

Carleton Trans Advocacy Group (CTAG) Calls to Action

These calls to action were submitted to Carleton University on January 12, 2018 and February 1, 2019. This document was last updated September 28, 2021.

Completed: 4 of 33
In progress: 10 of 33
Not started: 19 of 33

Call to Action	Where We're At
Personnel: A permanent full-time Trans & Nonbinary Inclusion Coordinator	
1	Create a full-time permanent Trans & Nonbinary Inclusion Coordinator with administrative authority in EIC

Created a Trans & Nonbinary Inclusion Coordinator in end of 2019 (start date January 2021) with little administrative authority. Position is funded at 17.5 hours a week but only on short term, 10-12 month contracts. There is also a separate part-time temporary Safer Spaces trainer (5 hours per week), staffed by CU student. These are the only two roles within EIC specifically dedicated to the needs of the 2SLGBTQ+ community.

Bathrooms: Pee in peace! (2-8)

2	Convert at least 50% of toilets on campus to be gender-inclusive, with at least one gender-inclusive bathroom on every floor of every building	Projects underway - see below
3	Convert all single-stall bathrooms to be gender-inclusive.	Completed in Winter 2021.
4	Convert at least 50% of multi-stall bathrooms to be gender-inclusive solely by changing the signs on the doors.	Two multi-stall bathrooms in St. Pat's and one in Dunton Tower were successfully converted in this way in Winter 2018. Gary Nower (Asst VP Facilities Management and Planning) committed to doing this on May 22, 2019. We also identified bathrooms in the Uni Centre and MacOdrum Library as high priority in on July 5, 2019. However, FMP has not converted any more bathrooms. This is a top priority for trans and nonbinary safety on campus.
5	Update all wayfinding signs to gender-inclusive bathrooms.	Not started.
6	Establish funding and timeline for doing infrastructural changes to multi-stall gender-inclusive bathrooms to create more privacy and make them wheelchair accessible.	Not started.
7	Implement all required infrastructural changes to multi-stall bathrooms to meet 50% goal.	Not started.
8	Commit on paper that all new builds and renovations that the university undertakes will have at least 50% toilets be gender-inclusive, with privacy guards and wheelchair accessibility.	Gary Nower affirmed this commitment at a meeting on February 14, 2020, but we have yet to see it on paper or reflected in the building/renovation plans for the new dorms or CDCC.

Digital Infrastructure: Stop deadnaming & misgendering (9-15)

9	Allow students/staff/faculty/alumni to easily input their "Preferred First Name" through Carleton Central.	Complete.
10	Return "Preferred First Name" in all Banner reports and across all university email communications (student/staff/faculty/alumni), course lists, university ID cards, library and athletics databases, and all other documentation.	Update to Banner 9 in October 2020 made this the default for Banner reports. As learned in a March 2020 meeting with Danny, there are 200+ applications that require updating to ensure the 'preferred name' field is up-to-date. There is a form available on the trans hub for students, faculty, and staff to report having the incorrect name used by a Carleton system. Also, still some compatibility issues between Banner and other recordkeeping systems (i.e. eRezLife in housing, Health & Counselling's charting software) and the Athletics portal is still deadnaming people.
11	Allow all student/staff/faculty/alumni to easily change their assigned honorific (e.g. Mr., Ms., Mx., etc.) on Carleton Central.	Not started.
12	Allow student/staff/faculty/alumni to input their pronouns (e.g. she/her, he/him, they/them, etc.) through Carleton Central and display them on course lists and Banner reports.	Formal Banner change request submitted to Banner Review Committee on 9 August 2021 after months of informal discussion of the change with ITS as well as consulting with stakeholder groups (CUSA, GSA, CTAG, unions). Project on hold due to Michael Charles' departure from Carleton. Jaime to meet with EIC colleagues and figure out plan to move forward before end of September.
13	Allow student/staff/faculty/alumni to input their gender through Carleton Central. Use checkboxes with the following options: "Check all that apply: Woman, Man, Transgender, Gender Non-binary and/or Gender Diverse, Another: __, Prefer not to Respond." Use checkboxes with the following options: "Check all that apply: Woman, Man, Transgender, Gender Non-binary and/or Gender Diverse, Another: __, Prefer not to Respond." Sync these gender options with Athletics and other non-Banner databases.	Project was started, but paused due to amalgamation with larger Demographic Data Collection Strategy (Strategic Action of EDI Action Plan). No clear timeline due to departure of Michael Charles.
14	Make legal name and gender confidential; restrict display to minimum required personnel (e.g. legal name to HR for payment and tax purposes, gender to health and counseling services)	Not started.
15	Update Carleton's "Legal Name Change" form to remove section that requires applicant to explain why they want to change their legal name in Carleton's system.	CTAG submitted amendments on July 17, 2020, specifying the following: that only one document be required for legal name change; that the section specifying a reason for a legal name change be removed; that documentation not be required for gender assignment change; and that the option to use preferred name on diplomas be added. All amendments accepted - but "Change Gender Assignment" uses only "Male," "Female," "Other," and "Prefer not to report." See previous demand for recommended gender options.

