**TOOLS FOR TRANSGENDER INCLUSIVITY IN CONFERENCES**

**FINDINGS FROM THE NATIONAL SURVEY OF TRANSGENDER AND INTERSEX GRADUATE STUDENTS**

Data collection took place between 2018 and 2019. Any transgender and/or intersex student who attended an academic conference between 2008 and 2018 was eligible to participate. A total of 6,732 respondents filled out the survey and have attended an academic conference.

66.7% of transgender students did not feel that their transgender identity was supported in the conference space. 11% of transgender graduate students delayed aspects of their transition in order to avoid mistreatment in academic conferences.

### BADGES

84% of transgender students prefer a space to include pronouns on badges. Some may have typed and printed pronouns, to protest sterilization that can发生在 society at large. However, the addition of pronouns to badges only creates an environment of inclusion if cisgender people also include their pronouns and if everyone makes a conscious effort to check people’s pronouns and use the correct ones.

54% of transgender graduate students did not feel that their transgender identity was supported in the conference space. 11% of transgender graduate students delayed aspects of their transition in order to avoid mistreatment in academic conferences.

### BATHROOMS

At conferences, transgender students may need to manage their bathroom breaks days in advance if there is a published schedule, and try to go to the least busy times without missing any conference material.

"At conferences I plan my bathroom breaks days in advance if there’s a published schedule, and try to go at the least busy times without missing any conference material."

- Trans man graduate student

"I have held my pee and walked blocks to a nearby restaurant on numerous occasions."

- Genderqueer graduate student

"I went to a conference where they made a concerted effort to tell people where the gender neutral bathrooms were and even provided a map. It was very helpful."

- Non-Binary graduate student

Transgender graduate students are key contributors to their fields. However, in conferences they face continual obstacles to networking, attending panels, discussing research, and feeling safe. By ensuring that there are all-gender bathrooms, badges with pronouns, and accountability to standards of respect, conferences can diminish these inequities.

82% of transgender and intersex graduate students stated a preference for all-gender restrooms at the conference. Far more, a lack of access to all-gender restrooms makes missing parts of panels in order to go to bathrooms at less busy times, limiting how much they eat or drink in order to use restrooms less frequently, or walking to nearby restaurants more frequent. All of these factors make it harder for transgender students to succeed and build networks.

"At my last conference, I got cornered by someone during a poster session who asked me questions exclusively about my experience being trans. My research was never mentioned."

- Trans woman graduate student

"After disclosing my trans identity, I was subtly dis-invited to a dinner in which all other council members were invited."

- Trans man graduate student

### BEHAVIOR

Transgender graduate students reported experiencing differential treatment by other conference attendees due to their transgender identity. Experiences ranged from social exclusion, tokenization, and harassment to physical or sexual assault. Students emphasized the importance of being able to report harassment and violence to a safe source that will take their experiences seriously.

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82% of transgender and/or intersex students who attended a graduate program in the U.S. since 2008 were eligible to participate. All quotes and statistics are from the 456 transgender graduate students who completed the survey and have attended an academic conference.

"I have attempted to introduce pronouns on write-in name badges at the conferences, but the majority of cisgender attendees have ignored these directions. The pronouns I’ve written on my name badges have largely been ignored."

- Genderqueer graduate student


**ABOUT THE NATIONAL TRANSGENDER AND INTERSEX GRADUATE STUDENT SURVEY**

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54% of trans people had someone use the wrong pronoun for them after they had stated their correct pronoun.

21% of trans people experienced someone making an invasive or unnecessary comment about their gender identity.

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