

# Transgender Accessibility Worksheet

Program: The Multicultural Resource Center (MRC)

Population: Transgender Students

Degrees of Participation	Obstacles for Transgender People...	Concrete Ways To Work Through These Obstacles and Increase Support
Accessing: <u>The MRC</u>	<ul style="list-style-type: none"><li>• Not perceiving the MRC as being for trans students or being able to do anything for trans students</li><li>• Lack of information on campus about HOW the MRC supports trans people</li><li>• No out trans people currently working in the MRC</li><li>• Limited resources (only 1 staff person, not a lot of money)</li></ul>	<ul style="list-style-type: none"><li>• Specifically publicize what the MRC can do for trans people (in the Review, in dorms, at student organization meetings...)</li><li>• Decrease barriers to full participation (below) so that there is more awareness of the support the MRC does provide and more of a trans community in the MRC</li><li>• Find ways for trans students to contact/access the MRC anonymously (in case they aren't out or comfortable)</li></ul>
Participating Fully in: <u>The MRC</u>	<ul style="list-style-type: none"><li>• Time (extra time needed for survival)</li><li>• Ignorance or transphobia of other participants</li><li>• Unaware/uninformed speakers or staff</li><li>• Events that don't directly address trans students' issues or acknowledge trans students' existence/experience</li></ul>	<ul style="list-style-type: none"><li>• Educate MRC staff and frequent visitors about trans issues to decrease ignorance and transphobia</li><li>• Consider how each potential program would speak to trans students</li><li>• Increase educational efforts on campus so that trans students don't have to spend as much time educating</li><li>• Include evaluating how trans students are or aren't being served by the MRC and strategizing how to better serve trans students in daily decisions as well as in strategic planning and program evaluation</li></ul>
Shaping: <u>The MRC</u>	<ul style="list-style-type: none"><li>• No clear procedures for providing feedback</li><li>• Their input only being considered valid as pertains to trans issues</li><li>• Being seen and disregarded as a biased constituency</li></ul>	<ul style="list-style-type: none"><li>• Create and publicize varied regular opportunities for students to provide feedback on a wide range of issues</li><li>• Consult trans students on issues that don't obviously pertain to the trans community</li><li>• Frame trans students' positionality as an asset rather than a bias in decision-making</li></ul>

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Accessing:

Participating Fully:

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