

A GUIDE TO CREATING AN LGBTQ+ INCLUSIVE BAND PROGRAM

based on a working model created by the University of Connecticut Marching Band.

WHY IS IT NECESSARY?

- “Educators who lack knowledge about or are uncomfortable with LGBTQ+ issues may implicitly marginalize them in the classroom. (Allen, 1995; Campbell, 2012). (Kualanka, Goldberg, & Oswald, 2013, p. 700).”
- National Higher Education Survey found that only slightly more the 50% of respondents felt that classrooms were accepting of LGBT people and only 22% reported that course curricula adequately represented the contributions of LGBT people (Rankin, 2003)
- “Inclusion of LGBT content in college courses is also believed to increase students’ tolerance of diverse sexualities and gender presentations (Case, et al., 2009; Fletcher & Russell, 2001).
- “Inclusion of LGBTQ+ acceptance and dialogue in higher education may promote more accepting attitudes toward LGBTQ+ people and families, and help to reduce LGBTQ+ individual’s exposure to stigma, indeed, LGBTQ+ students, faculty and staff disproportionately experience harassment at U.S. colleges and universities (Rankin, Blumenfeld, Weber, & Fraser, 2010).”

WHAT CAN YOU DO NOW?

EDUCATE yourself, professional staff, and student leaders about what diversity at your institution looks like.

- Take the time to familiarize yourselves with the **range of diversity** within your campus community and **within your band program**.
- Identify the resources available to students and staff on your campus by finding your institution’s equivalent of...
 - > Office of Diversity and Equality
 - > Office of Institutional Equity
 - > Community Standards
 - > Center for Student Advocacy etc...

BECOME A VISIBLE ALLY

- Thoroughly comb through your published materials for fixed gender pronouns (he/she, his/hers) and replace them with gender neutral pronouns (they/them/theirs).
- In places where you collect personal information...
 - > Allow students to provide a “preferred name” in addition to their legal name.
 - > Ask students to select “preferred pronouns” (he/him, she/her, they/them)
 - > Eliminate any fixed gender questions. (i.e. Male/Female/Other)

Official university records (class rosters) generally provide legal gender classifications.

CONSIDER PEER-TO-PEER RESOURCES

With the correct guidance and training, peer-to-peer resources can assist in creating a more inclusive band program. It is obviously inappropriate for students to mentor or counsel their peers about suicide, rape, divorce, abuse, death, etc. However, topics such as conflict resolution, relationship building, confidence and self-esteem, study skills, and academic mentoring can be highly successful in fostering an inclusive program.

- > Academic Resource Team
- > Student Diversity Team
- > Wellness Resource Team

LGBTQQIAAP

LGBTQQIAAP represents a series of terms specifically surrounding the topic of sexual orientation.

***It is important to note that sexual orientation and gender identity are NOT necessarily connected for all individuals who identify as part of the LGBTQ+ community.*

L Lesbian - Person who identifies as female who is sexually and emotionally attracted to Females

G Gay - Person who identifies as male who is sexually and emotionally attracted to males

B Bisexual - Person who is sexually and emotionally attracted to either gender simultaneously.

T Transgender: A person whose gender identity is different from the physical sex an individual was born with.

Q Queer: A “non-straight” person. Under the *Queer Theory*, this term is also an idea on debunking of stable sexes, genders and sexualities, i.e. not categorizing the non-strights, as it is believed that gender identities are fluid instead of fixed, and should not be criticized and labelled.

Q Questioning: A person who is still exploring their sexuality or gender identity

I Intersex: A person whose body is not definitively male or female. This may be because they have chromosomes which are not XX or XY or because they were born with Genitals not considered “standard.”

A Allies (or Allied): Heterosexual people that are supportive to the LGBT(QQIAAP) Community.

A Asexual (or Ace): Person who is not sexually attracted to anyone but can still experience/feel romantic attraction or aesthetic attraction.

P Pansexual: People that are attracted to others with gender not a factor being considered. Pansexual people are often mixed up with bisexual people as they both may date both men or women. Gender of another person is not important to pansexual people as they are attracted solely to the person himself/herself and the gender does not contribute to the attraction.

Gender Non-Binary: Term used to specify a person who does not identify as male or female (gender binary) but somewhere in the middle. Typically these individuals prefer pronouns such as “they” and “them” - very different from Bisexual.

CIS Gendered: Term used to specify an individual whose sense of gender and personal identity corresponds with their birth sex (Opposite of *Transgender*).

Source: <https://decahedronofq.wordpress.com/what-is-lgbtqqaap/>

Decahedron of Q: a creative project on sexual minorities LGBTQQAAP showing the diversities of sexuality and the equally existing love underneath.

Accessed 13 May, 2017- Von Villas, J.

