

Gender Identity in the Library
 Rubric created by Kai Ewing for YA *Resources* class with Dr. Sandra Hughes-Hassell

	In-Place at Your Library	Possible Challenges for Trans & Nonbinary Folks	Opportunities for Growth & Change
<p><u>Online & Print Resources</u></p> <ul style="list-style-type: none"> -Any materials (monographs, journals, databases, zines, etc.) on transgender histories & experiences? -Are materials timely, accurate, and representative? -What proportion is accessible online? -Any LibGuides, finding aids, pathfinders, or other resource for finding LGBTQ+ library resources? -Are trans materials represented using useful terms/keywords? How are they organized? 			
<p><u>Hiring Practices</u></p> <ul style="list-style-type: none"> -Are gender identity & expression included in your EOC/non-discrimination statement? -Is your institution's/library's healthcare explicitly trans-inclusive? -Is there a gendered dress code? -How (if at all) does your institution/library accommodate for chosen name and/or pronouns for prospective/current employees? -If an employee experiences discrimination around identity, are they guaranteed support? 			
<p><u>Library Records</u></p> <ul style="list-style-type: none"> -Does your library require gender field in patron records? Does it provide options beyond M/F? -Does your system allow for chosen name on patron record? -What documentation is required to obtain library card? -Do you offer self-checkout? -Procedures (if any) for name change for patrons and/or staff? -What information is provided on hold slips? Deadname included? 			

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<p><u>Physical Space</u></p> <ul style="list-style-type: none"> -Do you have any single-stall (lockable) all-gender restrooms? Who can access them (staff, public, etc.)? How are they labeled? How easy/difficult are they to locate? -Any visible indicators of trans-friendliness in your space? 			
<p><u>Policies & Protections</u></p> <ul style="list-style-type: none"> -How flexible is your policy around housing requirements for library card applicants? -Do non-discrimination policies cover gender identity and/or expression? -Do your policies use gendered language (ex, he/she or [s]he)? -What do your harassment and disruptions policies include? 			
<p><u>Programming & Community Involvement</u></p> <ul style="list-style-type: none"> -Any LGBTQ+ campus or local organizations with whom your library has connections or partnerships (or could develop)? -Do any of your programs/services explicitly acknowledge intersectional trans identities? -What user demographics & identities do library services specifically target? 			
<p><u>Training & Staff Competency</u></p> <ul style="list-style-type: none"> -Does your institution offer training around gender identity? -Does staff have basic competency with variety of genders? -Is all staff aware of how to respond (de-escalate/report) to transphobia and/or gender-based violence/harassment? Any staff? -Do you have a dedicated Gender and/or LGBT/Sexuality Studies liaison? Are they inclusive around the trans and gender-variant experience/community? 			