Athletics: Even the playing field! (16-19)

16	Create trans-inclusive policy for trans people to participate in gendered sports teams and post to public Athletics website.	The policy exists and is good but hasn't been published. The policy covers varsity but not rec sports.
17	Create wheelchair-accessible gender-inclusive changing room that is in line with amenities in women's and men's changing rooms.	There is a gender-inclusive changing room, but it is very small, there is little privacy (e.g. showers and change room are open to the pool deck, people are required to shower with swimming suits on), and there is no sauna. Signage uses inappropriate language (e.g. "Co-ed"). Many people don't know about the gender-inclusive changing room. There are plans for a much larger gender-inclusive change room in the new athletics building (planned opening 2024).
18	Change "Women-only" classes and pool times to "Trans and/or women-only" and add "Trans and trans allies only" times.	Not started.
19	For co-ed intermural sports, allow nonbinary people to sign up without returning an error; allow them to count as "man" or "woman" as they like for the purpose of meeting gender minimums.	Not started.

Policies: Ensure trans people are treated with respect (20-22)

20	Create Trans and Nonbinary Plan on par with Kinàmagawin and EDI Action Plan.	Not started.
21	Create trans-specific policies that protect the health, safety, and well-being of trans students, staff, faculty, and alumni at Carleton, based on the Best Practices of other schools and universities.	Not started.
22	Update Human Rights Policy, Sexual Violence Policy, Carleton Student Rights and Responsibilities Policy, Workplace Harassment Prevention Policy, Carleton Workplace Violence Prevential Policy, and Residence Contract to be trans-inclusive.	Not started.

Residence and Housing: Provide safe housing for trans and nonbinary people (23-25)

23	Give students the choice of which gendered housing they want to live in and allow them to switch if/when they want.	Students can self-identify with whatever gender they are most comfortable with when they complete the Residence Information Form. Additionally, students have the option to select Gender Inclusive Housing, in which case gender identity is not considered in room assignments.
24	Eliminate additional expense for trans and nonbinary students to live alone.	Not started.
25	Incorporate trans-related information in all New Residence Students' orientations and create an FAQ about being trans in residence.	Information about the trans hub was shared during move in this year, Residence Fellows receive training on how to support trans students, and more specific trans-related information is under development. There is an "EDI in Residence" FAQ on the Housing website that primarily discusses trans issues.

Training and Education: Learn how to do better (26-28)

26	Introduce regular, mandatory trans inclusion training for staff in Health and Counseling, Security, Residence, Athletics, EIC, Registrar's Office, and HR. This training should be developed in collaboration with CTAG and trans studies faculty on campus. Ideally this training program would be overseen by a full-time permanent Trans and Nonbinary Inclusion Coordinator in EIC. This person may also hire additional people to give specific trainings. Fold CUSSP into this program. We would like these training to be live, not pre-recorded online.	EIC offers non-mandatory Safer Spaces training, but it was not developed in collaboration with the Trans and Nonbinary Inclusion Coordinator, CTAG, or trans studies faculty on campus, and in its current form is not suitable for wide roll-out.
27	Include trans pedagogy in new faculty and new CI orientation activities.	Not started.
28	Offer yearly training in trans pedagogy adapted to each Faculty for faculty, RAs, and CIs. These courses would count toward RA and CI professional development. We would like these trainings to be live, not pre-recorded online.	Not started.

Health & Wellness: Support trans and nonbinary physical and mental health (29-33)

29	Hire a counselor who specializes in working with trans and nonbinary people.	Not started.
30	Introduce mandatory trans inclusion training for administrative, teaching, medical, and counselling staff.	Not started.
31	Introduce and enforce policies such that medical staff only use preferred names and pronouns at all times. Legal names are treated as confidential.	Not started.
32	Ensure that trans-related health care is included in all university-affiliated health care plans (undergrads/grad students/faculty/staff).	Not started.
33	Develop trans and nonbinary-inclusive Standards of Care document in collaboration with CTAG.	Not started.