

LGBTQ+ Aspects of Classroom Inclusivity, Including Pronoun Usage

This module is available as part of The Inclusive Classroom online certificate course, available without cost courtesy of the American Accounting Association.

For more information, visit <https://lms.aaahq.org>

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Here are the key practices and tips outlined in the module:

1. Understanding Gender Diversity:

Educators should be familiar with the spectrum of gender identities and expressions that reflect societal diversity. This includes understanding terms like transgender, non-binary, trans masculine, and trans feminine, and acknowledging that these identities have always been part of human culture.

2. Use of Pronouns:

Respecting and using an individual's correct pronouns is fundamental to showing respect. Faculty could model this behavior by including their own pronouns in various communications and encouraging students to share theirs if they feel comfortable.

3. Inclusive Language:

Using inclusive language in communications and during classes can make all students feel welcomed. For example, replacing "ladies and gentlemen" with "everyone" includes those who may not fit traditional gender categories.

4. Inclusive Practices in Syllabi:

Syllabi could contain diversity and inclusion statements that explicitly welcome all students, regardless of their gender identity. Educators could invite students to inform them of their preferred names and pronouns privately to ensure respect and confidentiality.

5. Avoiding Assumptions:

Educators could avoid assumptions about students' gender identities based on their appearance or names. This involves being open to learning from students about their identities and adapting to their needs.

6. Educational Materials and Examples:

Using case studies and examples that include a diverse range of gender identities in teaching materials can help normalize these discussions in professional settings and prepare students for diverse workplaces.

7. Handling Mistakes Respectfully:

When mistakes are made, such as misgendering, it's important to apologize sincerely and correct the error promptly. Continuous effort should be made to respect students' identities.

8. Role Modeling Inclusivity:

Educators could act as role models by demonstrating inclusivity in their interactions, showing that respect for gender diversity is a standard expectation in their classrooms.

9. Support for Gender-Diverse Students:

Recognizing the unique challenges faced by LGBTQ+ students, especially trans and non-binary individuals, and providing them with support and resources is crucial for their success and well-being.

10. Separation of Gender Identity and Sexual Orientation:

Educators should understand and communicate the distinction between gender identity (how one perceives oneself) and sexual orientation (whom one is attracted to) to avoid conflating these concepts, which are independent and unrelated aspects of personal identity.