

THE UNIVERSITY OF TEXAS AT DALLAS

# Gender Inclusive Housing at UT Dallas

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# OVERVIEW

- Quick introduction to housing at UT Dallas
- Journey of incorporation of gender inclusive housing
- Current policies & procedures
- Lessons learned & improvements made

# DISCLAIMER

# WHAT IS GENDER INCLUSIVE HOUSING?

*Gender inclusive housing is an option that is affirming and supportive of LGBT+, transgender, gender non-conforming, non-binary (TGNC), and ally students.*

*Housing applicants who opt into Gender Inclusive Housing will be able to live with other housing applicants who have also opted into Gender Inclusive Housing, regardless of biological sex or gender identity/expression.*

# UT DALLAS' NONDISCRIMINATION STATEMENT

*The University of Texas at Dallas is committed to providing an educational, living and working environment that is welcoming, respectful and inclusive of all members of the university community. An environment that is free of discrimination and harassment allows members of the university community to excel in their academic and professional careers. To that end, to the extent provided by applicable federal and state law, the University prohibits unlawful discrimination against a person because of their race, color, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status. In addition, the University's commitment to equal opportunity extends its nondiscrimination protections to include sexual orientation, gender identity, and gender expression where not protected by applicable law.*

# STILL DEBATING?

- Creates comfortable living environment for all students
- Eliminates “outing” students who need the option
- Creates safer living environment for all students
- Shows support to LGBT+ population
- Affirms the needs of LGBT+ population
- Meeting a growing need

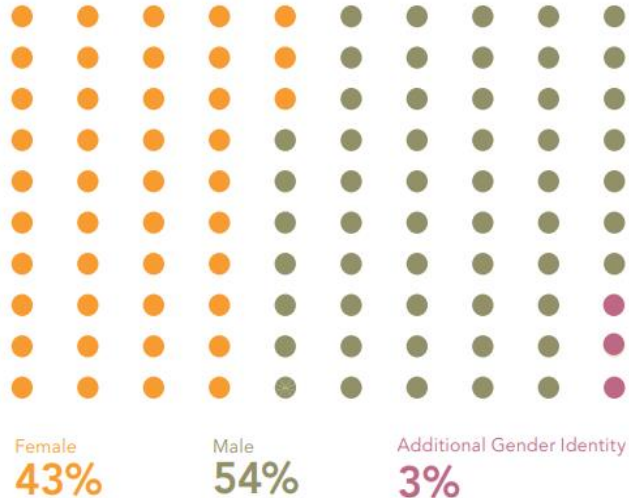
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# STUDENT POPULATION, GENDER IDENTITY

## All Students



## Footnotes

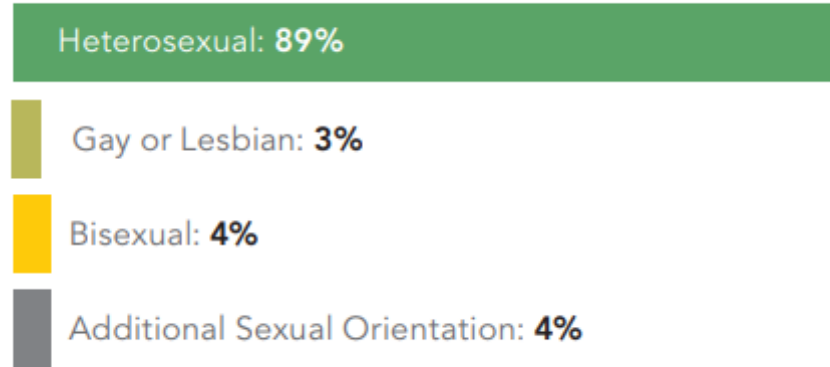
1. The survey originally included nine gender identity categories (Female, Male, Transgender Female, Transgender Male, Genderqueer, Gender Non-Conforming, Intersex, Two Spirit, and I prefer to be called, please specify). Because of small sample sizes and to protect participants' anonymity, categories were reported as three gender identities (Female, Male, and Additional Gender Identity).

**Cultivating Learning & Safe Environments**  
Data collected, fall 2015; published, spring 2017  
<https://utsystem.edu/sites/clase>



# STUDENT POPULATION, SEXUAL ORIENTATION

Sexual  
Orientation<sup>2,3</sup>



2. The survey originally included seven sexual orientation categories (Gay, Lesbian, Bisexual, Asexual, Heterosexual, Queer, and A Sexual Orientation Not Listed). Because of small sample sizes and to protect participants' anonymity, categories were reported as four sexual orientations (Gay or Lesbian, Bisexual, Heterosexual, and Additional Sexual Orientation).

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# REGISTRAR

Need to change gender marker or name?

Email the Registrar

- Change gender marker (Male or Female)
- Preferred Name, Legal Name

For other FAQ's: Refer to pg 11 in packet

# HOUSING FACILITIES & INFRASTRUCTURE

- First RH was built in 2009, apartments in 1989
- Added 3,300 beds since August 2009
- 2,200 beds in semi-private suites (3 per suite)
- 3,300 beds in apartments (1-, 2-, 4-bedrooms)
- Important to note: No community bathrooms
- 154 peer advisors, 13 live-in professionals

# INCORPORATION OF GENDER INCLUSIVE HOUSING

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# CONTEXT & BACKGROUND

- Former “Co-Ed Living Procedure”
- Increased requests over time (2014-2016)
  - Transitioning gender expressions, hormones
  - Sexual orientation
  - Preferences
- Transgender Housing Task Force (Summer 2016), pg 2-3
- Subcommittee for implementation (Fall 2016)

# CURRENT POLICIES & PROCEDURES

# STATEMENT OF GENDER INCLUSIVE HOUSING

*The Department of Housing and Residential Life at The University of Texas at Dallas welcomes students of all gender identities and expressions and is committed to providing an equitable and inclusive community for all residents. Please contact Residential Life to learn about all available housing options. It is our goal to provide an affirming and non-discriminatory housing educational experience.*

# WHO CAN OPT IN AT UT DALLAS?

EVERYONE, regardless of:

- Sexual orientation
- Gender identity
- Gender expression
- Biological sex



# WHO HAS TO OPT IN AT UT DALLAS?

NO ONE!

