

## Exploring Student Engagement, Gender Identity, and Sexual Orientation



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## Agenda

- Opening discussion
- Defining key terms
- Asking about gender identity and sexual orientation
- How students express their gender identity and sexual orientation
- How students engage in effective educational practices across gender identity and sexual orientation
- What we can do to better engage and understand the experiences of students across gender identity and sexual orientation

## Before We Begin...

What conversations about gender identity and sexual orientation are happening on your campus right now?

## Thinking Further....

What is your campus doing to investigate issues related to gender identity and sexual orientation?

## NSSE

- **National Survey of Student Engagement**
  - An annual survey of first-year and senior students measuring their participation in educationally effective experiences
  - Topics cover content such as aspects of academic challenge, learning with peers, experiences with faculty, campus environment, and high-impact practices
- **Participation**
  - More than 1,500 colleges and universities have participated in NSSE since 2000
  - 1,030 institutions participated in 2014-2016

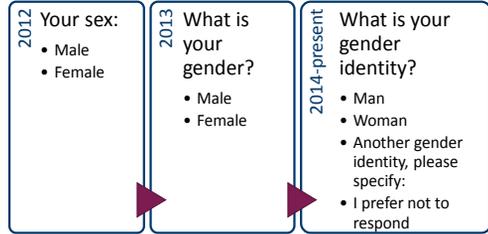
## Key Terms: Gender Identity

- **Gender Identity**- One's concept of self as being male, female, neither, both, or another gender.
- **Cisgender**- current gender identity aligns with birth-assigned category.
- **Transgender**- current gender identity has moved beyond or differs from birth-assigned category. Often used as an umbrella term for those who are not cisgender.
- **Agender**- a person who does not identify as having a gender
- **Gender binary**- the idea that there are two genders—man/woman and that a person must be strictly either/or.
- **Gender variant**- A person who does not subscribe to gender expectations. Another umbrella term to encompass all of the diverse gender identities and communities.
- **Demigender**- gender identity involves feeling a partial, but not full, connection to a particular gender.
- **Gender queer**- a gender variant person who identifies between or beyond the gender binary.

## Key Terms: Sexual Orientation

- Sexual orientation- the desire for emotional, romantic, or sexual relationships.
- Straight/heterosexual- primarily attracted to members of the opposite sex.
- Gay/homosexual- primarily attracted to members of the same sex.
- Lesbian- female-identified individuals primarily attracted to other female-identified people.
- Bisexual- a person attracted to men and women.
- Asexual- person who is not attracted to anyone or does not have a sexual orientation.
- Pansexual- a person who is attracted to all or many gender expressions.
- Queer- an umbrella term to express fluid identities and orientations for those who do not identify as heterosexual.

## Asking about Gender Identity: NSSE



## Asking about Gender Identity: Other Recommendations

- The Consortium of Higher Education LGBT Resource Professionals suggests:

Gender identity (optional; **choose all that apply**):

- agender
- androgynous
- demigender
- genderqueer or gender fluid
- man
- questioning or unsure
- trans man
- trans woman
- woman
- additional gender category/identity: please specify **[Write-In]**
- prefer not to disclose

## Asking about Gender Identity: Other Recommendations

- The Williams Institute suggests a two-step method to assess gender variant status; this would include a question regarding sex assigned at birth, and a second about current gender identity.

**Assigned sex at birth**  
What sex were you assigned at birth, on your original birth certificate?

- Male
- Female

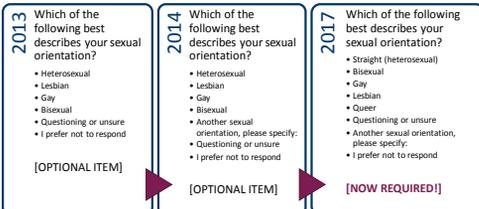
**Current gender identity**  
How do you describe yourself? (check one)

- Male
- Female
- Transgender
- Do not identify as female, male, or transgender

**Current gender identity**  
What is your current gender identity? (Check all that apply)

- Male
- Female
- Trans male/Trans man
- Trans female/Trans woman
- Genderqueer/Gender non-conforming
- Different identity (please state): \_\_\_\_\_

## Asking about Sexual Orientation: NSSE



## Asking about Sexual Orientation: Other Recommendations

- The Consortium of Higher Education LGBT Resource Professionals suggests:

Sexual Orientation (optional; **choose all that apply**):

- asexual
- bisexual
- gay
- straight (heterosexual)
- lesbian
- pansexual
- queer
- questioning or unsure
- same-gender loving
- an identity not listed: please specify **[Write-In]**
- prefer not to disclose

## Asking about Sexual Orientation: Other Recommendations

- The Williams Institute also suggests including additional response options when measuring sexual diversity within racial/ethnic minority groups,
  - two-spirit,
  - same gender loving,
  - homosexual,
  - down low
  - queer

## Survey Questions

Other thoughts or questions about identity-based survey questions?

