

Minutes:
Student Success Committee
Gender Identity Options on Admissions Application

Attendance: Nena Martinez Anaya; Carmen Henan; Doris Hernandez; Jeminie Shell; Mary Silentwalker; Bill Sayre; Aimee Balthazar; Steve Wall

Mary Silentwalker Proposed the following Action Item:

Additional gender identity options on the Admissions application

Current Option:

Gender on the application is current Male or Female options

Proposed Items:

OAR would like to add more gender options to forms that inquires and applicants complete when expressing interest or applying to IAIA. After some research below are the findings from other Tribal Colleges/University on their application gender questions:

Dine College	Only Male/Female option	Paper application only
SIPI	Only Male/Female option	Paper application only
Salish Kootenai College	Male/Female and “none” option	Online application
Blackfeet Community College	Only Male/Female option	Paper application only
Tohono O’odham Community College	Only Male/Female option Text with explanation for statistical info only	Online application
Navajo Technical University	Only Male/Female option	Online application
Haskell Indian Nations University	Only Male/Female option	Paper application only
Northwest Indian College	Only Male/Female option	Online application
Turtle Mountain Community College	Only Male/Female option	Online application

The Consortium of Higher Education LGBTQ Resource Professionals (2015) provides a “best practices” handout (attached) to guide the gender question on college applications. Using the handout as a guide, OAR proposes the gender question to be expanded to the following:

- Question- Gender at Birth: Male/Female *Required. Federal law requests this information for statistical reporting purposes only*
- Secondary question: Gender Identity:
 - _____ - *leave as optional to fill-in*

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Justification

As premier TCU, IAIA can begin to set precedent to acknowledge applicants/students with the gender they most identify with. This will demonstrate to potential applicants and current students, that IAIA supports gender identity and that we are moving towards a direction to further support i.e., gender neutral floors in housing.

Medical definition of sex (male/female) refers to the biological organs. Gender refers to how a person identifies with society as being masculine or feminine (Nobelius, 2004). As a college, we can validate how a student feels through this simple step of modifying a question.

Resources

Consortium of High Education LGBT Resource Professionals (2015). *Suggested Best Practices for Asking Sexual Orientation and Gender on College Applications*. Retrieved from <http://www.lgbtcampus.org/policy-practice-recommendations>

Nobelius, Ann-Maree (2004). *What is the difference between sex and gender?* Retrieved from <http://www.med.monash.edu.au/gendermed/sexandgender.html>

Approved: Unanimously approved: Additional gender identity options will be available on the Admissions application. Applicants will be able to write in their preferred identity.