

A Resolution to Add the Option to Indicate Gender Pronouns on Class Rosters

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* * *

Whereas the Undergraduate Student Government (USG) represents all undergraduate students at The Ohio State University, and

Whereas The Ohio State University values diversity in people and ideas and strives to create an inclusive, supportive environment where individuals may comfortably join in or confidently stand out,¹ and

Whereas the university’s non-discrimination notice states that students or faculty may not face discrimination based on gender identity or gender expression,² and

Whereas misgender is defined as “the act of failing to acknowledge (or use) an individual’s requested gender pronouns or using gendered language when referring to them (i.e. ma’am, sir, guy, girl, etc.),”³ and

Whereas the absence of gender pronouns on class rosters enables misgendering and impedes the creation of an inclusive and supportive environment, and

Whereas research has demonstrated that improper pronoun usage can have significant psychological implications for recipients of this misclassification, including but not limited to: undermining belonging and coherence needs, invalidating social identity and self-concept, and stigmatization,⁴ and

¹ <https://www.osu.edu/initiatives/diversity.html>

² <https://hr.osu.edu/wp-content/uploads/policy110-non-discrimination-notice.pdf>

³ <https://cft.vanderbilt.edu/teaching-beyond-the-gender-binary-in-the-university-classroom/>

⁴ https://www.researchgate.net/publication/265012891_Experiences_with_Misgendering_Identity_Misclassification_of_Transgender_Spectrum_Individuals

35 **Whereas** the University of Michigan,⁵ University of Vermont,⁶ and Ohio University⁷
36 allow students to indicate gender pronouns on class rosters, and
37
38 **Whereas** The Ohio State University allows students to indicate chosen name, which is
39 visible on class rosters, advising reports, and Carmen,⁸ and
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41 **Whereas** The Ohio State University offers free replacement of BuckIDs containing an
42 individual’s legal name with that containing the name an individual uses,⁹ and
43
44 **Whereas** The Ohio State University provides gender-neutral and/or single stall restrooms
45 in various academic¹⁰ and student life buildings,¹¹ and
46
47 **Whereas** The Ohio State University offers gender-inclusive housing options,¹² and
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49 **Whereas** these measures demonstrate the university’s commitment to diversity, but are
50 not sufficient to ensure inclusivity of students of all genders, and
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52 **Whereas** the Undergraduate Student Government has set a precedent for gender
53 inclusivity with the addition of personal pronouns to General Assembly members’ name
54 tags,¹³ and
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56 **Therefore, Let it Be Resolved** that the Undergraduate Student Government supports the
57 addition of an option to indicate gender pronouns on class rosters, and
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59 **Let it Further Be Resolved** that this measure serves as a gender affirming practice and
60 allows faculty and staff to engage respectfully with transgender or gender non-
61 conforming (TNGC) students, and
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63 **Let it Further Be Resolved** that correct gendering by faculty and staff may function as
64 pronoun cueing to other students, therefore lessening the risk of misgendering,

⁵ <https://record.umich.edu/articles/students-now-may-designate-personal-pronouns-class-rosters>

⁶ <http://fourtwonine.com/2015/10/23/6210-10-universities-that-allow-students-to-choose-their-preferred-gender-pronouns/>

⁷ <https://www.ohio.edu/policy/12-021.html>

⁸ <https://registrar.osu.edu/preferrednam/index.html>

⁹ <https://buckid.osu.edu/faqs/details/83>

¹⁰ <http://mcc.osu.edu/posts/documents/academic-buildings-restroom-survey-fall-2016.pdf>

¹¹ <http://mcc.osu.edu/posts/documents/student-life-single-stall-restrooms-fall2016.pdf>

¹² <http://mcc.osu.edu/posts/documents/faq-gender-inclusive-housing-3-16.pdf>

¹³ <https://www.thelantern.com/2017/09/usg-adds-prayer-time-to-meeting-agenda-preferred-pronoun-to-nametags/>

65 demonstrating the need to include cisgender students in the conversations, and promoting
66 an atmosphere conducive to learning for all students, and

67

68 **Let it Further Be Resolved** that the Undergraduate Student Government believes the
69 addition of gender pronouns acknowledges and validates an important aspect of students'
70 identity, has potential to minimize the negative psychological effects often associated
71 with misgendering, and aligns with the university's commitment to diversity and
72 inclusion.

