

# How to Support Trans Colleagues

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See below for our recommendations on ways to support your trans<sup>4</sup> colleagues and make a difference at your institution and beyond.

## Create a Gender-Inclusive Environment

- Research institutional, governmental, local, and other bureaucratic procedures and policies that recognize and support gender transition.
- Support training and advocacy for colleagues' personal/professional safety (ex. in fieldwork, lab work, conferences, institution visits, affinity groups).
- Establish and/or identify gender-neutral bathrooms throughout your building.
- Implement trans-inclusive recruitment and hiring procedures.
- Acknowledge intersectionality and the unique needs and barriers that someone with multiple marginalized identities may face.<sup>5</sup>
- Consider the importance of representation in your field.

## Advocate for Name Changes

- Research institutional, governmental, local, and other bureaucratic procedures and policy to recognize and support an individual's name change.
- Identify journals in your field that allow authors to change their names post-publication.

## Improve Information Accessibility

- Publicly share information on inclusive practices throughout your departments and institution. (Ensure the content centers and is created by trans people.)

## Consider Daily Language & Use

- Decrease use of gendered terms to avoid exclusionary language.
- Ask for personal pronouns. List on all public-facing directories, and consider including them in email signatures and on professional websites.
- Practice discretion. Don't out your colleagues without their consent.

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<sup>4</sup> Trans is used here as an umbrella term for those that identify both within (ex. woman and man) and outside (ex. nonbinary and gender nonconforming) of the gender binary.

<sup>5</sup> Creating inclusive environments can benefit all marginalized peoples, and many of our recommendations can be applied to other groups.

# List of External Resources

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## Create a Gender-Inclusive Environment

[Supporting Trans Students](#) | [GLSEN](#)

Find resources that can help students and educators learn about gender diversity.

[LGBTQ+ Inclusivity During Fieldwork](#) | [Coon, J.J., Alexander, M.B., et al.](#)

Read ways to lower barriers in field ecology, best practices, and advice for LGBTQ+ field researchers.

[Field Safety E-Zine](#) | [TGnC Fieldwork Alliance](#)

Explore an e-zine that shares advice and resources by and for LGBTQ+ scientists.

[Field Expedition Post-Transition \(YouTube\)](#) | [Story Collider](#)

Listen to marine biologist Dr. Shayle Matsuda discuss how he adapted to his new identity as a trans man while on assignment abroad.

[Inclusive Faculty Hiring](#) | [Advancing Queer and Trans Equity in Science \(AQTES\)](#)

Reference a checklist by and for LGBTQ+ scientists for a more inclusive faculty hiring practice.

[Trans Affirming Training & Consulting](#)

Hire professionals for training to better support trans colleagues.

[Trans-Supportive Campus Policies](#) | [Genny Beemyn](#)

Find updated policies across U.S. institutions.

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## Advocate for Name Changes

[Anti-Trans Bills](#) | [Trans Legislation Tracker](#)

Learn about U.S. legislation that seeks to block trans people from their basic needs.

[Identification Documents & Transgender People](#) | [National Center for Transgender Equality](#)

Discover an overview of the name and gender-marker change process in the U.S.

[LGBTQ+ Rights by Country](#) | [Equaldex](#)

Track the progress of LGBTQ+ rights across the world.

[A Trans Inclusive Publishing Landscape](#) | [Name Change Policy Working Group](#)

Explore a case for allowing trans authors to change their names on previously published work.

[Visibility Name Change](#) | [Gaskins, L.C., and McClain, C.R.](#)

Learn how a single centralized name change request through ORCID iD could alleviate the burden of changing individual publications.

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## Improve Information Accessibility

[Engagement with Trans Colleagues](#) | [oSTEM](#)

See an example of best practices for engaging with trans colleagues at conferences and events.

[New Science](#) | [California Academy of Sciences](#)

Celebrate the contributions of LGBTQ+ women and gender minorities of color working in STEM.

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## Consider Daily Language & Use

[Inclusive Biology Curriculum](#) | [Gender Inclusive Biology](#)

Find ready-to-use lessons, professional development materials, and more.

[Gender Triangle](#) | [GLSEN](#)

Access an educational tool to highlight the main components that revolve around gender identity.

[Glossary of Terms: Transgender](#) | [GLAAD](#)

Read the GLAAD Media Reference Guide for definitions on trans-specific terms.

[Pronoun Guide](#) | [GLSEN](#)

Find a guide designed to help anyone learn how to use people's correct pronouns.