Accommodations / Travel / Pronoun Usage Responses

Yale: The environment here is quite accommodating for students of all affiliations, and I include the areas that I direct. My students usually self-identify in the course of making travel and accommodation arrangements, but also in the course of general discussions, and regular meetings. **Travel** = Students are able to select their own accommodation partners. **Pronouns** = Policy is to avoid using pronouns and to use proper names until one is sure which pronoun is appropriate. Appropriate pronoun is determined by asking students their preferences.

Oklahoma: None, as the issue hasn't arisen. No travel arrangements. Haven't encountered the gender non-binary issue thus far.

McNeese: None, other than addressing having a safe, comfortable, respectful environment (addressed at the beginning of the season). **Travel** = Have not made any to this point. Interested in how to do so in the future

Delaware: No specific accommodations made. **Travel** = We do our best to accommodate. Limited traveling so not a regular issue. However, students usually come to us with specific requests WITH the people that are comfortable rooming with them if hotels are involved. I do my best to be approachable to them as well as to create a safe environment. **Pronouns** = None. It is a new push at UD and one my students have not brought to my attention yet as being uncomfortable about.

UMass: The only thing that has come up so far is, every year we do a Halloween dress-up rehearsal, where band members wear costumes. The Drum Majors put on a skit. One of our drum majors (male) was Ariel from the Little Mermaid. We were told that dressing as another gender for comedic effect made a student uncomfortable. We now ask that all costumes on that day, students wear costumes reflecting their gender. **Travel** = When we travel, we stay in high school gyms and use the showers in the locker rooms. I remember at one high school, there was a separate shower in a different classroom. We made that available to those students. **Pronouns** = The info form the students fill out when they register for band asks for their preferred pronouns.

New Hampshire: Gender is an open-ended question on our registration form and I'm adding a pronouns question this year. I used to just ask individual students directly if they put gender queer or something similar on their form, but others may have different pronoun preferences even if they put male or female. Members of the guard can choose which version of the costume they want if there are "gendered" options or cuts. **Travel** = I have handled these individually but essentially just let them room where comfortable. They sign up for rooms online and usually just check with me to see if a certain rooming combination would be okay before signing up. If

I see something they didn't ask about and there's an issue then I'll just talk to the students about it. We have a culture where students are pretty open and comfortable talking about this stuff and it's just matter-of-fact. And honestly, the only issues that have come up are couples.

I had a trans FTM student who was more comfortable rooming with females his first year (when he was also just starting to transition and not 100% out yet) and then was more comfortable rooming with guys after that. The roommates were friends who all were aware anyway. Honestly, any roommate issues that came up were because he was just kind of a jerk, not because of his gender.

Sometimes I'll have, for example, a gay male member of the guard who is more comfortable rooming with females from his section and that's fine. We actually have some coed apartments on campus so I don't think we would run into problems there from a university standpoint. Again, it's mostly dealt with on a case-by-case basis.

We didn't take an overnight last year and won't this year either but I'm trying to figure out how to word the rooming policy next time we do. Used to be "single gender, no couples" but that doesn't really work with non-binary students. (Oh, and I usually verbally add "or potential couples..." sort of as a joke, but a straight male and female who are interested in each other don't have a loophole that lets them room together, so two gay kids who have been making eyes at each other don't get the loophole either.)

When I think about WHY we have rooming policies, the original intent was to prevent babies. Haha. My reasoning is simply to avoid making people uncomfortable. People don't want to room with a couple, regardless of gender combination. There's even a straight coed friend group that I think would want to room together and sometimes I wonder why not. ...like they even all sleep in their assigned rooms, anyway. We're not doing room checks and taping them in or anything like that. ;-) Sigh.

Temple: I let them know right away that whatever makes them feel comfortable we can do. Rooming on trips, etc. My band is extremely supportive. There have been several people who have publicly come out because they feel comfortable doing so with these kids. **Travel** = they can room with whoever they want/get their own room/etc. whatever they prefer. The three, transgender students I have had so far (all have gone from female to male) have just roomed with other males they are comfortable with. Pronouns = With this, I really have just gone with what they prefer. I ask on their form (Male, Female, Other) as well as "if other, Preferred Pronoun". At this point, all have said male or he.

Campbell: We are open to all people, no matter what their origins, orientation, or stage of life they are in. We have counseling services, first year experience, Title IX, and other support agencies at many practices throughout the year. Additionally, I have taken counseling and support workshops geared towards members of the

LGBTQQIAA community, which I received at a previous institution. **Travel** = When traveling, we would make sure that students that are either transgendered or gender binary were put into separate rooms. Our institution is a bit conservative, so this is a policy that we came up with and haven't had any problems with from administration. **Pronouns** = In rehearsals, I never ever use pronouns to describe the group. I tend to refer to people by their first names, instruments, sections, and those sort of specific markers.