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Floor Vote: Passed with unanimous consent

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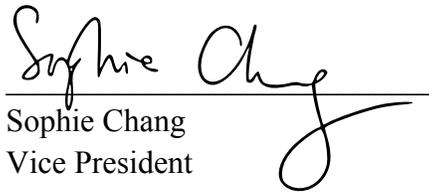
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84 Andrew Jackson
85 President

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Sophie Chang
Vice President

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89 Date Adopted: March 7, 2018

Date Terminated: _____

90 **Appendix A: Glossary of Related Terms**

91 Information retrieved from footnote 3 (<https://cft.vanderbilt.edu/teaching-beyond-the-gender-binary-in-the-university-classroom/>)

92
93
94 **Cisgender** – a person whose gender identity and sex assigned at birth align (e.g. a man
95 whose sex was assigned male at birth).

96
97 **Cisnormativity/Cissexism** – a prevailing assumption among individuals, and within
98 institutions, that everyone is cisgender. This assumption may make it more difficult to
99 address the needs of those with non-cisgender identities.

100
101 **Gender Binary** – a term that refers to the idea that there are only two genders (e.g.
102 man/woman) and individuals should be gendered as either man or woman.

103
104 **Gender Expression** – a term that refers to individuals’ external display of their gender
105 either through clothing, demeanor, social behavior and other factors. Also referred to as
106 gender presentation.

107
108 **Gender Fluid** – a term that is used to refer to individuals who identify in a way that
109 flows between genders, or whose gender identity fluctuates or shifts. This shift may flow
110 between all genders or any subset of genders.

111
112 **Gender Identity** – an individual’s internal sense of themselves as either male, female,
113 both, or neither.

114
115 **Gender Non-Conforming** – a person whose gender presentation does not align with
116 socially-constructed gender expectations.

117
118 **Gender Normative/Gender Straight** – a person whose gender expression aligns with
119 socially-constructed gender expectations.

120
121 **Genderqueer** – a gender identity label that is often used by people who do not identify
122 with the man/woman gender binary. It is also sometimes used as an umbrella term for the
123 spectrum of non-binary gender identities.

124
125 **Microaggression** – term used to refer to everyday verbal, nonverbal, and environmental
126 slights, snubs, or insults, whether intentional or unintentional, which communicate
127 hostile, derogatory, or negative messages to target persons based on their marginalized
128 group membership.

130 **Misgender** – a term used to describe the act of failing to acknowledge (or use) an
131 individual’s requested gender pronouns or using gendered language when referring to
132 them (i.e. ma’am, sir, guy, girl, etc.). The possibility of being misgendered is often
133 anxiety provoking for gender non-conforming individuals. Moreover, being misgendered
134 is disrespectful and violent, putting the misgendered individual at risk for discrimination.

135

136 **Non-binary** – a term used to describe individuals who do not identify with the
137 man/woman gender binary. In some cases, individuals may use this term to describe their
138 gender identity.

139

140 **Sex Assigned at Birth** – a medical term used to refer to the physiological (chromosomal,
141 hormonal, etc.) characteristics that are used to classify an individual as female, male, or
142 intersex at birth. Biological sex is more commonly referred to as “sex,” “physical sex,” or
143 “sex assigned at birth.”

144

145 **They/Them** – gender neutral pronouns that are preferred by some individuals who
146 identify as gender non-conforming.

147

148 **Trans** – an umbrella term often used to refer to anyone who identifies as a gender other
149 than their gender designated at birth. However, some people choose not to identify as
150 trans.

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152 **Two-spirit** – a term traditionally used by Native American people to describe individuals
153 who exhibit qualities that are associated with traditional expectations of male and female
154 gender expression.

155

156 **Ze/Hir** – gender neutral pronouns that are preferred by some individuals who identify as
157 gender non-conforming.