Resources for LGB and Gender Variant, Gender Fluid, and Transgender Students

While campus resources are available to all students who seek them, here we have centralized some of the most commonly requested resources and information for gender variant, gender fluid, gender non-conforming, and transgender students.

This page is a work in progress. If you have questions or ideas, please send them to studev@kzoo.edu.

Office of Admission

The Office of Admission can help answer individual questions that LGBTQIA+ prospective students may have, our Coordinator for Access and Inclusion can help connect those students and their families with resources on campus, and your admission counselor would love to help you discover if Kalamazoo College is the right fit for you.

We encourage all prospective students to visit the campus, and if they choose, to stay the night with one of our student hosts. Our online system gives you the opportunity to tell us your gender identity, preferred name, preferred pronoun, and the gender identity you feel most comfortable having as your overnight host. Check out our visit options here: http://www.kzoo.edu/admission/visiting/.

Housing accommodations

First-year students who identify as gender variant work individually with Associate Dean of Students Dana Jansma to determine the best available arrangement given the student’s unique needs and circumstances. Forms enable incoming students to identify as “nonconforming” and Dean Jansma contacts each of those students individually, and accommodations are determined on a case-by-case basis. Students are also encouraged to initiate contact with Dean Jansma. Information specifically for gender variant students is available in the FAQ section of the Residential Life web page.

Upper-class students typically select their own roommates through the Fall Housing Process which occurs in the spring prior to the start of the next academic year. Housing is non-gender-designated in Crissey and Severn suites and in the Living Learning Houses. This means that upper-class students can choose to live with whomever they like, within the suites and houses and within individual rooms. Information about this process can be found in the FAQ for the Fall Housing Process and the Residential Life web page.

Preferred or Institutionally Recognized Name

Students seeking to use a preferred name or institutionally recognized name (IRN) that differs from their legal name may do so for class rosters, student ID, and campus email address. A preferred name for
class rosters can be entered at https://reason.kzoo.edu/registrar/Student_Forms/PreferredName/ or found at the “Forms” section of the website. Students wishing to change their email to their preferred name should first complete the form mentioned above, then contact the Help Desk at Help.Desk@kzoo.edu.

At this point the College does not have an automated way for students to provide information about preferred pronouns for class rosters. Please contact faculty members ahead of time if you wish to clarify the personal pronouns they use when referring to you.

The Security Office can enter a preferred name onto a student ID. Students need only to stop by the Security Office so that a new ID card can be made with one’s preferred name.

NOTE: The College continues to develop the processes and infrastructure related to preferred and institutionally recognized names. Please check this site over time for the most current information.

Bathrooms

Gender-inclusive restrooms are available in many buildings on campus. DeWaters, Crissey, Trowbridge and Severn have at least one gender-inclusive restroom. The other residence halls do not have public restrooms. The Arcus Center for Social Justice Leadership, Dewing, Mandelle, and Humphrey House all have gender inclusive restrooms. The new Fitness and Wellness Center will have two gender-inclusive restrooms and a gender-inclusive locker/changing room once it opens in fall 2016.

Student Health Center

The Student Health Center follows the Guidelines for Care of Lesbian, Gay, Bisexual, and Transgender students as established by Gay and Lesbian Medical Association. Center staff members provide a safe, comfortable, supportive and confidential environment for students, with a focus on providing information and services suited to each student’s needs without unrelated probing. The basic visit form enables students to provide their chosen name.

Information about local and regional medical and support resources for gender variant patients is available, as is good information about what relevant services are covered by the student insurance plan. There are also educational materials for men who have sex with other men and for women who have sex with other women.

The SHC also has some periodicals in the waiting room geared to lgbtqai+ readers.

Student insurance coverage is available to some services related to gender expression or confirmation. Hormone treatment is covered under the student health plan. Related surgical treatment is not covered.

Counseling Center

The Counseling Center’s intake form enables students to identify, in their own terms, their preferred name, gender identity, preferred pronouns, and sexual orientation.
For the fall of 2015, a support group for LGBQ students and a support group for trans-identifying students are being offered. A weekly coffee hour for LGBTQAI+ students in the new Intercultural Center is also in the works.

Dr. Heather Dannison, a new counselor in the Counseling Center, has done significant research on working with trans and gender variant students, and has trained staff at other counseling centers on effective work with trans students. At Miami University and Albion College Heather focused her work with LGBTQAI+ students, working with many individual clients, hosting support groups and off-site drop-in hours. Heather’s experience and ongoing interest in LGBTQAI+ students provides an enhanced level of service to all students, especially LGBTQAI+ folks.

On November 5 – 6, 2015, the Counseling Center is hosting colleagues from the University of Michigan’s Comprehensive Gender Studies program to do an evening presentation and day-long workshop on working effectively with trans* and gender variant students.

Office of Student Involvement

The Office of Student Involvement supports a number of student organizations, including Kaleidoscope, the Queer People of Color Coalition (QPOCC), Men’s Identities, Expectations, and Norms (MEN), the Sexual Health Awareness Group (SHAG), and the Sexual Safety and Support Alliance (S3A), to name a few organizations that may encompass issues related to gender identity or expression. The Office will help students establish additional groups as student interest develops.

For many years, OSI has sponsored students to attend Camp Pride during the summer, a collegiate leadership academy for LGBTQAI+ and allied students. The new Intercultural Center includes LGBTQAI+ students as a group of special focus.

