*Organizational Stage: Bastion of Genderism*

Bastions of genderism are organizations (entire universities, college or departments, units) that without any intentional effort to exclude a gender diverse population find themselves without any visible trans\* people on campus. Often the goal is to identify trans\* people, ensure that they feel welcome, and create whatever accommodations are necessary to make trans\* people feel welcome. Because of the ways in which genderism functions to make invisible and inaccessible trans\* identities, often Bastions of Genderism do not even know the ways in which their organization, university, or department overtly and covertly privilege the gender binary.

*Solution: access, accommodate*

*Organizational Stage: Limited Gender Diversity*

Limited gender diversity organizations have some level of visible gender diversity, but the visibility of gender diverse individuals tends to be for gender conforming trans\* people who identify within the gender binary (e.g. visible trans man or trans woman). Limited gender diversity organizations might have policies in place like a preferred name policy, or have adjusted sex-segregated facilities to have three options, like traditional sex segregated bathrooms and a third, gender neutral restroom is also available. Limited gender diversity organizations have made some efforts to expand the gendered possibilities within organizations, but still tend to reify the gender binary but have added a third category in some way.

*Solution: further expand access, accommodate, working towards full participation*

*Organizational Stage: Expanding towards Expansive Gender Diversity*

Expanding towards Expansive gender diversity organizations are or have actively re-shaped their organization around the myriad of possibilities of gendered ways of being. Expansive gender diversity organizations have addressed numerous policy changes; worked to end unnecessary sex segregated facilities, addressed important language changes in all areas including application forms and within classrooms. Dismantling the gender binary is an organizational priority and the organization actively seeks to shape their future around the diverse range of potential gender identities and expressions.

*Solution: Shaping organization around gender diversity*

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| Organizational Stage | Solutions | GOAL |
| Bastion of Genderism | Initial access and accommodation related efforts |  Accessing  |
| Limited Gender Diversity | Further expand access & accommodations, work towards full participation | Participating  |
| Expanding Gender Diversity | Shaping organization around gender diversity | Shaping  |

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| --- | --- | --- |
| Features of Organization When In…. | Barriers to Move it Towards…. |  |
| Bastion of Genderism | AccessingLimited Gender Diversity | Assets to Move it Towards… |
| AccessingLimited Gender Diversity |
| Limited Gender Diversity | ParticipatingExpanding Gender Diversity |
| ParticipatingExpanding Gender Diversity |
| EGD | ShapingExpansive Gender Diversity |
| ShapingExpansive Gender Diversity |
|  |  |
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| Action Items to Move it Towards… | Features of Organization When In… |
| AccessingLimited Gender Diversity | Limited Gender Diversity |
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| ParticipatingExpanding Gender Diversity | Expanding Gender Diversity |
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| ShapingExpansive Gender Diversity | Expansive Gender Diversity |
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