

How to Gender Include

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Abstract

Gender inclusion is not an optional part of library work – at least, it isn't if we want all those "Libraries Are For Everyone" signs to be true. And yet, the reality is that many libraries fail the most basic aspects of gender inclusion for patrons, employees, or both. Even in libraries where Trans 101 trainings do occur and are well received, or where the baseline of knowledge among employees is relatively high, the question remains: What now?

This article intends to answer that question. Very broadly speaking, gender inclusion work in libraries means sustained action to ensure that some patrons and employees do not have worse experiences than others based on their gender. What this actually looks like in practice depends on your professional specialty, institution size and type, the tools and spaces and platforms your library uses, state and local legislation around trans and gender diverse people, and more.

This article offers practical strategies for how to meaningfully integrate gender inclusion into library work. Since the specific actions vary widely due to many different factors, these strategies are intended to guide individuals in a way that makes sense for their role rather than to tell people exactly what to do.

Gender inclusion is a core element of all library work that hopes to avoid excluding people. Everyone in this field needs to do it. There are no exceptions. This article is for you.

Keywords: trans and gender diverse people, equity, inclusion, gender identity, LGBTQ+ people

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Introduction

Gender inclusion is not an optional part of library work – at least, it isn't if we want all those "Libraries Are For Everyone" signs to be true. And yet, the reality is that many libraries fail the most basic aspects of gender inclusion for patrons, employees, or both. A single all-gender restroom is a pleasant surprise; enough of them to be a reliable option without an extensive wait, and with sufficient signage to enable us to locate them, is a rare occurrence indeed. People on both sides of the circulation desk may be asked for documentation displaying their legal names, and misgendering and mispronouncing abound. The treatment of trans and gender diverse library workers and students ranges from acceptance to ignorance to harassment; some are forced out of the field entirely (Adolpho et al., 2023). Even introductory Trans 101 trainings are rare for library employees and are almost never required, while more in-depth education is nearly nonexistent.

But I am not writing about trainings here. Even in libraries where those do occur and are well received, or where the baseline of knowledge among employees is relatively high, the question remains: What now? Knowing that trans and gender diverse people exist is one thing; understanding even a small part of the complexities of gender identity is quite another (even for trans people). Neither type of knowledge equates to the practical action necessary to make libraries equally welcoming to people of all genders. When library workers and institutions fail to apply general knowledge of gender diversity to their day-to-day work (which is done by analyzing and remediating services, spaces, policies, and procedures), they end up treating trans and gender diverse people as essentially imaginary.

This work is not easy. It is often *simple*, but that is not the same thing – a direct and obvious solution like converting gendered restrooms may be very complicated to get through institutional layers of approval, not to mention logistics like campus signage policies and the availability of facilities staff. The true barrier often ends up being ignorance and/or bigotry in employees at various levels of influence, which is outside the scope of this article. None of that is an excuse not to do the work. Neither are anti-trans legislation and institutional policies; these impact *how* one can enact and communicate about gender inclusive practices, but do not remove the professional obligation to support all library users and workers.

What Do We Need to Do?

Very broadly speaking, gender inclusion work in libraries means sustained action to ensure that some patrons and employees do not have worse experiences than

others based on their gender. What this actually looks like in practice depends on your professional specialty, institution size and type, the tools and spaces and platforms your library uses, state and local legislation around trans and gender diverse people, and more. This article can't cover all areas of work in detail, but the "How" section below will offer structure that can be adapted to most roles.

A gender-inclusive library is one where the spaces and processes and systems do not erase or enact harm upon people in ways related to their gender. It is one where treatment of trans and gender diverse people isn't dependent on who happens to be scheduled to work that day. I am not advocating for individual education about gender diversity – that is certainly worth doing, but it cannot be the primary professional solution. Even if all library workers wanted to respect and support trans and gender diverse people (which is very far from being the case), personal knowledge and good intent would not stand in for standardized workplace practices. One of those practices might be mandatory Trans 101 training for all employees, which could help counter the overwhelming ignorance on the topic, but attending a basic information session is not enough on its own.