What would be the ideal survey question for your situation?

## Overall NSSE Results (2014-2016)

Gender Identity (n = 529,680)

Sexual Orientation (n = 205,907)

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| <ul style="list-style-type: none"> <li>• 34% Man</li> <li>• 64% Woman</li> <li>• .5% Another gender identity               <ul style="list-style-type: none"> <li>• 2532 respondents</li> <li>• Ranges from 0% to 10% by institution</li> <li>• 1333 wrote in a response</li> </ul> </li> <li>• 1% I prefer not to respond</li> </ul> | <ul style="list-style-type: none"> <li>• 86% Heterosexual</li> <li>• 2% Gay</li> <li>• 1% Lesbian</li> <li>• 4% Bisexual</li> <li>• 1% Questioning or unsure</li> <li>• 2% Another sexual orientation               <ul style="list-style-type: none"> <li>• 3040 respondents</li> <li>• Ranges from 0% to 19% by institution</li> <li>• 3040 wrote in a response</li> </ul> </li> <li>• 6% I prefer not to respond</li> </ul> |
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## What did students write in? Gender Identity

- What is your gender identity?
  - Another gender identity, please specify:

What kinds of responses do you expect to see?  
What responses do you think were most popular?

## Another Gender Identity: Larger Groups

- Genderqueer, nonbinary, gender non-conforming, etc. (23%)
- Gender fluid, fluid, pangender, polygender, demifluid, tri-gender, etc. (15%)
- Agender, gender neutral, non-gender, etc. (13%)
- Transgender, trans, FTM, MTF, etc. (8%)

Any surprises?

## Another Gender Identity: Smaller Groups

- Androgynous, androgyne, etc. (2%)
- Bi-gender, two genders, etc. (1%)
- Cisgender, cisgender man, cisgender woman, etc. (1%)
- Other gender, third gender, etc.
- Two spirit
- Questioning, "it's complicated"
- No answer, prefer not to specify
- We could not interpret (1%)

## Another Gender Identity: Other Responses

- Expression of gender: masculine, feminine, etc.
- Sexual orientation: gay, lesbian, etc. (3%)
- Intersex
- Race, nationality, name, religion, etc.
- Non-answers (29%)

Any groups you  
expected to see  
but didn't?

## What Kind of Non-Answers?

- Animals
- Food
- Other people (Trump, etc.)
- Jokes, I'm awesome!
- Offensive comments
- Questioning the question, there are only two genders
- Co-opting the question (ammosexual—I like guns)

## What did students write in? Sexual Orientation

- Which of the following best describes your sexual orientation?
  - Another sexual orientation, please specify:

What kinds of responses do you expect to see?  
What responses do you think were most popular?

## Another Sexual Orientation: Larger Groups

- Pansexual, omniseual, multisexual, polysexual, etc. (33%)
- Asexual, aromantic, nonsexual, etc. (25%)
- Queer (11%)
- Demisexual, gray, etc. (6%)
- Flexible, fluid (2%)

Any surprises?

## Another Sexual Orientation: Smaller Groups

- Androphile, androsexual
- Gynephile, gyneseual
- None, no label, pomosexual
- Other, none of the above, undefined
- Sapiosexual
- Questioning, curious
- Bisexual, gay, lesbian, etc. (could have checked above)
- No answer, no disclosure
- We could not interpret

## Another Sexual Orientation: Other Responses

- Straight (uuuuugh!) (8%)
- Gender term
- Race, nationality, name, religion
- Religious objection
- Non-answers (11%)

Any groups you  
expected to see  
but didn't?

