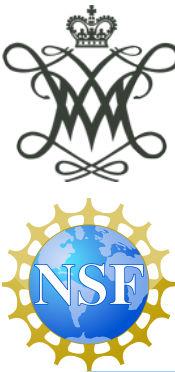
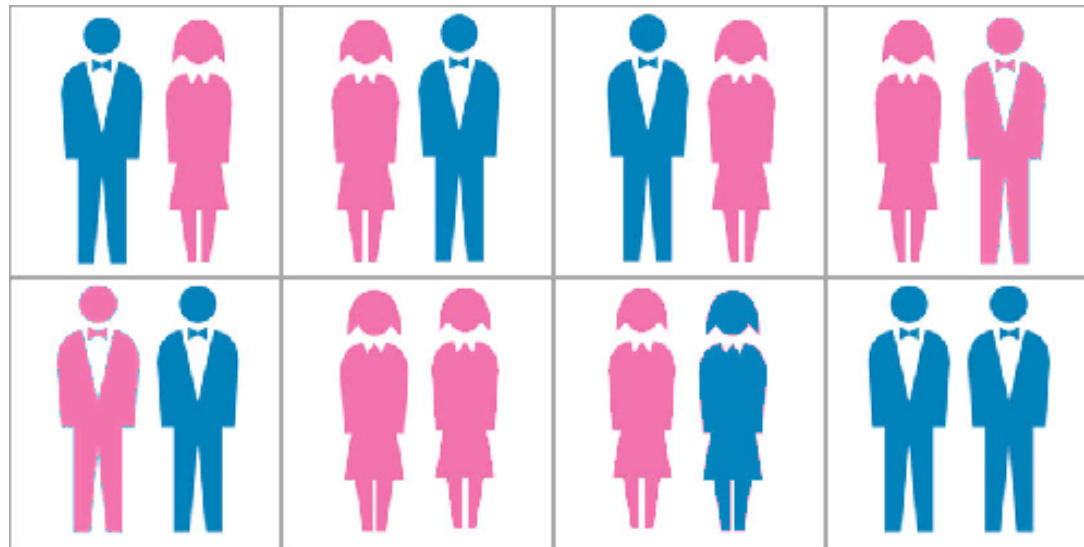


Sexual and Gender Diversity

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WILLIAM
& MARY

2012 Physics Department Chairs Conference
“Developing an Inclusive Diversity Climate”



Sexual and Gender Identity

- Gender (\neq biological sex at birth): result of socially constructed ideas of how a particular sex acts
- **Sexual orientation:** pattern of attraction to a gender
 - Lesbian, gay, bisexual, asexual
- **Gender identity:** gender a person identifies as
 - Male, female, transgender (trans male, trans female)
- **Gender expression**
 - How one chooses to act, independent of sex at birth
- Identity politics
 - varying interpretations of different categories (e.g. queer)

Campus Climate and Diversity

- Hurtado and Milem, Chang, Antonio: **campus climate** in dimensions of historical legacy, structural diversity, organizational, psychological, and behavioral climate
 - initially applied to ethnic/racial diversity
- **Effects** of campus climate on success: research shows
 - campus environment perceived as hostile → **higher attrition** (Hurtado & Ponjuan, Guiffida et al.)
 - inclusive campus environments → **students feel better equipped** for multicultural society (Gurin et al.)
 - healthy campus climate → **democratic skills and positive learning** (Hurtado & Ponjuan)
 - gender discrimination → **negative impact** for women faculty (Settles, Cortina, Malley, Stewart)

Why Should You Care?

- **Students:** acceptance by peers and department, safety, substance abuse, name on degree, identity development, education, ...
→ student **recruiting, performance, retention!**
- **Faculty:** productivity, sense of community, partner benefits, dual-career issues, recognition of international marriage and partner visas, ...
→ faculty **recruiting, performance, retention!**
- Intersectionality: many people in multiple minorities (gender, orientation, ethnicity, disability,...)

Why Is This Timely?

- **“2010 State of Higher Ed for LGBT People”**
- Survey of 279 faculty in several academic areas
- Experiences of LGB faculty in STEM fields:
 - 47% observed exclusionary behavior
 - 21% experienced exclusionary behavior
 - 53% considered leaving
- Exclusionary behavior experienced, by **source**:
 - 70% administrator
 - 30% students
- Exclusionary behavior experienced, by **cause**:
 - 80% sexual identity
 - 30% gender expression
 - 30% gender

Reference: Rankin S., et al. (2010). Charlotte, NC: Campus Pride.

APS March 2012: Sexual Diversity

- “First-ever session on **sexual and gender diversity** at a major physics conference.” (APS News, April 2012)
- Six invited speakers and lively panel discussion
- Over **120 attendees** throughout the session:
 - 49% sexual/gender minority, 47% non-minority
 - 60% students, 40% post-graduate (19% faculty)
 - “I think showing successful academics who are out is an important way to dispel the notion that being out precludes or limits one’s professional opportunities.”
- Need for **data**, for **role models**, and for **awareness**
- Strong support from APS for diversity and inclusiveness

Reference: Ackerman N. et al, in preparation.

What Can You Do About It Today?

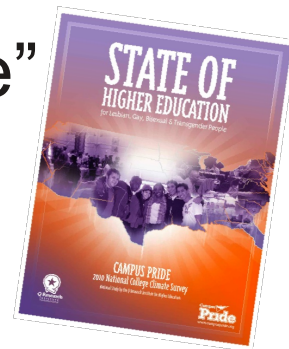
- In your department:
 - Use gender neutral and **inclusive language** (“partner” instead of “wife”) in department communications
 - Invite LGBT speakers to present **colloquia**
 - Include LGBT faculty on **departmental committees** to offer experiences and solutions (but avoid tokenism)
- At your institution:
 - **Participate in surveys** that query LGBT demographics (e.g. CampusPride climate index)
 - **Include protections** for “sexual orientation, gender identity, and gender expression” in EEO policies
- More actions in the handouts!

Further Resources

- LGBT+Physicists
 - <http://lgbtphysicists.x10hosting.com>
- CampusPride Climate Index
 - <http://campusclimateindex.org>
- “2010 State of Higher Education for LGBT People”
 - <http://campuspride.org/research>
- Gay, Lesbian and Straight Education Network
 - <http://www.glsen.org>
- Out in STEM (oSTEM)
 - <http://www.ostem.org>



[University of Illinois at Urbana - Champaign](http://www.glsen.org)
Urbana, IL, IL



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Additional Slides

How Would You React?

- An undergraduate student in your program comes out as transgender and asks you, the chair, about resources and about the atmosphere in the department.
- A lesbian faculty candidate asks you about health benefits for her partner when you offer her a tenure track position.