LGBTQ+ STUDENTS PERSIST IN HIGHER EDUCATION
A BRIEF LOOK AT BARRIERS AND BRIDGES LGBTQ+ STUDENTS FACE IN HIGHER ED
SALT LAKE COMMUNITY COLLEGE
GENDER & SEXUALITY STUDENT RESOURCE CENTER
HI, I’M PETER.

MY PRONOUNS ARE HE/THEY/PETER

I RUN THE SLCC GENDER & SEXUALITY STUDENT RESOURCE CENTER (GSSRC)

I HAVE A LIMITED PERSPECTIVE AND KNOWLEDGE

I STAND ON THE SHOULDERS OF GIANTS

I’M GRATEFUL TO BE HERE
BARRIERS
FINANCIAL INSECURITY
HARASSMENT, BULLYING, AND VIOLENCE
ERASURE, INVISIBILITY, AND EXCLUSION
MENTAL HEALTH
LACK OF RESOURCES AND ACCESS
Barrier: Financial Insecurity (including homelessness, loss of family support, food insecurity, lack of insurance/benefits, etc.)
Barrier: Harassment, Bullying, and Violence (job and housing discrimination, criminalization of Trans and QTPOC, misgendering, bigotry and ignorance, etc.)
HARRASSMENT, BULLYING, AND VIOLENCE

“IT IS ALMOST AS THOUGH I WOULD RATHER BE THE GUY WHO PEED HIS PANTS THAN BE THE OUTED AS A TRANS MAN OR 'WOMAN' TRYING TO USE THE MEN’S RESTROOM. OR WORSE, BOTH. … I HAVE HEARD SO MANY HORROR STORIES ABOUT FOLX BEING BEAT UP, ASSAULTED AND WORSE...”

- NICK ARTEAGA, SLCC ALUMNI

A letter from SLCC Alum:

Nick Arteaga He/him, They/them
As a proud QTPOC and SLCC Alumni I can say that all the staff was kind and understanding, especially all my professors. However, anytime I had to use restroom during class time not only was I anxious about missing anything important from the lesson and having to walk through a seemingly never-ending row of seats to get to the door, but I usually waited until the absolute last minute to use the public restroom.
If I was lucky, the one or two stalls that are in the men’s restroom were not being used. If they were occupied, I had to wait and it was awkward if other folx were in there, wondering why I was not using the urinals. And, because I waited so long to use the restroom in attempt to avoid a stressful situation, I had plenty of close encounters. It is almost as though I would rather be the guy who peed his pants than be the outed as a trans man or “woman” trying to use the men's restroom. Or worse, both.
When I first started T I didn’t pass very well so even if I got into a clean, available stall with toilet paper to do my business without being paranoid about folx listening, sometimes coming out of the stall to wash my hands around other men, eyeing me up and down, giving me strange looks was terrifying. I have heard so many horror stories about folx being beat up, assaulted and worse, for being in the wrong place at the wrong time, so to speak. I also had to make sure that any classmates of mine were not also leaving for the restroom because I did not want them to hear me peeing or see me sitting down to pee. I would also try and keep my shoes out of sight for fear of someone looking at my feet, worried they were looking for clues about the “guy” who sits to pee.
In some instances, if a stall were out of order or being used, I would have to walk even further to the next available men's restroom and hoped no one was paying too much attention. I would make sure to be quick, lower and lift the toilet seat, you know, to not blow my cover, wash my hands and get out of the restroom as fast as possible.
I am thankful to present masculine, even as a non-binary person and that enough time has passed where these concerns are no longer daunting but old habits die hard. I do still find myself looking over my shoulder or worrying that the sound of my pee might give me away. I am at a point now that if someone has a problem with the sound of urine stream, it is most definitely their problem, not mine. I am saddened and angered to think not everyone has that luxury and completely understand the anxiety
that stems from using public, binary restrooms. Ultimately, I always feel the most comfortable in gender neutral bathrooms. It may not mean much to most but having the chance to simply “go” without worry is so amazing! I realize in retrospect how unhealthy the elevated stress levels of gender nuances like public restrooms added to my schoolwork and life in general. I think our trans, nonbinary and gender nonconforming students would be more successful in their academic careers if we had gender neutral bathrooms so they can focus on the things that really matter, without fearing for their lives and overall wellbeing.

I believe any rules and/or guidelines that validate LGBTQ+ people, mainly trans identities that reiterate the importance of being compassionate to others, and minding our own business in the bathroom will make a massive, positive difference in so many lives!
Barrier: Erasure, Invisibility, and exclusion (isolation and lack of community, policy, marketing, lack of identity options on forms and paperwork, lack of data collection, etc.)

ERASURE, INVISIBILITY, AND EXCLUSION

50% OF HIGH SCHOOL STUDENTS REPORT BEING PREVENTED FROM USING PRONOUNS THAT MATCHED THEIR IDENTITY

LACK OF DATA COLLECTION FOR LGBTQ IDENTITIES, SPACES ON FORMS TO ACCURATELY IDENTIFY, ETC.
MENTAL HEALTH

LGBTQ ARE 2X MORE LIKELY TO HAVE A MENTAL HEALTH DISORDER IN THEIR LIFETIME

LGB YOUTH SUICIDE RATES ARE 4X GREATER THAN HETEROSEXUAL YOUTH

Barrier: Mental Health and Stressors (including mental healthcare barriers like cost/affordability, cultural competency, recovery from conversion therapy, etc.)
“MEN BUILD TOO MANY WALLS AND NOT ENOUGH BRIDGES.”