Surveys conducted by OSI that include gender designations/identification are expansive, and a developing practice in working with student groups is to be explicit about preferred pronouns.

Chapel and Office of Religious and Spiritual Life

The Chapel and Office of Religious and Spiritual Life has lots of LGBTQAI+ resources in their library, and they are in constant rotation.

Gender is an important identity that blends into unique experiences of religious community. As such, it comes up a great deal in a range of discussions about religion. And though there are not specific services or practices related to gender variant students, many students find a place of welcome in the Chapel.

Arcus Center for Social Justice Leadership

The Arcus Center for Social Justice Leadership (ACSJL) has many resources available to all K college students, including those in the LGBTQAI+ community. The ACSJL works to ensure the building is open and available as a safe space for students to meet, study, relax, or find someone to talk to on issues relating to social justice.
The ACSJL hosts programming throughout the year focused on leadership, education, and capacity-building that advances justice and movement-building. Several of these programs aim to increase understanding of multiple identities relating to gender and sexual orientation as well as highlight the work that is necessary to stop discrimination based on such identities. Some of our planned programs for this year include:

- On November 5-7, 2015, StoryCorps Outloud will record interviews to document diverse voices from the Kalamazoo LGBTQ community, providing participants the opportunity to preserve their stories and help make history. Stories will be archived at the American Folklife Center at the Library of Congress. The ACSJL is a partner in this community-driven project and interviews may take place in the building.

- On November 20, 2015, the ACSJL will be a partner for the third year in a row in hosting Transgender Day of Remembrance.

- On Saturday, February 27, 2016, from 11 am – 4 pm, the ACSJL will host "Being a Trans Ally/Understanding Gender Nonconformity" training as part of our new leadership training series.

The ACSJL is always open to partnering with student organizations to bring programming to campus and the community. In addition, the ACSJL has the Social Justice Leadership Fund that offers grants up to $1000 to support personal leadership development initiatives and research with a social justice focus.

The ACSJL also is home to the Praxis Center (kzoo.edu/praxis), an online resource featuring weekly posts, articles, toolkits, and action steps on a variety of social justice topics, including "Genders and Sexualities.”

CCPD Resources for LGBTQAI+ Students

Between 2010 and 2012, the CCPD raised its certification from Bronze to Silver to Gold through the Career Center Certification Program of OUT for Work, a national nonprofit dedicated to the development, evaluation, initiation, and implementation of career plans and opportunities for LGBT college students.

See the full report here:


The following resources are available for review in the CCPD/CIP Resource Room during business hours:


“The latest edition of this National Library Award-winning guide covers all aspects of sexual orientation and gender identity diversity in the workplace. Straight Talk About Gays in the Workplace: Creating an Inclusive, Productive Environment for Everyone in Your Organization, Third Edition includes new and updated information on: domestic partner benefits, educating employees about sexual orientation and gender identity, nondiscrimination policies, effective employee networks and alliances, sensitive issues that involve transgender people, opportunities for marketing to the LGBT community,
internal and external outreach programs, new information focused on LGBT youth and academia inclusive of sexual orientation and gender identity.”

_The Rights of Lesbians, Gay Men, Bisexuals, and Transgender People: The Authoritative ACLU Guide to the Rights of Lesbians, Gay Men, Bisexuals, and Transgender People_ by Nan D. Hunter, Courtney G. Joslin, and Sharon M. McGowan

“In its fourth edition, this fully revised and updated survey covers the rights of lesbians, gay men, bisexuals, and transgender people under present law, specifically in regard to freedom of speech and association, employment, housing, the military, family and parenting, and HIV disease. Utilizing an accessible question-and-answer format and nontechnical language, The Rights of Lesbians, Gay Men, Bisexuals, and Transgender People provides an overview for understanding both the general themes in legal doctrine and the way in which individuals can begin the process of asserting rights provided by the law.

The volume is a useful starting point for people facing discrimination or legal uncertainty and helps readers navigate the turbulent and constantly changing waters of the laws regarding sexual orientation and gender identity. New to this edition are two appendixes that include contact information for national and regional LGBT legal groups, an overview of the legal system to explain some of the terms and concepts that appear throughout the book, and a summary of highlights of the law state by state.”

_Everyday Law for Gays and Lesbians and Those Who Care About Them_ by Anthony C. Infanti

“Everyday Law for Gays and Lesbians and Those Who Care About Them makes complicated legal issues approachable, including marriage and its alternatives, bias crimes, the military, education, employment, housing, medical and tax planning, and parenting. Going beyond a mere summary of the law, Infanti provides both legal and nonlegal strategies for coping with and effecting positive change in the law as it affects the lives of lesbians and gay men. The book also contains an appendix with a list of useful resources for lesbians, gay men, and those who care about them.”

_The Center for Civic Engagement_

The Center for Civic Engagement partners with LGBTQAI+ people in our communities, including the Kalamazoo Gay Lesbian Resource Center (KGLRC) and Community AIDS Resource and Education Services (CARES) through service-learning courses and summer Community Building Internships.

The College has also made the following video available broadly across campus: [http://chronicle.com/article/Ask-Me-What-LGBTQ-students/232797/?cid=at&utm_source=at&utm_medium=e](http://chronicle.com/article/Ask-Me-What-LGBTQ-students/232797/?cid=at&utm_source=at&utm_medium=e)

We welcome suggestions for other helpful resources.