I am not going to spend this article teaching readers about gender identity. (Y'all are information professionals; you can find that on your own. See the appendix of this article for recommended starting points.) What I will do is name two things to keep in mind:

1. Gender inclusion is not a favor you are doing for particular individuals. In many cases, a library worker or patron will point out an issue that negatively affected them, leading (one hopes) to the problem being addressed. But the person who pointed it out is unlikely to be the first or only person impacted. It is not the role of whoever identified a problem to solve it for the library, and the responsibility does not disappear if that person happens to leave.
2. You will not know who this work helps. You cannot tell someone's gender from their appearance, voice, name, pronouns, or anything else except from their telling you. This is how it should be: it is none of your business how someone identifies unless they want you to know, and people should not have to come out in order to receive the same level of access to library spaces and services as everyone else. In many cases, cis people will also benefit from the changes you make.

To be very clear: The labor and examples I describe below are remedial at best. Libraries are not neutral spaces that cause no harm, where steps towards gender inclusion are a special favor to a particular group. Even if a patron or employee who

raises an issue receives a positive response, the library has already failed by enacting harm in the first place. The status quo in libraries excludes and hurts trans and gender diverse people; most gender inclusion work, from where we stand now, is harm reduction.

Why Does This Matter?

The “why” behind gender inclusion is simple: trans and gender diverse people exist everywhere. In a US context, the 2022 US Trans Survey found that its respondents – numbering over 90,000 – “were living in all fifty states, the District of Columbia, American Samoa, Guam, the Northern Mariana Islands, Puerto Rico, the U.S. Virgin Islands, and U.S. military bases overseas. Based on Census regions, 41% were living in the South, 23% lived in the West, 19% lived in the Northeast, and 17% lived in the Midwest” (James et al., 2024, p. 15).

The American Library Association has acknowledged the existence of trans and gender diverse people and encouraged library workers not to actively discriminate against them (“ALA Affirms the Rights of Transgender People,” 2020). More meaningful support is largely absent; the organization’s own most recent demographic survey report as of this writing offers only male and female as gender options (Rosa & Henke, 2017, p. 1).

Gender inclusion is part of library work, because without it, libraries exclude people based on their gender.

Who Should Do This Work?

You.

If you are a library worker of any kind, there is something to be gained by reviewing your areas of responsibility with gender inclusion in mind. If you don't think you're likely to find anything actionable, go through the steps in this article anyway – even if you don't identify an issue you can address, it is worth checking rather than assuming that there isn't one at the moment.

It is not the job of trans and gender diverse library workers to make sure that our libraries are gender inclusive. For one thing, simply being of a particular identity does not mean we magically know anything beyond our own experience; we need to educate ourselves about inclusive practices just like cis people do. For another, regardless of gender identity, holding knowledge does not mean someone should be expected to take on labor outside of their role. For example, if my job is to manage an institutional repository, I need to make sure the policies respect and protect trans and gender diverse

authors. It is not my responsibility to train circulation staff in my library about gender inclusive language just because I know how; that work is the responsibility of the access services workers, even if they need to spend more time learning to do it properly.

The steps and examples covered below demonstrate how specific the solutions are. A librarian who has learned about gender inclusion in classroom instruction may not know, or need to know, anything about the same topic in cataloging. This goes even for people in similar roles. For example, there is no one approach to gender inclusion for liaison librarians. A history liaison may get a consultation question where they need to identify search terms around gender that are now considered outdated or offensive (and, crucially, discuss with the patron how and why they are using these terms), while a health sciences liaison may get a question about how trans people are classified in the DSM-5. Each needs specialized knowledge about how gender identity relates to their subject area, in addition to general information about gender inclusive behavior during their interactions with patrons. The specificity of library work means that everyone needs to learn and apply gender inclusive practices in whatever way makes sense for their role.

Every single library employee needs at least a basic understanding of gender inclusion. Trans and gender diverse people are your coworkers, your patrons, your students, your faculty, your colleagues. Since gender diversity is such a common area of ignorance, it is the responsibility of every library worker to address it. Failing to do so has consequences, though you may not ever know about them: perhaps a desirable job candidate chooses a workplace where they were not misgendered by the search committee, or a professor opts not to bring classes to a building without restrooms that everyone can use, or a student avoids checking out books after realizing they will be deadnamed while doing so.