## Engagement & Satisfaction

<p><b>Academic Challenge</b></p> <ul style="list-style-type: none"> <li>• Higher-Order Learning</li> <li>• Reflective &amp; Integrative Learning</li> <li>• Quantitative Reasoning</li> <li>• Learning Strategies</li> </ul> <p><b>Learning with Peers</b></p> <ul style="list-style-type: none"> <li>• Collaborative Learning</li> <li>• Discussions with Diverse Others</li> </ul> <p><b>Experiences with Faculty</b></p> <ul style="list-style-type: none"> <li>• Student-Faculty Interaction</li> <li>• Effective Teaching Practices</li> </ul>	<p><b>Campus Environment</b></p> <ul style="list-style-type: none"> <li>• Quality of Interactions</li> <li>• Supportive Environment</li> </ul> <p><b>Satisfaction</b></p> <ul style="list-style-type: none"> <li>• Perceived gains</li> <li>• Evaluation of entire educational experience</li> <li>• Return to same institution if they could start over</li> </ul> <p><b>Participation in high-impact practices</b></p>
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Where do you expect to see differences by gender identity?

## Engagement Differences: Higher Engagement

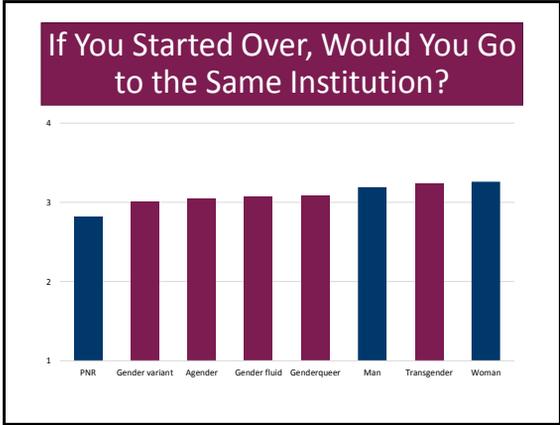
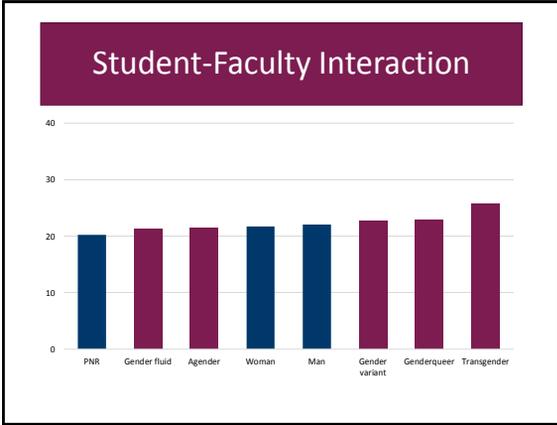
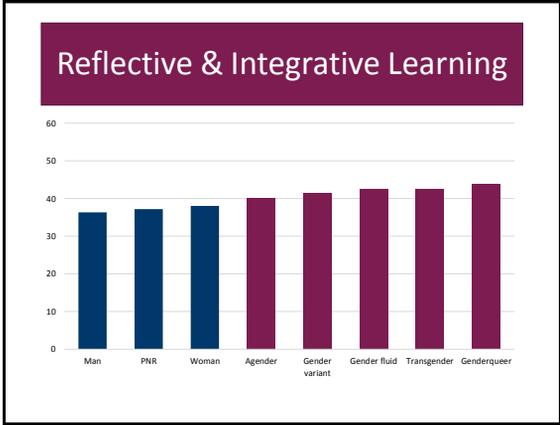
Gender Identity (gender variant)
Sexual Orientation (non-straight)

- Reflective & Integrative Learning
- Discussions with Diverse Others
- Student-Faculty Interaction

## Engagement Differences: Lower Engagement

Gender Identity (gender variant)
Sexual Orientation (non-straight)

- Higher-Order Learning
- Learning Strategies
- Collaborative Learning
- Effective Teaching Practices
- Quality of Interactions
- Supportive Environment
- Perceived Gains



