

Initiatives on Gender Equity & Inclusion

Harvard T. H. Chan School of Public Health

AY 2021-22

Fall

Spring

- Students reached out to school leadership to ask for more gender inclusive restrooms and share concerns
- Gender Equity Working Group (GEWG) formed

AY 2022-23

Fall

Spring

- GEWG examined collected feedback to advance action items
- GEWG will review implications, strengths, and limitations of restroom options

AY 2023-24

Fall

Spring

- Activities TBD

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- Sep, School designates 3 single stall bathrooms as all-gender
 - Jan-May, GEWG met 4 times
 - Feb-Mar, School completed study of options for FXB multi-stall gender inclusive restroom
 - April, held interviews with trans & nonbinary students
 - May, GEWG held community presentation on construction options for gender inclusive restrooms
 - May, holds small community dialogue with trans/nonbinary community members
 - May, made updates made to All Gender Restroom Webpage: <https://www.hsph.harvard.edu/operations/gender-neutral-restrooms/>
 - May-June, restroom signage was updated to new signage with QR code on gender inclusive restroom locations
 - June, GEWG engaged in training with Office for Gender Equity (OGE)
 - Jul-Sep, GEWG reviewed findings from data collected via survey, interviews, and community dialogue
 - Sep, GEWG expanded focus to identify educational activities/supports for course instructors
 - Oct, HSPH held "Understanding Trans & Nonbinary Identities" workshop, led by Mass Trans Political Coalition (MTPC)
 - Nov, GEWG shared summary findings with participants from interviews and small group dialogue
 - Nov, GEWG followed up with MA plumbing code consultant on renovation options
 - Feb, new waste bins installed in all restrooms
 - Mar, Developed resource through Harvard SOGIE on pedagogical best practices to share with faculty
 - Mar, Developed "zine" resources for community-wide sharing
 - *HSPH will implement gender identity case discussion at all-School faculty retreat
 - *HSPH will implement multi-media awareness building activities
 - HSPH will hold "Gender Affirming Care" workshop, led by MTPC