Gender inclusion is a core element of all library work that hopes to avoid excluding people. Everyone in this field needs to do it. There are no exceptions. This article is for you.

When Do We Do It?

Now.

You cannot wait until someone points out an existing problem. I personally am convinced that by the time a patron or employee speaks up about being excluded and/or harmed, people have already left that workplace or decided not to use the library over the issue. Perhaps the library or some of its employees already have a reputation for anti-trans behavior, so people have no reason to think the library would

take a complaint seriously. Perhaps a trans or gender diverse person is treated badly and (reasonably!) concludes that the library does not care about respecting them, and so simply does not return. Perhaps someone raises an issue through the library's general public communication channels but it is not passed on by whoever reviews those messages, leaving the person to believe that their complaint was intentionally ignored (which may be accurate). Perhaps whoever has the knowledge needed to recognize a problem does not want to take on the labor of pointing it out; these efforts by trans and gender diverse people – which turn up over and over in almost every part of our lives – are often met with antagonism, demands for basic education, or no reply at all. Perhaps a trans or gender diverse person does not want to risk outing themselves in order to explain that the library does not support them appropriately, since that very failure indicates that they may not be welcome or safe in giving such an explanation. This is by no means an exhaustive list; the point is that you cannot assume that issues will be raised the first time someone is harmed (or at all). Even if you could, that one instance is not acceptable. Trans and gender diverse people are everywhere, and every single library should assume that we are present as patrons and employees. Do not wait to make changes until an openly trans person happens to feel comfortable pointing out a problem; address the issues first.

This is also not work that you do once and consider it finished. Things change: our understanding of gender diversity grows, terminology shifts, library tools and spaces develop. New issues arise; solutions to older ones become available. State or federal legislation and institutional policies come into play, affecting how one can address gender inclusion in one way or another. So you do the work now, and then you do it again, and again, forever.

How?

Of course, none of the above tells you what to actually do. The specific issues and actions will depend on what your role involves, but some version of the steps below should be applicable for most library workers.

Identify Relevant Issues

Think through ways in which gender identity may interact with your realm of work. This can be theoretical, but you should also try to recall any specific instances where this has come up. If you are part of a team or if there are other people who do similar work around you, brainstorm as a group since different people will notice different things. If possible, create a way for people to submit anonymous feedback even if those same people are part of a group discussion, since it can be difficult or risky

to share honest information on this topic with coworkers. To demonstrate the type of things to look for, here are some general categories with examples.

Gendered spaces, events, or resources: Restrooms are the obvious one, but there's plenty of information available about that so I will focus elsewhere. Say you're holding an event for girls in STEM. Are trans girls welcome, and if so, can they tell they are invited? Do you actually want to draw out people who aren't cis men in STEM, and need to reframe the scope to make that clear? What happens if an attendee, event organizer, or building staff member decides that someone shouldn't be allowed in based on their appearance, voice, or name? Does your reading list of sci-fi by women misgender nonbinary authors by including them? Do your employee resource groups divide by gender in ways that exclude nonbinary people, or leave trans and gender diverse people unsure if we are welcome? In gendered spaces, do people gatekeep based on their idea of what a particular gender looks like? For anything for or about people of a particular gender, consider how trans and gender diverse people may be included or excluded (explicitly or implicitly). Narrowly scoped things aren't inherently bad; the prompt here is to make sure any restrictions are intentional and relevant to the purpose, rather than accidentally keeping out or misgendering people.

Names: What names do the library tools use when someone checks out a resource or uses interlibrary loan? If a patron changes their name in the campus system, does the new information update on the library side? Are circulation staff calling people by the name on their campus ID (which may not reflect the name of use)? When a new employee starts, do they get to choose what name shows up in their work email? In general, any system or practice that involves names should ask for and default to name of use, not legal name. If there is a necessity to ask for the legal name (like for background checks), the staff involved should be trained not to use or share it otherwise. Any name system also needs to allow for easy updates, since people change both legal names and names of use for all sorts of reasons. If name changes need to be submitted to or approved by someone, that person must be trained not to out people or impose their own barriers.

