# Top Tips: Trans\* Allyship @ LU

## 1 - Learn how to add [pronouns to email signatures](https://www.lancaster.ac.uk/iss/info/images/signature/InternalLUsignatureExpanded.html) and [Microsoft Teams](https://portal.lancaster.ac.uk/ask/teams/#d.en.558226)

Using correct pronouns is crucial for inclusivity, reassuring Trans and Non-binary individuals of their welcome. It also models allyship for the Trans and Non-binary community. Encourage staff and students to display pronouns in email signatures and Microsoft Teams profiles to affirm commitment to inclusion and prevent incorrect references.

## 2 - View [Maze Map of gender-neutral facilities](https://use.mazemap.com#v=1&config=lancaster&zlevel=1&center=-2.788097,54.009523&zoom=14.4&campusid=341&typepois=35801) on our Bailrigg campus

Lancaster University allows individuals to choose toilets and changing facilities based on their gender identity, offering gender-neutral options for those uncomfortable with traditional facilities. These spaces are open to anyone, not exclusively Trans or Non-binary individuals. New buildings and major refurbishments prioritise the inclusion of ground-floor gender-neutral facilities, following a 2021 survey to ensure widespread availability across the campus.

## 3 - [Join LUSU’s LGBTQ+ Student Forum](https://lancastersu.co.uk/groups/lgbtq-forum) | [Join LU’s LGBTQIA+ Ally Network](https://www.lancaster.ac.uk/edi/inclusive-lancaster/#lgbtqia-allies-network-457727-7)

Visible allies are essential for fostering Trans and Non-binary inclusion and a sense of belonging. Creating safe spaces through active allyship encourages conversations and community, allowing individuals to feel they truly belong rather than merely fitting in. To be included and foster a sense of community, personal vulnerability is key, and everyone can contribute to this by actively supporting and being visible allies.

# Good Practice: Trans\* Inclusion @ LU

## 1 - Inclusion of pronouns

Consider introducing yourself with your name and pronouns at the start of a meeting or initial lecture. In a group setting, ask attendees to introduce themselves with names and pronouns if they feel comfortable doing so. Starting meetings, lectures, and events in this way can allow Trans and Non-binary colleagues to introduce themselves without feeling pressured to bring up the use of pronouns first.

## 2 - Gender-neutral facilities

Our Gender Identity and Expression policy requires reasonable adjustments to provide dedicated spaces for Trans and Non-binary individuals uncomfortable with traditional
‘male’ or ‘female’ facilities. See [Mazemap gender-neutral facilities](https://use.mazemap.com/#v=1&config=lancaster&zlevel=1&center=-2.788097,54.009576&zoom=14.7&campusid=341&typepois=35801) on our Bailrigg campus. Non-binary individuals should have the flexibility to use the facilities they find most comfortable in such situations.

## 3 - Visibility of Allyship

In 2023's LGBT+ History Month, Lancaster University (LU) introduced [Pride Progress Flag Lanyards](https://www.lancaster.ac.uk/media/lancaster-university/content-assets/images/edi/general-images/LU088_pride-lanyard.jpg) for staff and students, emphasising diversity and inclusion. Lancaster University Students’ Union (LUSU) also provides free pronouns badges at their reception. For more information on these initiatives and to contribute to ongoing efforts for a more inclusive campus, contact LUSU or the University’s EDI Team.