Gender Inclusive Living Environment
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I am at a community college and last year was our first year with residential housing – 1 building, 2 floors, 80 spots, 1-3 per room. Protocol thus far has been placing same gender as roommates. We have a process for students to request a Gender Inclusive Living Environment (GILE).

We are looking for some guidance to anticipate possible situations that might arise. Please share your thoughts on:

1. If housing is filled, a spot opens, and next student on waitlist has requested GILE. How do we now determine if the opening will work in a way that would not identify the student with the request?
   I think Number #4 below is your best approach, so that you can pair the student with a GILE-friendly roommate.

2. If the roommate in the room with the vacancy is not open to GILE, what do we do next?
   That’s a tough one, some would say let the GILE-identifying student choose whether they want the opening. Others would counsel the student not to, in anticipation of friction in the living environment. I might seek permission from the GILE-identifying student to reveal limited information to the potential roommate to see if they are open to it. Some students are desperate to get into housing for cost reasons, and inclusion is less concerning to them. For others, their priority is inclusion, and they might skip a slot to be paired with a more welcoming roommate in the future.

3. Have you had two students requesting to be roommates and you believe they are dating? What is the best way to manage that situation?
   Mind your own business. 😊 What two people do behind closed doors in publicly underwritten housing is not of your concern as long as it is consensual.

4. Does anyone ask a question on the housing application about being open to GILE so you would have this information if these situations arise? If yes, can you share the wording?
   I think this is a great idea. What occurs to me is maybe a checklist approach. Would you be comfortable rooming with someone who is:
   • Heterosexual: ______
   • Gay/Lesbian/Asexual/Sexually Fluid: ______
   • Cis-Gender (Identifies by the Sex Assigned at Birth): ______
   • Gender-Queer (Fluid, Non-Binary, Transitioning, Trans-male, Trans-female, etc): ______
   • Questioning of Either/Both Their Gender or Sexual Orientation: ______
   • Other: ______

This process should be more about preferential pairing than refusing.