



NON-BINARY GENDERS IN HIGHER EDUCATION

LIVED EXPERIENCES • IMAGINED FUTURES

SURVEY 2019

What follows are the questions used in our 2019 survey of non-binary students and staff in UK higher education. The survey was open for six weeks in April and May of 2019 and received 367 responses.

We are making the survey available under a creative commons license (see below) in order that it can be used and adapted by others doing research in this area. We also want to ensure our research is both transparent and helpful to communities beyond academia.

The survey is reproduced here in its entirety, however, please note the following:

- **Question 2** (p5): This question is missing an option to select the North West.
- **Question 5** (p6): We asked the question 'how were you assigned at birth' after debating whether or not this was necessary and whether it would yield any generative data. We knew at the time that this was a complex question and so explained that we included it because we wanted to explore whether non-binary experiences of HE differ depending on how participants were assigned at birth. However, given the increasing hostility towards transfeminine people and gender non-conforming people more generally, and the ways in which in other contexts questions like this are used as proxy for essentialist questions about biological 'sex', we will not be asking this question again.
- **Question 11** (p8): This question (are you answering this survey as...) is a multiple choice question that only allows one answer - participants could choose from:
 - Student (present or past)
 - University staff member who teaches
 - PhD student who teaches

Depending on respondents' answer to this question, the survey branches in three directions with questions that are relevant to each sub-group of respondents. The branches come back together from Question 67 (p35) to the end of the survey.

If you have any questions about the survey or the Non-Binary in Higher Education project please email: nonbinaryinHE@westminster.ac.uk or see our website: www.nbinhe.com

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Non-binary genders in Higher Education

Survey information and participant consent

Non-Binary Genders in Higher Education: Lived Experiences, Imagined Futures

About the project

This survey is being undertaken as part of a wider research study into non-binary genders in Higher Education (HE). We are using a number of different methods to gather information on the lived experiences of non-binary staff and students in HE institutions and to create spaces for non-binary people involved in HE to come together and dream a different future.

The overall aims of the study are:

- To understand non-binary student and teaching staff experiences of HE, including navigating institutions, engaging with specialist resources, reflecting on the curriculum.
- To use our data to provide universities with policy recommendations and examples of best practice.
- To gather resources and share experiences with other members of the non-binary academic community to create a different HE experience for students and each other.
- To add to the literature on inclusive curricula and explore the disruptive potential of non-binary genders for transforming the academy.

You are specifically being asked to participate in an online survey which asks you about your experiences in HE, whether as a student, a member of staff with teaching responsibilities, or a combination of both.

Who are the researchers?

We are three non-binary/genderqueer academics working in HE institutions in London who feel that our experiences and needs as non-binary teachers or students have never

been captured by research. For us, then, devising and carrying out this research is an attempt to bring our politics and activism into HE. We recognise our privileged positions as white, non-disabled, securely employed academics and are committed to the dismantling of the racist, classist and ableist structures of academia.

Jennifer Fraser is University Director of Student Partnership and Principal Lecturer in Social Sciences at the University of Westminster. Jennifer works on critical higher education studies and gender studies.

Raf Benato is Senior Lecturer (Education Development) in the School of Health Sciences at City, University of London. Raf works on public health, educational theory and teaches healthcare students about LGBTQ inclusive care.

Francis Ray White is Senior Lecturer in Sociology at the University of Westminster. Francis Ray works on trans, fat and queer embodiment and teaches extensively about gender and sexuality.

What do we mean by 'non-binary'?

We recognise that 'non-binary' is a contested and shifting term; in this project we are using it as an umbrella term to denote a range of gender identities which fall outside the male/female binary and may or may not involve identifying as trans.

We welcome your participation in this survey if you do not identify wholly as one or other of the binary genders. This could include (but is not limited to) the following: genderqueer, genderfluid, agender, bi-gender, pangender, androgynous, androgyne, or neutrois.

Who is eligible to take the survey?

