



# Towards Trans+ Equity Initiative Report

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# What is the Towards Trans+ Equity Initiative?

The "Towards Trans+ Equity" was a student led initiative that sought to develop a comprehensive understanding of the experiences of Trans+ students at the University of Victoria.

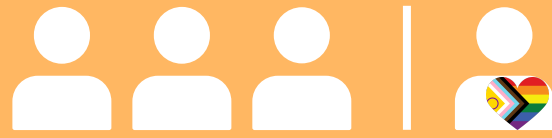
Specifically, this initiative focused on how the university's institutional structures and administrative processes impact this population. We aimed to identify and dismantle systemic barriers faced by Trans, non-binary, and 2 Spirit students by exploring areas such as pronoun inclusion within administrative paperwork, online systems, graduation documents, and class lists. To do this, the initiative circulated a survey and held an insight-gathering session for students to share their lived experiences.

## What is the purpose of this report?

This report compiles the findings, priorities and recommendations that came out of this initiative in order to disseminate widely in an accessible format. Rooted in our collective experience in equity and social justice work, creating engaging and user friendly knowledge sharing tools is imperative.

It also aligns with the overarching goal of this initiative to inform and prompt change amongst university systems and administrative processes.

# Findings



## What has your experience been like as a Trans+ student at UVic?

Key themes include:

- Students were often misgendered in classroom settings
- Isolated feelings when pronoun sharing was not a priority in classrooms
- Relevant courses have lacked in-depth discussion of Trans, Non-binary and 2-spirit people
- Resentment towards locating gender-neutral single stall bathrooms

*“Pronoun sharing is not a high priority in classes, leaving Trans students to feel isolated. Professors seemed to have issues finding pronouns on various platforms, and I have been misgendered in multiple settings.”*

*(speaking of being misgendered) “After these instances, I would often ruminate on what must have caused the prof to not identify me correctly... -- what if this reflected in the way they graded me? I tried not to fixate too much on this, but that took energy.”*

*“I have been anxious and lonely at UVic”*

# Findings

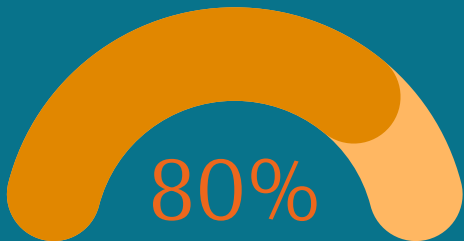
## What challenges have you faced or are facing in completing administrative documentation at UVic?

Key themes include:

- Uncertainty around access to name change resources
- Distressed by exam processes as names on class lists were different than student IDs, outing the student
- Frustration around outdated records displaying birth names despite name changes in personal profiles
- Concerns about what name would be read at convocation

“It’s hard to know where to do things like name changes, uvic has so much on their website but it’s everywhere and not all in the same spot”

## Have you tried to access name change resources and are you aware of what resources are available?



pursued name changes




aware of available resources

Resource accessibility is low, yet highly needed, suggesting the need for a dedicated website for Trans, Non-binary, and 2 Spirit students.

# Recommendations

Student recommendations on how to improve the inclusivity of administrative documentation at UVic include:

An orange-bordered form with two white input fields. The top field is labeled "My name is" and the bottom field is labeled "My pronouns are".

My name is

My pronouns are

Making the inclusion of pronouns mandatory on all platforms to reduce the experience of 'othering'.

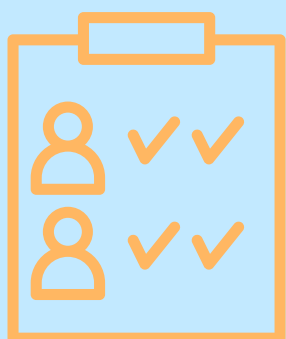
Ensuring documentation (online or print) includes a space for preferred names in addition to legal names.



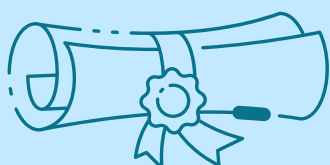
Enhancing the accessibility of web-based resources guiding students on how to change their name, pronouns, and gender on campus documents and databases.



Providing clarity to students about where birth names might be listed to help students prepare emotionally and psychologically.



Ensuring class lists are updated with chosen/preferred names.



Providing access to resources for Trans, Non-Binary, and 2 Spirit students on how to change their name on their diploma and/or graduation ceremony list to ensure it reflects their chosen/preferred name.



# Thank you from the Trans+ Equity Initiative Team

This initiative highlights critical areas where UVic can improve its inclusivity for Trans, Non-Binary, and 2 Spirit students, and marks a crucial step in fostering a more equitable campus environment. By addressing administrative and systemic barriers, UVic can enhance its reputation as an inclusive institution.

## Contact

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