Salutation and pronouns: Do job applicants have to select Mr./Mrs./Dr. or other titles on a form in order to apply? Even if you include Mx. on the list, plenty of people – regardless of gender – don't want any salutation used for them. Does your conference registration offer a drop-down list of pronouns rather than a free

text field, thus excluding people whose pronouns aren't listed? Does your template for employee name tags or email signatures include pronouns? It should, but that line should also be optional and open-ended. If potential student workers enter pronouns in a job application, will library employees actually notice and use those pronouns correctly, or do you need to establish better training? If you do have anywhere this type of information is entered, it needs to be both optional and open-ended. Like names, these things change for individuals, sometimes multiple times, so people need to be able to easily remove or update them (ideally without asking someone else to do it for them).

Appearance: If there is a dress code for your workplace or event, is it based on gender? Do managers and others enforce such rules based on their own assumptions about who should wear certain types of clothing and makeup? If you need appearance restrictions at all (which you should question – you can do your own research on the racism and classism around dress codes), just list what is acceptable or unacceptable, and don't worry about who wears what.

Language: Does your employee handbook or job listing use "he/she" to mean everyone, thus erasing anyone who doesn't use those pronouns? Do resource guides or librarians use outdated language to describe trans and gender diverse people? Have library workers been trained to avoid wording that assumes gender, like calling strangers "sir" or "ma'am," and to use neutral language like "adults" instead of "men and women" or "the person in the striped shirt" instead of "the woman at the circ desk"? Do archival collections make assumptions in photograph descriptions when the gender of the subject is unknown? The two main issues to avoid here are erasure of nonbinary people and assumptions about individual gender identity.

Benefits: Can current and prospective employees learn what transition-related care is covered under your insurance plan without outing themselves to someone? Is parental leave based on the employee's gender (actual or assumed)? Review both the actual benefits and the communications about them. At most institutions, benefits are outside the control of the library, so raise any problems you find with campus HR and keep pushing for solutions.

Discrimination and harassment: What happens if a library employee or a patron is discriminated against or harassed based on their gender identity (including pronouns, appearance, restroom use, and other aspects)? Is there a clear place for them to report it? Do they have a way to learn what to expect after their report is submitted? Are behaviors such as repeated mispronouncing by coworkers taken

seriously? What about harassment by library patrons? Are there protections in place against retaliation for reporting? Look at all of these questions through different relationships, considering harassment from and by patrons as well as employees.

Resolve Issues

This step can be done at any point. If there are issues that you can resolve immediately, or at least start addressing, do that. However, don't rush or make assumptions about the best approach. It can be easy to seize onto what appears to be a simple solution (e.g., requiring all employees to put pronouns in their email signatures – do not do this) that actually can result in a different type of harm. Take the time to think through and research appropriate practices before implementing them. Be open to changing your approach in the future. In addition to more effective results, research and detailed justification will provide you with stronger reasoning if you need support for changes from coworkers or library administration.

Develop User Types

One way to identify problems and develop effective solutions is to walk through a fictionalized version of a scenario. This approach bears some resemblance to the user persona model sometimes used in user experience (UX) design, with an important distinction: I am not suggesting that you create full fictional characters, which could easily lead to stereotyping. It is absolutely essential to remember that trans and gender diverse people, or even people who share a similar gender identity, are not a monolith. The prompt here is not "Imagine a nonbinary library user who needs the restroom," because some nonbinary people will want an all-gender restroom and others won't care, and plenty of people of other genders will also want the all-gender restroom.

Instead of making assumptions about how someone will engage with the library based on their identity, focus on the need and don't worry about the reasons behind it. Restrooms are an easy example here. For your fictionalized scenario, list out every potential group of people who might need to use a restroom in the library, organized by the different ways that need may take shape. So say you're working on restroom access for library patrons. Your list may look something like this:

- patron who needs a women's or all-gender restroom
- patron who needs a men's or all-gender restroom
- patron who needs an all-gender restroom
- patron who needs an accessible all-gender restroom
- patron who needs a men's or all-gender accessible restroom
- patron who needs a women's or all-gender accessible restroom

- patron who needs a men's or all-gender accessible restroom with a changing table
- patron who needs a women's or all-gender accessible restroom with a changing table
- patron who needs an all-gender accessible restroom with a changing table
- patron who needs to know the restroom options in the library before coming in
- patron who needs to access or dispose of menstrual products
- patron who needs to access or dispose of menstrual products while using a men's restroom