Anyone who identifies as non-binary as explained above and fulfills one of the following criteria:

- is a current student (undergraduate, postgraduate or PhD) at a UK HE institution;
- has graduated from a UK HE institution in the last 5 years;
- works in UK HE in any teaching and learning capacity (including librarians, learning developers and others);
- is a PhD student who teaches at a UK HE institution.

What does participating entail?

Participating in this survey will involve answering questions about your experiences and how you have navigated HE as a non-binary student and/or member of staff. There are some questions about you, your role(s) and your institution. We will also ask about your

institution's existing trans and non-binary policies and about how able you are to be open about your gender identity with others in your institution.

The survey should take you around 20-30 minutes to complete. If you choose not to answer any of the open questions, the survey will take about 10 minutes.

What are the risks and benefits of taking part?

There should be no risks to you of taking part in this project. No individuals should be identifiable from the survey data, or any publications, reports or outputs arising from it. You won't be asked to identify which HE institution you study/studied/work at. You will also not be obliged to recount any difficult or painful experiences unless you choose to, and all of the questions are designed to be optional. If the survey does raise issues you feel you need to discuss further, please see the sources of external support at the bottom of this page.

There are considerable benefits to participating in this survey. You will be contributing to the generation of new knowledge about non-binary people and HE. Your input will help to us to produce a best practice toolkit and policy recommendations for HE institutions, as well as informing the development of inclusive practice in curriculum design and delivery.

What will happen to my data?

Responses to this online survey are confidential and will not be shared beyond the project team. Data will be stored in encrypted and password protected files, complying with the requirements of the Data Protection Act 2018 and GDPR.

The information you provide in the survey will be analysed by the researchers and may be published in reports, academic publications, toolkits or best practice guidance or presented at academic conferences. Direct quotes from the survey may be (anonymously) used in any outputs.

I would like to participate: what do I do next?

If you would like to complete the survey, please confirm that you have read and understood the information on this page and the following consent criteria. You will then be able to start the survey. You can save your responses mid-way through the survey and return later to continue where you left off any time before the survey closes 13th May 2019.

If you have any questions or concerns before completing the survey please email the project team at: NonbinaryinHE@westminster.ac.uk

Consent

By completing the survey you are agreeing to the following:

- My participation in the survey is entirely voluntary and I do not have to answer particular questions if I do not wish to do so.
- I have read and understood the information about the project and survey.
- I understand my responses will be anonymous.
- I agree to my survey responses being saved and stored electronically.
- I understand that if I complete the survey by clicking 'finish' at the end, my responses will form part of the research data and cannot be removed from the dataset.
- I agree to the use of anonymised quotes in reports, publications and other outputs.

This project has been approved by the University of Westminster (ETH1819-0425) and City, University of London ethics committees.

Support resources:

If the survey raises issues for you that you would like to discuss further, the following external helplines and support services are available:

- [Gendered Intelligence](#) (youth groups and supports for people age 18-30)
- [Tranzwiki.net](#) (List of UK-wide trans support organisations)
- [London Friend](#) (support and counseling services in London)
- [Mindline Trans+](#) (helpline 0330 330 5468 – open Monday and Friday 8pm-Midnight)
- [Switchboard LGBT+](#) (helpline 0330 330 0630 – open every day 10am-10pm)

If you have a complaint about this research project you can contact the Dean of Liberal Arts and Sciences (University of Westminster), Professor Andrew Linn by email (a.linn@westminster.ac.uk) or by telephone (0207 911 5000 ext 69111).

1. I have read the survey information and consent to participate * *Required*

Yes

No

About you

2. What region is your University in? *Optional*

- North East
- Yorkshire & Humberside
- East Midlands
- West Midlands
- Eastern England
- South East England
- London
- South West England
- Scotland
- Wales
- Northern Ireland

3. What is your age? *Optional*

- 18-21
- 22-25
- 26-29
- 30-39
- 40-49
- 50-59
- 60-69
- 70-79
- 80+

4. How would you describe your gender identity? *Optional*

5. How were you assigned at birth? We are asking this question to explore whether non-binary experiences of HE differ depending on how people are assigned at birth.

