UCSC Trans and Queer Students

Tam Welch, Interim Director, Cantú Queer Center
Pronouns: They/Them and Theirs

University of California Undergraduate Experience Survey (UCUES) 2014

- 13% identify as LGBQ
- 23% did not check the Heterosexual box
Graduate Student Applications 2014-15

- **Sexual Orientation**
  - LGBQ 9.4%
  - Heterosexual/Straight 69.9%

- **Gender Identity**
  - Trans man .2%
  - Trans women .02%
  - Genderqueer 1%
  - Male 51.7%
  - Female 42.4%
  - Decline/no answer 4.5%

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**UCSC PRINCIPLES OF COMMUNITY**

The University of California, Santa Cruz, is committed to promoting and protecting an environment that values and supports every person in an atmosphere of civility, honesty, cooperation, professionalism and fairness. UCSC expects that every campus member will practice these Principles of Community.

**We strive to be:**
- **Diverse:** We embrace diversity in all its forms and we strive for an inclusive community that fosters an open, enlightened and productive environment.
- **Open:** We believe free exchange of ideas requires mutual respect and consideration for our differences.
- **Purposeful:** We are a participatory community united by shared commitments to service to society, preservation and advancement of knowledge and innovative teaching and learning.
- **Caring:** We promote mutual respect, trust and support to foster bonds that strengthen the community.

**We accept the responsibility:**
- We are committed to due process, respect for individual dignity and equitable access to resources, recognitions and rewards.
- We seek to advance common goals through reasonable and realistic practices, procedures and expectations.
- We celebrate the heritage, achievements and diversity of the community and the uniqueness and contributions of our members.

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Our Principles of Community offer the core values and practices that guide us as we build an open, vibrant, and diverse community. We should not take our community for granted but rather be proactive and persistent about fostering a sense of belonging at UCSC. 

George R. Blumenthal, Chancellor, July 2011
**TIP 1 Ask each and every student their name and gender pronoun**

- “When my professors don’t notice that I have a preferred name list in the University Register it can be very anxiety inducing to wonder what is going to happen on the first day of class when I am outing. What is the students going to say? What is the teacher going to say?”

- “And some of them respected that and some of them didn’t. Those who didn’t, I immediately totally checked out and did the bare minimum.”

- “And some classes I just skipped because it wasn’t safe to go.”

“Ask Me” Chronicle.com

**TIP 2 Model options beyond the male/female binary**

- “constantly at school I am forced to think about the necessities of my own wellbeing vs just thinking of my classroom and what I should be studying.”

- “I am trying to concentrate in the classroom, but I’m trying also to map out how to get to the bathroom and be safe”

- “It kind of brought me to a place where I didn’t want to speak up or be open any more”

“Ask Me” Chronicle.com
TIP 3 See, Say, Do Something
Campus Safety Awareness Campaign

- Banana “SLUG SUPPORT”. You can help students in distress.
- Report any SUSPECTED Hate Bias incident
  - Report hate.ucsc.edu
- Refer students to the Cantú Queer Center
  - queer.ucsc.edu, 459-2468

The 6 Resource Centers
- African American Resource and Cultural Center (AARCC)
  - Shonté Thomas
- American Indian Resource Center (AIRC)
  - Dr. Rebecca Rosser
- Asian American/Pacific Islander Resource Center (AA/PIRC)
  - Nancy Kim
- Chicano Latino Resource Center (El Centro)
  - Dr. Judith Estrada
- Lionel Cantú Gay Lesbian Bi Trans Intersex Resource Center (Cantú Queer Center)
  - Tam Welch
- Women’s Center
  - Sonia Montoya
Cantú Queer Center - queer.ucsc.edu

Advising and Referrals
Student Leadership Development
Campus Collaborations

Community Collaborations
Facility Use
Families

Gala Gallery
Information Hub: Qconnect

Library
Study Center

Training and Lectures
Initiatives & the Cantú Queer Center

- UC Gender Inclusive Facilities Implantation Workgroup
- Free to Pee at UCSC Campaign
  - educational program
  - online bathroom map -- maps.ucsc.edu
- Pronoun Button Campaign

Sources

- UC Campus Climate Study: [http://campusclimate.ucop.edu](http://campusclimate.ucop.edu)
- UC Santa Cruz fact Sheet: [http://admissions.ucsc.edu](http://admissions.ucsc.edu)
- UC Regents: [http://regents.universityofcalifornia.edu/regmeet/sept06/303attach.pdf](http://regents.universityofcalifornia.edu/regmeet/sept06/303attach.pdf)
- UCUES Website: [studentsurvey.universityofcalifornia.edu](studentsurvey.universityofcalifornia.edu)
Thank you

small things add up to big things over time, especially change

– b. tench

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