It is important to note that opting into GIH is NOT mandatory to any student, regardless of:

- Sexual orientation
- Gender identity
- Gender expression
- Biological sex

# WHERE IS OUR GIH?

Everywhere

- Any area (apartments and residence halls)
- Any building
- Any floorplan

# INFORMING STUDENTS AND FAMILIES

- [utdallas.edu/housing/gih](https://utdallas.edu/housing/gih)
- Gender Inclusive Housing video
- Admissions/housing tours
- Train: PA's, tour guides, housing professional staff
- Tabling at prospective student events, orientations, move in day

# BEFORE MOVE IN DAY

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# STAREZ

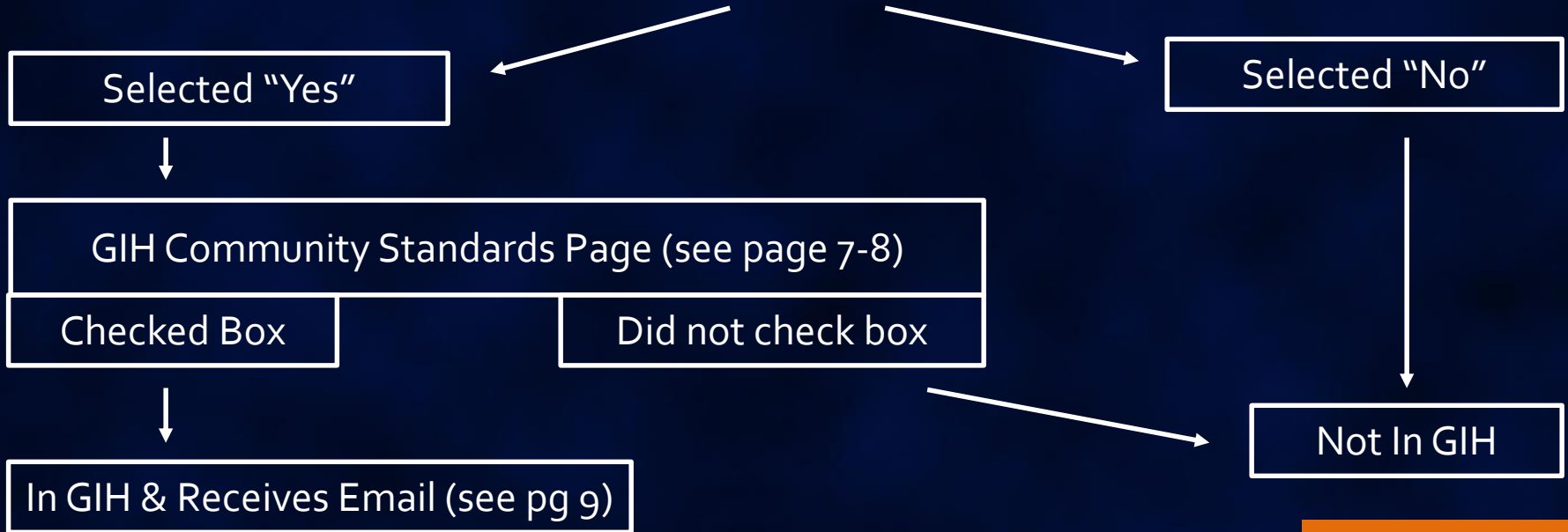
- Three genders, somewhat connected to University system
  - Male – Males in system, did not opt in
  - Female – Females in system, did not opt in
  - Neutral – Male/female/TGNC, did opt in

Students who have opted in are placed with other students who have opted it without regard to gender

- Preferred Name from University system

# NEW APPLICATION PROCESS

Gender Inclusive Housing Page of the Housing Application (see pg 6)



# SELF-SELECTION PROCESS

- New applicants and returning students
- Only see spaces they are able to go into:
  - Male, Female, Neutral
  - Dynamic (i.e. completely open units)
- Once a student selects a “Dynamic” space, the unit becomes male, female, or neutral
- Renewal: their housing preference stays with their unit

# MOVE IN DAY & BEYOND

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# MOVE IN DAY

- Double checked door decs with preferred name
- Staff received list of co-ed pairings
- Kept an ear to the ground and eye out
  - “Why is there a guy in here?”
  - “Is this the right room?”
  - “Why is my son living with a girl?”
- Staff were told to alert leadership team immediately

# AFTER MOVE IN DAY

- Completed roommate agreements as quickly as possible
- Co-Ed roommate conflicts are priority, especially if the issue relates to the differences in gender identity/expression
- Safety and comfortability of ALL involved is still our #1 priority
- Change preference/assignment w/out penalty

# LESSONS LEARNED & IMPROVEMENTS MADE

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# CHALLENGES OF INCORPORATING GIH

- Students who opted in who may not understand GIH
- Co-ed roommates within suite and not expecting it
- Communication to students, parents, stakeholders
- Understanding policy under changing societal norms
- “Parents just don’t understand”

# IMPROVEMENTS MADE

- Working w/ Gender Center for better communication
  - Marketing video
  - Dedicated website for GIH
- Intentional Communication
  - Train Visitor Center's tour guides
  - Information during housing tours
  - Orientation and other prospective student events

# Contact Information

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