

Title: "Unveiling the Rainbow: Studying Carleton University's Journey to 2SLGBTQ+ Inclusion"

In a seminal piece of research, Aanya Baidur at Carleton University takes a bold step toward ensuring an inclusive and equitable future for its 2SLGBTQ+ community. "Exploring the Experiences of 2SLGBTQ+ Students at Carleton University through a Lens of Intersectionality and Using GBA+ Framework to Analyse the Impact of University Policies and Initiatives" is a pioneering research project that delves deep into the experiences of 2SLGBTQ+ students at Carleton. Led by Aanya Baidur (she/her), a trans woman of colour, and supervised by Dr. Rick Colbourne (he/him) this study shines a spotlight on the challenges and triumphs of a diverse community often marginalized in the academic world.

Bridging the Gap: Understanding Intersectionality

The research uncovers the intricate intersectionality of 2SLGBTQ+ identities and reveals how students' racial, religious, disability, and socioeconomic identities intersect and impact their university experience. From exclusion within their own communities to challenges in accessing resources, these insights are crucial for creating a more inclusive environment.

Beyond Binary: Reshaping Gender Representation in Education

Research indicates that Carleton must challenge the binary gender norms deeply entrenched in our classroom pedagogy. By identifying outdated practices that oversimplify gender as a binary within the curriculum, this study underscores the need for a more inclusive perspective. We envision a curriculum that acknowledges diverse gender identities, preparing students to thrive in a complex, real-world workplace where gender extends beyond a binary system of simply Male or Female.

Nurturing Inclusion: Fostering Pronoun Inclusion

The research sheds light on a simple yet powerful practice – stating pronouns after one's name. Encouraging this practice fosters inclusivity and respect for gender diversity, avoiding harmful assumptions based on appearances. Carleton University must aim to normalize this practice, equipping its students for modern workplaces where pronoun inclusion is the norm, especially in the Canadian Government.

Institutional Responsibility: Carleton's Role in the Journey

While 2SLGBTQ+ students commend Carleton as a queer-friendly institution, there have been calls for a more proactive approach. At present, the principal push for this inclusion comes from the community itself rather than the institution. This emphasizes the need for increased institutional support and action to create a truly 2SLGBTQ+-friendly environment. Carleton must play a more active role in ensuring equitable outcomes for all its students.

Redefining Restrooms: A Complex Debate

The study delves into a complex debate surrounding gender-inclusive restrooms. It highlights an overwhelming consensus among the 2SLGBTQ+ community on maintaining both gender-inclusive and gender-specific restrooms on campus, rather than eliminating gendered-specific restrooms

entirely. By considering perspectives within the community, Carleton must aim to strike a balance that respects individual needs and comfort by creating enough gender-inclusive washrooms while maintaining enough gender-specific bathrooms.

A Catalyst for Change: Carleton University's Commitment

The hope for this study is that it is not just viewed as a research project; but acts as a catalyst for positive change. Carleton University is firmly committed to fostering an environment where all students can thrive. This research lays the foundation for policy changes, educational reforms, and cultural shifts to inform changes that will benefit not only the 2SLGBTQ+ community but the entire university population.

Carleton University's 2SLGBTQ+ community invites you to join us in this transformative journey. This study is a testament to the power of research and the unwavering commitment to creating an inclusive world where every student's voice is heard and valued.

Join us in celebrating the resilience, courage, and diversity of the 2SLGBTQ+ community at Carleton University. Together, we are rewriting the story of Carleton's inclusivity, one discovery at a time.

For further information regarding project specifics and findings, please email the principal researcher Aanya Baidur at aanyabaidur@cmail.carleton.ca