UW Tacoma Nursing & Healthcare Leadership Diversity Statement
Related to Gender Identity and Expression

The UW Tacoma Nursing and Healthcare Leadership program as part of the UW School of Nursing (SON) community responds to student needs and works to develop a nurturing and inclusive environment that values diversity and promotes the dignity of every individual and group consistent with University of Washington policy and practice. [https://nursing.uw.edu/about/diversity-equity-and-inclusion/](https://nursing.uw.edu/about/diversity-equity-and-inclusion/)

Regarding gender identity and gender expression, please consider how binary gender norms or ideas might be being enforced in your classroom, in offices, and in clinical. In order to strengthen our commitment to inclusivity and gender self-determination for all people in UW-related environments, please:

- Do not assume gender identity. Welcome individuals to self-identify names and gender pronouns, giving them the option to do so publically and/or privately. Please use self-identified names and gender pronouns. Rosters or other official university records may reflect differing information, so extend an invitation to disclose self-identified names and gender pronouns.

- If you or another person makes a mistake about someone’s self-identified name or pronoun, please acknowledge the mistake and offer a correction.

- Do not ask personal questions of transgender, non-binary, and gender fluid people that you would not ask of others. While this is not an exhaustive list, here are examples of personal questions that should not be asked: a transgender person’s body or medical care; their former name; why or how they know they are transgender; their sexual orientation or practices; their family’s reaction to their gender identity; or, any other questions that are irrelevant to your relationship with them unless they invite you to do so or they voluntarily share the information.

- The UW Tacoma has some gender-neutral restrooms. There are two on the ground floor of CP building and two on the third floor of the GWP building. There is also a gender-neutral bathroom and shower in the University Y Student Center. Please keep in mind that similar facilities may or may not be available at clinical sites. Please be thoughtful and respectful about using these restrooms (thereby keeping available a spare resource upon which some people rely).

- There are ways to give feedback or report incidents that do not support the School of Nursing’s commitment to inclusivity. You may speak confidentially with the Program Administrator, Nan West at nanwest@uw.edu.

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1 Gender identity: One’s innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from their sex assigned at birth.

2 Gender expression: Ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Sometimes, transgender people seek to match their physical expression with their gender identity, rather than their birth-assigned sex. Gender expression should not be viewed as an indication of sexual orientation.

3 Binary gender norms: Describe the genders female/male or woman/man. Since the binary genders are the only ones recognized by general society as being legitimate, they enjoy an (unfairly) privileged status.
This statement was heavily influenced by content offered by the following resources:

Very Basic Tips for Making Class Welcoming for Trans Students: 
http://cruciferous.livejournal.com/15984.html

The UW Q Center, which also serves as an on-campus resource to all students, staff, and faculty: 
https://depts.washington.edu/qcenter/

Definitions provided by Gender Spectrum at https://www.genderspectrum.org/quick-links/understanding-gender/ and Trans Student Educational Resources at 
http://www.transstudent.org/definitions

Endorsed by the UW School of Nursing Seattle campus Diversity Committee, October 19, 2015
(This statement was also endorsed by the UW Tacoma Nursing & Healthcare Leadership in October 2015; and have customized this statement to the UWT campus in terms of bathroom locations, etc.)

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