Incarnate Word: The staff treats all students (regardless) of sexual orientation the same; we try not to single anyone out.

Ohio State: We provide a variety of life-skills education sessions on sexual civility and inclusivity as well as information about university resources and counseling services for any of our students. **Travel** = Private changing facilities and/or restroom facilities can be provided upon request, but of course this relies on a student being comfortable enough to make the request.

Purdue: Their preferred pronouns are what we go with. When a student changes a first name, that name becomes their name in concert programs and rosters that are controlled by our department. We obviously cannot change a legal name for them in university records, but the means to do that are readily accepted by the university. We also are very relaxed in concert attire. We made a conscious decision a year ago to eliminate specific designations for men and women in concert attire requirements; there are now three options available to any student (a black suit and tie, a black dress that covers the knee when seated, or a solid black top and black slacks with no tie). **Travel** = We allow students to be housed with people they have selected. **Pronouns** = Whichever pronoun is preferred is used.

Arizona State: None other than being accepting. **Travel** = We currently have been discussing this one with student affairs. Once approved, we would like to allow rooming to be with whom you are most comfortable. HOWEVER, this does present problems especially if those rooming together are "couples." **Pronouns** = None at present.

Sacred Heart: <http://www.outsports.com/2017/4/12/15281522/gay-band-director-sacred-heart-keith-johnston> Our biggest discussion revolved around our only male member of the winter guard who out and gay. The band has a policy of no co-ed rooms on trips. For WG trips much discussion was had about whether he would feel ostracized by being forced to room by himself, and miss the bonding activities. We spoke with staff and guard members and in the end we allowed them to room however they wanted to and it worked out fine. Next year we have another male guard member coming in as a freshmen, and as it turns out is the ex-boyfriend of our current guy. The guard staff is already on top of this and it's understood that these guys won't room together. I haven't had any negative feedback from students or the university. **Travel** = Hasn't come up. **Pronouns** =

While it hasn't come up, if a student were to make us aware of the matter then we would use the pronoun they prefer.

Clemson: Exploring possibilities now. **Travel** = Last season separate accommodation for the individual; this season there will be at least 2 transgender. **Pronouns** = We refer to them with the pronoun they prefer (he or she).

South Carolina: None, except speaking of it as often as possible and posting resources for students. **Travel** = Has not been an issue yet. **Pronouns** = Has not been an issue yet.

Rice: People are accepted and valued as an entire person, including but not limited to their gender expression. There are many possible accommodations, but each is so personal and focused on the individual that I have trouble giving you a specific answer to this question. When the Band Hall is next renovated, we plan to build a gender-neutral restroom out of the current men's and women's rooms. **Travel** = Rice has an open housing policy. About 5 years ago I realized that means I should apply that to my program as well. With administrative guidance, we arrived at an open rooming policy when the band travels. Students sign up for rooms, 4 to a room, regardless of gender. Some let us know they would like more private situations and we accommodate that as a matter of policy. **Pronouns** = Students are called the pronoun that matches their chosen gender identity.

UPenn: Every reasonable accommodation - an expectation is set early in their membership that the community is a safe place and friendly in an effort to open avenues of free communication when issues arise. **Travel** = As requested, usually not an issue. **Pronouns** = Student Life here at Penn has been making efforts to respect pronouns, including added statements in email signatures as such. Any requests in such usage would be respected and observed.

Union College: None on our program, as our students are openly accepting. Additionally, the college has good support systems. **Travel** = We never travel, at least not yet, as we are a new and small program. Will board that bus in a few years, and why your sharing what you discover will be very helpful. Thanks for doing this. **Pronouns** =
Use appropriate pronouns as per their request.

Minnesota: non-binary gender selection options on paperwork, alternate changing space (non m/w locker rooms), **Travel** = offer alternate hotel room options (students have not felt the need to do this). **Pronouns** = consultation with student on their preference then honor that.

Austin Peay: I refer to the student by the name and gender they prefer. The students here are very respectful as well, which I appreciate since we are in the

South. **Travel** = We have not had an overnight travel situation present itself yet, but I inquired “up the ladder” with my institution, and didn’t get any real answers. **Pronouns** = I and the students (all to my knowledge) refer to the student by the gender they identify with.

Morgan State: Pronouns = Have been working on the elimination of the words, he, she, his and her for sometime...however, have not had anyone request to be addressed differently.

North Texas: Whatever is requested or appropriate. **Travel** = I've given the choice to the student to share room with roommates of their choice or in a private room. **Pronouns** = I almost never use pronouns, but "students" or names.

Youth In Music.org: I ask the student the gender that they prefer to be recognized and let them guide all questions with those matters. **Pronouns** = I let them guide me in that, including the name they prefer to use.