stall restroom. (Twenty-nine buildings were identified as having none, 5 buildings could not be located, 23 were not assessed due to time or the building being closed, and 2 were under construction.)

The only athletic facility with a private changing space is the family-friendly locker room at the Student Activity and Academic Center on the Clairmont Campus. This locker room includes a

shower. Neither the Woodruff PE Center nor the Blomeyer Health Fitness Center has a single-stall restroom/changing area or showering area. They do have showers with curtains.

Based on these data, the following measures are recommended:

A. Publicize the location of existing single-stall restrooms on campus, and designate them all as unisex restrooms

Campus Services has agreed to create an online map showing all single-stall restrooms on campus. The online map may be accessed through the Office of LGBT Life's website, the PCLGBTC website and any others that we think would be useful for promoting it. Other measures suggested by Campus Services include updating the evacuation map in each building, and placing signage in other restrooms in buildings, to show the location(s) of single-stall, unisex restrooms.

Once the results of the existing survey are mapped, if a particular area of campus has no buildings with single-stall restrooms, Emory may want to determine the feasibility of constructing at least one single-stall restroom in at least one of the buildings in the area, to improve access.

B. Make a commitment to include single-stall, unisex restrooms in any new construction on Emory's campus and also, when feasible, during renovation of existing buildings

Members of the Staff Concerns Committee of the PCLGBTC met with Vice President for Campus Services Bob Hascall and Manager of Accessibility Design and Construction Linda Sheldon regarding this recommendation. Hascall and Sheldon indicated that it would be possible to update the basic Emory written design standards for new construction and renovation to include language stating that buildings that are going to be newly constructed or renovated will have at least one single-stall, unisex restroom.

C. Use inclusive signage

When buildings are renovated or newly constructed, the signage for the single-stall restroom that is most inclusive should be used (i.e., the male/female and wheelchair icons that are used on the 4th floor of the Administration Building). Also, signage for some existing single-stall restrooms indicates that the restroom is gender-specific; it should be changed to indicate that the restroom is a unisex one.

D. Develop policies on transgender individuals' use of locker rooms in athletic facilities that lack a private space for changing and showering

Until there is a private locker room or changing area in all athletic facilities, Emory should develop clear policies on transgender individuals' use of public, gender-specific locker rooms. This may consist of simply stating that they are free to use the locker room of their choice (typically this would be the room designated for the gender they currently express). When policies are developed, staff at these facilities should be clearly informed of them.

E. Assess athletic facilities without a private changing area to determine whether it may be possible to create one

The Student Activity and Academic Center on the Clairmont Campus has a family-friendly locker/changing room. Emory should explore whether there is any space that could be converted to create a private changing space or even a private shower at both the Woodruff PE Center and the Blomeyer Health Fitness Center. It should be noted that these private changing areas would benefit families, people who are disabled, and others who may desire more privacy than is found in public, gender-specific changing and showering facilities.

IV. Develop and Publicize Policies and Procedures for Changing One's Name and Gender on all Emory University Documents

At present, both Human Resources and the Office of the Registrar outline on their websites the procedure for requesting a change of name. However, the Request for Change of Name Form

provided by the Office of the Registrar notes that "There is no obligation to record name changes for students not currently enrolled." We recommend that Emory revise this policy, since transgender alumni may want their official transcript or other documents to reflect the name they currently use.

Neither Human Resources nor the Office of the Registrar currently provides information on how to change one's gender on employee or student records, and there is no formal, written policy or procedure in either department regarding requests for a change of gender. Personnel in both departments indicated a willingness to work with the PCLGBTC to develop such formal policies and procedures.

We recommend that formal policies and procedures be developed governing requests for a change of gender on all Emory University documents. All personnel in relevant departments should be apprised of the policies and procedures, and they should be published on the appropriate websites.

Finally, admissions personnel in all units of the university should be apprised of the possibility that a student may have transcripts with different names and/or genders if the student identifies as transgender and has not yet had all relevant documents from another school changed.

V. Assess the Feasibility of Providing an Option for Individuals to Identify as Other than Male or Female on Forms, Including Housing Applications and Student Health Service and Counseling Center Records

There is currently no option on any University form for a student or employee to identify as other than male or female. The most common ways to provide for options other than male and female are for forms to read "Gender: M, F, self-identify: _____" or simply "Gender: _____." Another option may be to have an individual identify his or her birth sex as male or female, and provide another category for gender identity, formatted as above ("Gender Identity: _____").

VI. Provide Training on Transgender Issues for Staff at the Student Health Service and the Counseling Center

There is at present no one on staff at either the Student Health Service or the Student Counseling Center with an expertise in the medical or mental health issues of transgender people. While employees may seek treatment elsewhere, students must often depend on these on-campus resources, for financial or other reasons. Optimally, at least one clinician in both the Health Service and the Counseling Center should develop an expertise in this area. At the very least, staff in both should receive training about the basic health and mental health issues of transgender people.

CONCLUSION

The PCLGBTC recognizes that implementing many of the measures recommended here will take time. We also recognize the need to further consult and work with personnel in the departments that will be affected. We therefore pledge both our patience, and our eagerness to assist in the implementation process. Personnel with whom we have already consulted have indicated their willingness to work with us to implement the measures we discussed with them, and we feel certain that others will be no less willing. We also feel that students, employees and alumni of Emory who identify as transgender should be consulted during the implementation process to the greatest extent possible.