Optional

6. At what age or at what point in your life did you start to think about your gender as non-binary? *Optional*

7. Who are you open with about your gender identity outside of the university? Please select all that apply. We will ask you more specific questions about the university later in the survey. *Optional*

- Friends (some or all)
- Lovers and/or partners
- Family members (some or all)
- Acquaintances and colleagues outside of your university

8. Do you consider yourself to have a disability or disabilities? *Optional*

- Yes
- No
- Prefer not to say

9. How do you describe your race and/or ethnicity? *Optional*

10. How do you describe your sexual orientation? *Optional*

What is or was your role at university?

11. Are you answering this survey as a * *Required*

About your studies

12. Are you currently a student? *Optional*

- Yes
- No

12.a. What level are you studying at?

- Foundation or certificate
- Undergraduate
- Postgraduate taught
- Postgraduate research

12.a.i. What year of study are you in? *Optional*

12.a.ii. What course are you studying? *Optional*

12.b. What is the highest level of study that you have completed?

- Foundation or certificate
- Undergraduate
- Postgraduate taught
- Postgraduate research

12.b.i. What year did you complete your studies?

- 2018
- 2017
- 2016
- 2015
- 2014
- 2013

12.b.ii. What course(s) did you study?

About your teaching

13. What is your job title? *Optional*

14. Are you employed full-time or part-time? *Optional*

- Full-time
- Part-time

15. Are you on a fixed-term or permanent contract? *Optional*

- Fixed-term
- Permanent

16. Do you also work at another university? *Optional*

- Yes
- No

17. How long have you worked at your current institution(s)? *Optional*

18. What discipline(s) do you teach? *Optional*

19. How many years have you been teaching? *Optional*

- 0-1 year
- 2 years
- 3 years
- 4 years
- 5 years
- 6-10 years
- 11-20 years
- 20+ years

20. What level(s) of students do you teach? Please select all that apply. *Optional*

- Foundation or certificate
- Undergraduate
- Postgraduate taught
- Postgraduate research

21. If you also research, what discipline(s) or areas do you research? *Optional*



About your studies and teaching

22. What year of study are you in? *Optional*

23. On average how many hours a week do you teach during term time? *Optional*

24. How many years have you been teaching?

- 0-1 year
- 2 years
- 3 years
- 4 years
- 5 years
- 6-10 years
- 11-20 years
- 20+ years

25. What level of students do you teach? Please select all that apply. *Optional*

- Foundation or certificate
- Undergraduate
- Postgraduate taught
- Postgraduate research

26. What discipline(s) do you teach? *Optional*

27. What is your area(s) of PhD research? *Optional*

28. Do you teach at the same institution that you study at? *Optional*

- Yes
- No

28.a. Do you also teach at other institutions?

- Yes
- No

About your institution

29. Does your institution have a policy that addresses trans issues? This could be a specific trans inclusion policy or an equality & diversity type policy. *Optional*

- Yes
- No
- I don't know

29.a. Does the policy include non-binary genders?

- Yes
- No
- I don't know

30. Have you wanted to do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

31. Have you been able to (or would it have been possible to) do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

31.a. What has it been possible for you to do? Please select all that apply.

- Change your name without a deed poll or similar document
- Change your name only with a deed poll or similar document
- Indicate a name that you wish to be called by
- Indicate your pronoun
- Change your title to an appropriate one
- Change your gender marker to an appropriate one

31.a.i. Was an appropriate gender marker available?

- Yes
- No

32. Is there any non-binary 'life administration' that you have wanted to do at your institution that you have been unable to do? *Optional*

33. Does your institution have specific gender-neutral toilets? (i.e. we mean toilets specifically designated as gender neutral, not disability or accessible toilets that have been appropriated for multiple uses) *Optional*

- Yes
- No
- I do not know

33.a. Are they easy to find?

Yes

No

33.b. Are they adequately signed?