## Engagement & Satisfaction

<p><b>Academic Challenge</b></p> <ul style="list-style-type: none"> <li>• Higher-Order Learning</li> <li>• Reflective &amp; Integrative Learning</li> <li>• Quantitative Reasoning</li> <li>• Learning Strategies</li> </ul> <p><b>Learning with Peers</b></p> <ul style="list-style-type: none"> <li>• Collaborative Learning</li> <li>• Discussions with Diverse Others</li> </ul> <p><b>Experiences with Faculty</b></p> <ul style="list-style-type: none"> <li>• Student-Faculty Interaction</li> <li>• Effective Teaching Practices</li> </ul>	<p><b>Campus Environment</b></p> <ul style="list-style-type: none"> <li>• Quality of Interactions</li> <li>• Supportive Environment</li> </ul> <p><b>Satisfaction</b></p> <ul style="list-style-type: none"> <li>• Perceived gains</li> <li>• Evaluation of entire educational experience</li> <li>• Return to same institution if they could start over</li> </ul> <p><b>Participation in high-impact practices</b></p>
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Where do you expect to see differences by sexual orientation?

## Engagement Differences: Higher Engagement

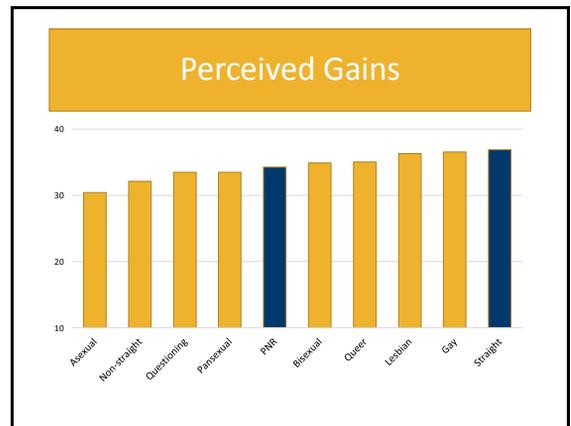
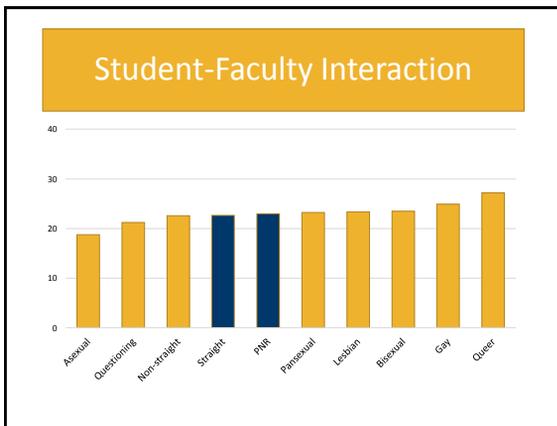
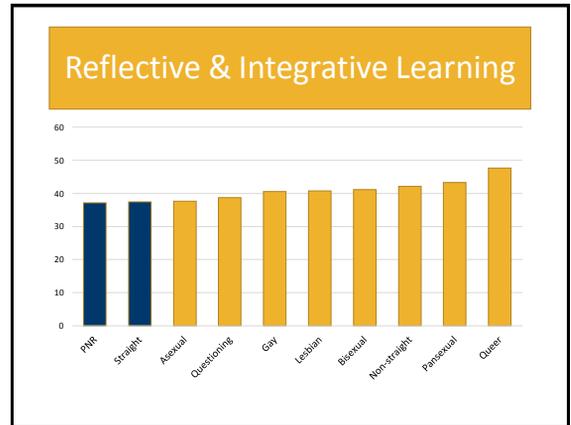
<b>Gender Identity (gender variant)</b>	<b>Sexual Orientation (non-straight)</b>
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## Engagement Differences: Lower Engagement

<b>Gender Identity (gender variant)</b>	<b>Sexual Orientation (non-straight)</b>
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## Engagement

Other thoughts or questions about engagement by gender identity or sexual orientation?

## What's Your Plan?

- What questions will you pursue?
- What student (or faculty, staff, etc.) groups will you try to learn more about?
- Who will you involve in doing this work?
- Where can you go for support?
- How will you build trust?
- What will you do next week? And the next?
- How will you measure success?

## Resources

- The Consortium of Higher Education LGBT Resource Professionals
- GLSEN
- TSER - Trans Student Educational Resources
- The Williams Institute
- The Center for American Progress

## Final thoughts and questions?

Thank you for joining us!

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This presentation and more information about NSSE and our research on gender identity and sexual orientation can be found at [nsse.indiana.edu](http://nsse.indiana.edu)