- JOSEPH FORT NEWTON
LET’S BUILD BRIDGES!
LET'S BUILD BRIDGES!

FINANCIAL INSECURITY

LGBTQ+ SCHOLARSHIPS AND FINANCIAL ASSISTANCE

FOOD PANTRIES AND CHILDCARE

FREE LEGAL ASSISTANCE

LGBTQ+ AFFIRMING INSURANCE

Simple Bridges
- LGBTQ+ specific scholarships and financial assistance (including emergency funding)
- Basic needs support, such as food pantries
- Free legal assistance for students
- Childcare
- Technology Access Support

Systemic Bridges
- LGBTQ+ inclusive insurance (including affirming and culturally competent medical providers, access to Trans-specific healthcare services, etc.)
LET’S BUILD BRIDGES!

HARASSMENT, BULLYING, AND VIOLENCE

SEXUAL ORIENTATION AND GENDER IDENTITY/EXPRESSION IN NONDISCRIMINATION POLICIES

LGBTQ+ SENSITIVITY/AWARENESS TRAININGS

CAMPUS POLICE TRAININGS

FACILITIES POLICIES TO PROTECT TRANS STUDENTS

MULTI-STALL RESTROOMS AND INCREASED NUMBER OF SINGLE-STALL RESTROOMS

---

Simple Bridges
- Explicit inclusion of sexual orientation and gender identity/expression in nondiscrimination policies
- LGBTQ+ sensitivity and awareness trainings
- Campus Police Trainings

Systemic Bridges
- Universally Accessible Facilities Policies (to protect Trans students in restrooms and locker rooms) to all-gender multi-stall restrooms and increased single-stall restrooms
LET’S BUILD BRIDGES!

ERASURE, INVISIBILITY, AND EXCLUSION

PRONOUNS IN EMAIL SIGNATURES
SYLLABI STATEMENTS OF SUPPORT
PROGRAMMING AND EVENTS
UPDATING LANGUAGE OF GOVERNING DOCUMENTS
ADMISSIONS APPLICATION DEMOGRAPHIC QUESTIONS
TEXTBOOK AND CURRICULUM INCLUSION

Simple Bridges
- Pronouns in email signatures
- Syllabi statements for support/resources for LGBTQ+ students
- Programming and events (including highlighting history/heritage months, current affairs, etc.)
- Updating governing documents (e.g. faculty handbook, student code of conduct, etc.) with inclusive and gender-neutral language (e.g. switching he/she to they)
- Symbols of inclusivity (e.g. rainbow crosswalks, flags during pride month, support messages from administration, institutional sponsorship and participation in local Pride celebrations, Pride gear for sale with funds to student scholarships, etc.)
- First Year Experience programs and summer bridge programs including curriculum and practices inclusive of LGBTQ+ students
- LGBTQ+ literature and cultural artifacts in libraries and exhibits

Systemic Bridges
- Comprehensive LGBTQ+ Admissions Application Questions (for data collection, targeted services and programming, tracking, etc.)
- Institutional LGBTQ+ Steering/Advisory Committees
- Textbook and curriculum inclusion of LGBTQ+ history, culture, experience, and expression
- LGBTQ+ Studies Program and/or course offerings
LET'S BUILD BRIDGES!

MENTAL HEALTH

SOCIAL TRANSITION SUPPORT
MENTORING PROGRAMS
DEDICATED LGBTQ+ MENTAL HEALTH COUNSELORS

Simple Bridges
- Social transition support (e.g. from high school to college, in the closet to coming out, transitioning, etc.)
- Mentoring programs

Systemic Bridges
- Hiring dedicated LGBTQ+ mental health counselors
LET'S BUILD BRIDGES!

LACK OF RESOURCES AND ACCESS

DEDICATED RECRUITMENT AND RETENTION EFFORTS

SIMPLIFIED AND ACCESSIBLE PROCESSES FOR UPDATING NAME/GENDER MARKERS ON INSTITUTIONAL PLATFORMS AND RECORDS

FIRST YEAR EXPERIENCE PROGRAMS AND RETREATS FOR LGBTQ+

ACTIVE INSTITUTIONAL SUPPORT FOR LGBTQ+ STUDENT ORGANIZATIONS AND CENTERS

Simple Bridges
- Active support (including financial support) for Queer Student Associations and campus LGBTQ+ centers
- First year Experience programs and retreats specifically for LGBTQ+ students
- Recruitment and retention efforts
- Simplified processes for updating name/gender markers on institutional platforms (Banner, Canvas, Zoom, etc.)

Systemic Bridges
- All-gender and/or LGBTQ+ housing
THANK YOU!

QUESTIONS?

PETER MOOSMAN, MFS
HE/HE/HE PETER
PETER.MOOSMAN@SLCC.EDU
801.957.3342

GSSRC ON FB/IG: @SLCCGSSRC
UCLA School of Law
Transgender Students in Higher Education
https://williamsinstitute.law.ucla.edu/publications/trans-students-higher-education/

National LGBTQ Task Force
Transgender Workers at Greater Risk for Unemployment and Poverty
https://williamsinstitute.law.ucla.edu/publications/trans-students-higher-education/

National Gay and Lesbian Task Force
LGBTQ Youth: An Epidemic of Homelessness

American Psychiatric Association
Mental Health Disparities: LGBTQ
https://www.psychiatry.org/psychiatrists/cultural-competency/education/lightp