Yes, always

Yes, sometimes

No

I have not noticed

About your institution

34. Does your institution have a policy that addresses trans issues? This could be a specific trans inclusion policy or an equality & diversity type policy. *Optional*

- Yes
- No
- I don't know

34.a. Does the policy include non-binary genders?

- Yes
- No
- I don't know

35. Have you wanted to do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

36. Have you been able to (or would it have been possible to) do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

36.a. What has it been possible for you to do? Please select all that apply.

- Change your name without a deed poll or similar document
- Change your name only with a deed poll or similar document
- Indicate a name that you wish to be called by
- Indicate your pronoun
- Change your title to an appropriate one
- Change your gender marker to an appropriate one

36.a.i. Was an appropriate gender marker available?

- Yes
- No

37. Is there any non-binary 'life administration' that you have wanted to do at your institution that you have been unable to do? *Optional*

38. Does your institution have specific gender-neutral toilets? (i.e. we mean toilets specifically designated as gender neutral, not disability or accessible toilets that have been appropriated for multiple uses) *Optional*

- Yes
- No
- I do not know

38.a. Are they easy to find?

Yes

No

38.b. Are they adequately signed?

Yes, always

Yes, sometimes

No

I have not noticed

About your institution

39. Does your institution have a policy that addresses trans issues? This could be a specific trans inclusion policy or an equality & diversity type policy. *Optional*

- Yes
- No
- I don't know

39.a. Does the policy include non-binary genders?

- Yes
- No
- I don't know

40. Have you wanted to do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

41. Have you been able to (or would it have been possible to) do any non-binary 'life administration' at your institution (e.g. change your name or indicate your pronoun etc.)? *Optional*

- Yes
- No

41.a. What has it been possible for you to do? Please select all that apply.

- Change your name without a deed poll or similar document
- Change your name only with a deed poll or similar document
- Indicate a name that you wish to be called by
- Indicate your pronoun
- Change your title to an appropriate one
- Change your gender marker to an appropriate one

41.a.i. Was an appropriate gender marker available?

- Yes
- No

42. Is there any non-binary 'life administration' that you have wanted to do at your institution that you have been unable to do? *Optional*

43. Does your institution have specific gender-neutral toilets? (i.e. we mean toilets specifically designated as gender neutral, not disability or accessible toilets that have been appropriated for multiple uses) *Optional*

- Yes
- No
- I do not know

43.a. Are they easy to find?

Yes

No

43.b. Are they adequately signed?

Yes, always

Yes, sometimes

No

I have not noticed

Networks at your University

44. Is there any LGBTQ student society, group or network at your institution? *Optional*

- Yes
- No
- I do not know

44.a. Are you an active member of the society, group or network?

- Yes
- No

45. Is there a LGBTQ student representation or liberation officer in your University Student Union? *Optional*

- Yes
- No
- I do not know

Networks at your University

46. Is there an LGBTQ staff network at your institution? *Optional*

- Yes
- No
- I do not know

46.a. Are you an active member of the network?

- Yes
- No

Networks at your University

47. Is there a LGBTQ student society, group or network at your institution? *Optional*

- Yes
- No
- I do not know

47.a. Are you an active member of the society?

- Yes
- No

48. Is there a LGBTQ student representation or liberation officer in your Student Union?
Optional

- Yes
- No
- I do not know

49. Is there an LGBTQ staff network at your institution? *Optional*

- Yes
- No
- I do not know

49.a. Are you an active member of the network?

- Yes

No

Navigating your gender in your studies

50. Have you been able to be open with your teachers about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

50.a. What role were they in (e.g. personal tutor, lecturer, librarian)?

51. Have you been able to be open with other university staff about your gender?
Optional

- Yes, fully
- Yes, with some
- No

51.a. What role were they in (e.g. administrator, counsellor, catering/housing staff)?

