SFU Trans Equity:
Expressions of Mutual Support Survey Results

Demographics

94 Responses!

42% of trans experience

Undergrad	22
Grad	11
Alumni	8
Staff	46
Faculty	17
Something else	6
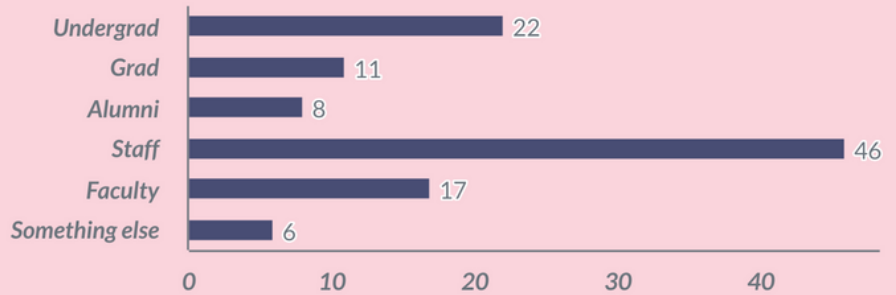
Representation across SFU, including:

- **Faculties** (FASS, FHS, FAS, FCAT, Science, Environment)
- **Staff** (Libraries, SFU Public Square, Student Services)
- **Administration** (VP Offices & Advancement)
- **Student groups** (SFSS)
- **Unions and other staff** (TSSU, APSA, CUPE)

- <12 mo. (10%)
- 12 mo. - 5 yrs (50%)
- >5 yrs (40%)

Time at SFU

Top Priorities for change to support trans equity

1
Change campus culture and promote trans safety

- Inclusive signage on campus
- Create more trans-inclusive spaces on all campuses and facilities
- Implement trans-inclusive initiatives and events
- Reduce homophobia and transphobia at SFU

2
Policy and institutional support from SFU

- Increased trans representation in SFU governing bodies
- Institutional commitments and policies for trans inclusion, specifically addressing the experiences of trans individuals
- Dedicated funding to support trans staff and students on all levels of governance

3
Education/training for staff, faculty, & students

- Mandatory sensitivity training during orientation
- Increase trans-inclusive course offerings across faculties and integrate equity lens/gender-based analysis into materials
- Create pathways to report & address discriminatory actions (ie. incorrect pronoun use)

4
Improve all SFU systems and services to:

- Update name changes across all systems and services
- Allow preferred name on ID cards, email addresses, and other SFU materials
- Recognize name changes without official documentation & allow users to self-identify pronouns, names, and sex

5
### Improve healthcare coverage and services

- Expand coverage for gender-affirming care and other services for students, staff, and faculty
- Implement more healthcare services to support the 2SLGBTQIA+ community at SFU
- Update policies for parental leave and flexible leave for gender-affirming care

6
### Implement universal bathrooms/change rooms

- Implement universal bathrooms and changerooms across all campuses and facilities
- Include affirming signage in bathrooms and facilities

Relative to other Canadian academic institutions, how well did respondents think SFU is doing at addressing trans equity?
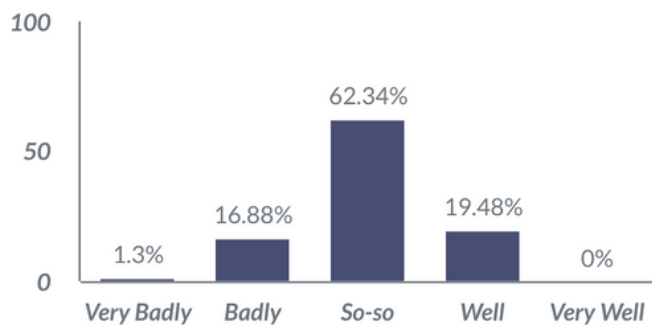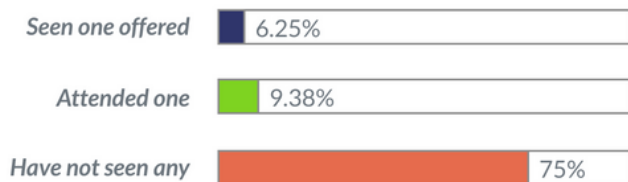

For students, trans equity is an important consideration when applying for schools.

When asked about whether knowing that a school places high importance on trans equity and treats its trans staff/faculty well, students responded that their decision to apply or attend would:

63% <u>definitely</u> be impacted

26% <u>moderately</u> be impacted

11% <u>somewhat</u> be impacted
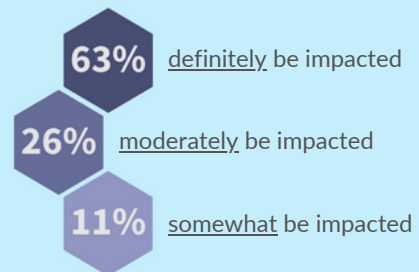
Have staff and faculty heard of or attended any gender diversity training at SFU?

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Seen one offered	6.25%
Attended one	9.38%
Have not seen any	75%

SFU Gender Diversity Training Reflections

- Inconsistent training offerings at SFU, and when available trainings are very basic and for allies

- Content needs to be updated, sessions advertised widely when available, consistently offered, and maintain a safe space for everyone

- This is the case across departments and faculties, for staff and students. Ideally, a multi-week training with a certificate attached would be most beneficial.

Deadnaming at SFU

Deadnaming is highly prevalent at SFU.

Many respondents indicated that their deadname comes up at SFU unintentionally:

- Deadname appears (72.73%)
- Deadname does not appear (27.27%)
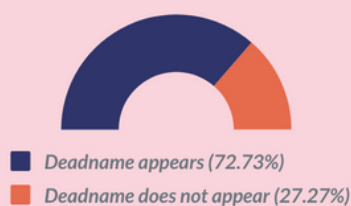
All respondents contacted SFU to rectify this, but had little success to ensure their deadname no longer appeared.

Respondents were told that:

- "it's impossible to fix"
- "there is no permanent solution"
- "this is the SFU way"
- "that's how Canvas works"
- "HR is a mess"
- "not able to change until legal name change"

Deadnames were not permanently removed from all systems and still appear in some systems, even when respondents sought to remove them.

Deadnaming & SFU systems

Deadnaming occurs on almost every system/portal at SFU.

Respondents mentioned the following areas they knew of, where deadnaming occurs:

- SFU mail
- Official Documents
- Canvas (browser and mobile applications)
- GoSFU (including the classlist feature)
- Records Office
- Zoom
- myInfo
- MyExperience
- CourSys
- Computing ID
- Student ID Card
- GradApp
- SIMS
- Blackboard

The same systems were mentioned repeatedly by multiple respondents, indicating that this is a <u>consistent and ongoing concern across staff, faculty, and student experiences</u>.

Respondents also shared instances where HR and Registrar staff CC'ed others in emails, and discussed deadnames without consent.

Deadnaming creates an unsafe environment and causes emotional distress. Respondents shared that this issue persists despite legal name changes and frequent attempts to update names.