GENDER IDENTITY AND EXPRESSION
Stated Objective(s)

- An environmental scan taking stock of the current climate for transgender individuals at Johns Hopkins, considering issues including but not limited to restroom labeling, name changes, benefit policies, health coverage and adoption

- Education and visibility: introducing self-identifying transgender members of the Johns Hopkins community and exploring issues, questions, and terminology by way of the DLC Communications Subcommittee's Spotlight Series
What did you achieve?

- Reviewed resources and best practices for supporting trans* students and employees
- Reviewed health insurance benefits
- Promoted Transgender Day of Remembrance events
- Spotlight series article on transgender community at JHH
- Created an abbreviated version of the Safe & Accessible Restroom Assessment
Recommendations/Next Steps

- **Recommendations**
  - #1 Policy and health insurance coverage are not broad enough to recognize the medical needs of transition. The current student health policy actually provides more coverage than the one available to faculty and staff. Recommendation is to broaden coverage for all community stakeholders
  - #2 Increase the number of gender neutral restrooms

- **Next Steps**
  - #1 Expanding the Safe & Accessible Restroom Assessment beyond Homewood
  - #2 Promote Transgender Day of Remembrance events through social media and the DLC friends list