

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

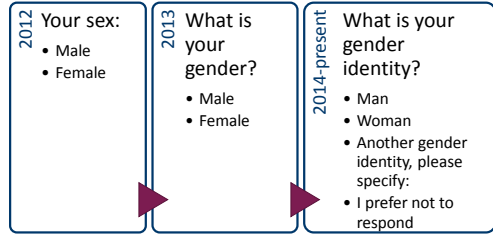
Key Terms: Gender Identity

- **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

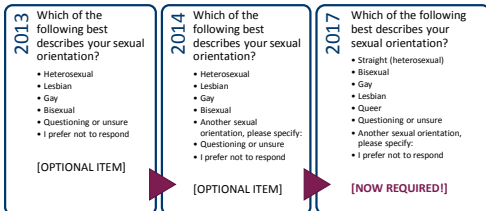
Current gender identity
How do you describe yourself? (check one)

- 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)

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

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

Engagement Differences: Higher Engagement

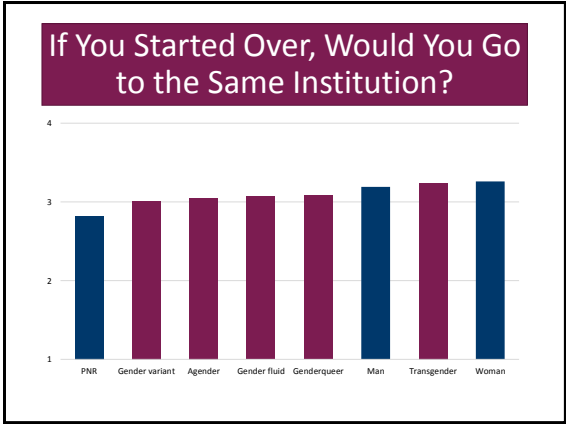
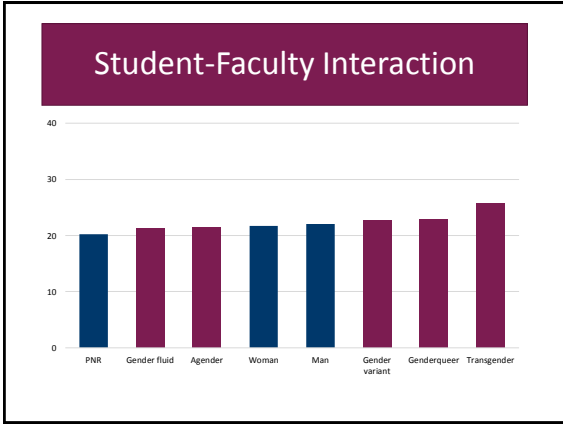
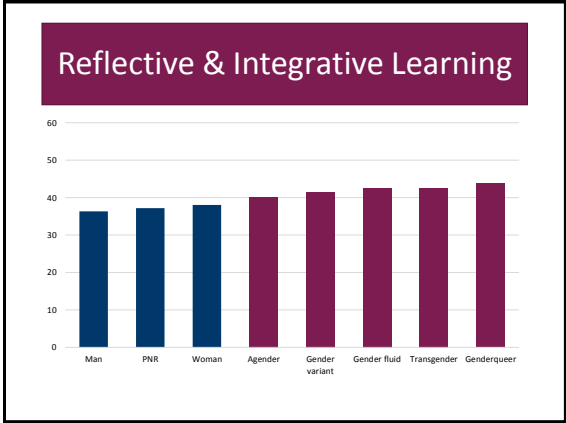
Gender Identity (gender variant)
Sexual Orientation (non-straight)

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

Engagement Differences: Higher Engagement

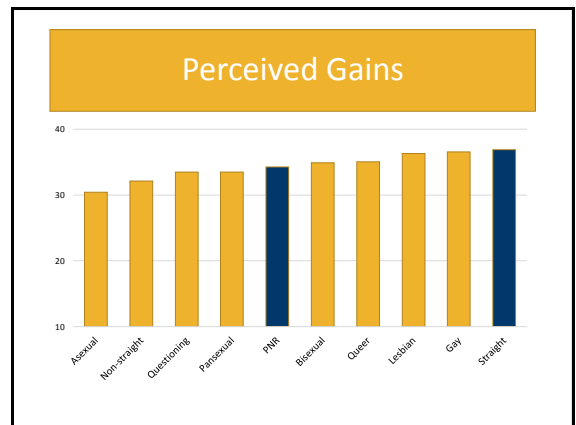
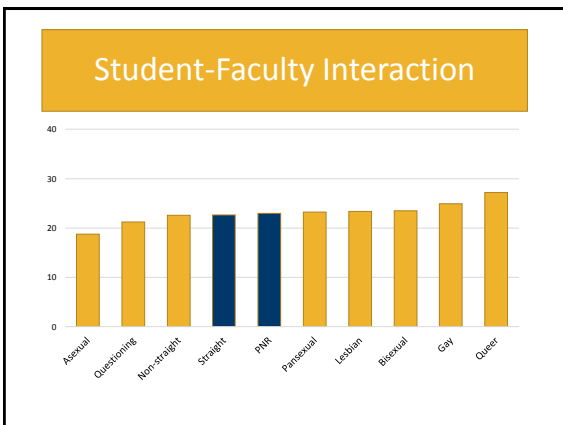
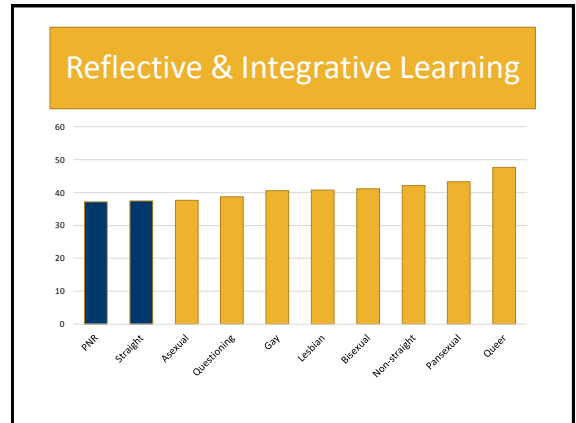
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Engagement Differences: Lower Engagement

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