52. Have you been able to be open with students on your course about your gender?
Optional

- Yes, fully
- Yes, with some
- No

53. Have you been able to be open with other students at your university about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

Navigating your gender in your work

54. Have you been able to be open with your immediate colleagues about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

55. Have you been able to be open with other university staff about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

55.a. What sorts of roles do these colleagues have (e.g. academic colleagues in other disciplines, administrative staff, HR, catering staff)?

56. Have you been able to be open with your students about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

56.a. Are there particular groups of students that you have done this with?

57. Can you describe how you introduce your gender in teaching settings? *Optional*

58. What happens after that initial moment of introduction? *Optional*

Navigating your gender in your studies and work

59. Have you been able to be open with your research supervisor(s) about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

60. Have you been able to be open with other university staff about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

60.a. What role(s) were they in (e.g. academic colleagues in other disciplines, administrator, counsellor, HR, catering/housing staff)?

61. Have you been able to be open with other students on your course about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

62. Have you been able to be open with other students at your university about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

63. Have you been able to be open with your immediate colleagues about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

64. Have you been able to be open with your students about your gender? *Optional*

- Yes, fully
- Yes, with some
- No

64.a. Are there particular groups of students that you have done this with?

65. Can you describe what happens when you introduce your gender in teaching settings? *Optional*

66. What happens after that initial moment of introduction? *Optional*

Non-binary genders at university

67. Have there been moments when your gender felt particularly validated, seen or accepted at University? *Optional*

- Yes, frequently
- Yes, occasionally
- Yes, rarely
- No, never

68. If you feel able, please give us specific examples of moments when your gender felt particularly validated, seen or accepted at university. *Optional*

69. Have there been moments when your gender felt erased at University? *Optional*

- Yes, frequently
- Yes, occasionally
- Yes, rarely
- No, never

70. If you feel able, please give us specific examples of moments when your gender felt erased at university. *Optional*

71. How have these moments of validation or erasure been shaped by other intersecting aspects of your identity (e.g. your race, class, disability or others)? If you feel able, please give us specific examples. *Optional*

72. What has been the impact of these experiences of validation or erasure on your studies or teaching? *Optional*

73. Is it important that people at the university know your gender and treat you accordingly? *Optional*

- Very important
- Somewhat important
- Neither important nor unimportant
- Not particularly important
- Not at all important

74. In what ways is your gender important to your studies or teaching? This is a deliberately open-ended question. Please respond in all the ways that make sense to you. *Optional*

75. Is there anything else that you would like to tell us about your experiences of being non-binary in higher education? *Optional*

Final page

Thank you very much for taking part in our survey. We really appreciate the time that you have taken to answer our questions.

We are planning further events as part of the project including a skills share session for non-binary academics (June 2019) and a roundtable discussion on being non-binary in Higher Education for students, staff and members of the public (June 2019). We will also be facilitating a series of future dreaming sessions for current students across the UK in Autumn 2019.

If you would like to participate in any of these events, or receive news or information about them, or our project outcomes please email NonbinaryinHE@westminster.ac.uk and we will add you to our mailing list.

You can also keep up with the project on our website (nbinhe.com) or via Twitter (@NBinHE). We look forward to sharing our results and working with you to create a liberatory academy.

Jennifer, Raf and Francis Ray

Support resources:

If the survey raises issues for you that you would like to discuss further, the following external helplines and support services are available:

- [Gendered Intelligence](#) (youth groups and supports for people age 18-30)
- [Tranzwiki.net](#) (List of UK-wide trans support organisations)
- [London Friend](#) (support and counseling services in London)
- [Mindline Trans+](#) (helpline 0330 330 5468 – open Monday and Friday 8pm-Midnight)
- [Switchboard LGBT+](#) (helpline 0330 330 0630 – open every day 10am-10pm)

If you have a complaint about this research project you can contact the Dean of Liberal Arts and Sciences (University of Westminster), Professor Andrew Linn, by e-mail (a.linn@westminster.ac.uk) or by telephone (0207 911 5000 ext 69111).

Key for selection options

11 - Are you answering this survey as a
Student (present or past)

University staff member who teaches
PhD student who teaches