For each of these scenarios, map out the process the person with this need goes through. First, does the necessary space exist in the library at all? If it does, is there signage that will make it easy to locate? If it does not exist in the library, is there signage to the nearest building that does have it? What happens if they ask where to find a restroom – are employees trained to know all the available spaces and to give directions without making assumptions about which the patron needs? Can people find out what restrooms exist and where they are from the library website? If the patron is studying on the fifth floor, how far do they need to go to access a restroom they can use? What happens if there is a line or if someone is taking a long time to change or do other activities in the nearest single-user restroom – are there other options, and is there signage to make them easy to locate? Are the all-gender restrooms always properly stocked with soap, toilet paper, and other supplies? Do all multi-stall restrooms have wastebaskets in each stall? Do all restrooms stock menstrual products? As you go through these questions and any others that come up, note each barrier that might come up for someone in your library. Every note is a problem you need to resolve.

Of course, patrons are not the only people who need restroom access in a library. Make a similar list for other groups (employees, volunteers, etc.) and repeat the process.

This approach can be applied to all different types of work. Another example scenario concerns author names in an institutional repository (IR). Here again, you want to avoid stereotypes like assuming all trans and gender diverse people change their names, so base the scenario around the relevant need rather than identity. Your list of user types might look like this:

- professor who changes their legal name and wants to update it on their articles in the IR
- professor who changes their name of use, but not their legal name, and wants to update it on their articles in the IR
- thesis author whose name of use is not reflected in the school's student records

- alum who changes their name after graduation and wants to update it on their thesis

Now think through how someone with each of these needs navigates the situation, which may depend on your IR platform, school policies around student names, and other factors. Do you have a process for changing author names? If so, is there a public policy, or can authors find out only if they identify and ask the IR manager directly? Do they have to "prove" anything about the new name (e.g., by providing legal name change documentation, which is often difficult and expensive to get even if the person wants it) before the change can go through? How do you ensure that the old name is completely removed from the material if the author wants that? If the author is a student, are there institutional policies you need to be aware of regarding student and alumni names? If those policies are harmful – I once worked for a school whose approach to names on theses was "we don't change history," which is obviously horribly trans-antagonistic and potentially dangerous – how can you push back, and what can you do on your end to protect and support people in the meantime?

It is important to note that none of these scenarios address why someone might need a name change or a particular restroom type. This is because none of that is any of your business. Maybe the name change is due to gender, or maybe it is for one of the other myriad reasons people change their names. Perhaps someone needs an all-gender restroom because they are nonbinary and do not want to misgender themselves by using a gendered space; perhaps they are a trans woman who is justifiably concerned about violence in gendered public restrooms. Or perhaps the person is a cis man who needs assistance from a caretaker of another gender. It doesn't matter. Your job as a library worker is to meet the need, regardless of the private reason behind it.

Implement Solutions

Once you have identified the problems, you can develop solutions. Actually *implementing* the answers may be more complicated in some cases, but by naming the specific barriers to library spaces and services, you should be able to at least begin to remove them. Below are some example problems and solutions, to demonstrate. When the actual solutions may require significant time and effort and cooperation from other library workers, I have also listed short-term actions. Please do not treat these two as comparable; the short-term items are at least slightly better than nothing, but are not enough to consider the work done. For the most part, they involve transparency – providing information so that people can make decisions based on a clear understanding of the options in an exclusionary situation. Removing the exclusionary factor is the real solution.

Example: Restrooms

Problem: No or not enough all-gender restrooms in the library (these are all separate problems, but they have the same solutions).

- There are no all-gender restrooms in the public spaces.
- There are no all-gender restrooms in the staff spaces.
- There are no accessible all-gender restrooms in the public spaces.
- There are no accessible all-gender restrooms in the staff spaces.
- The all-gender restrooms are few and far apart, so people who need an all-gender option need to go a longer distance and/or wait significant time in line.

Solution: Convert or add spaces to make new restrooms or change the signage on existing ones so there are all-gender options. Until then, put information outside of the existing restrooms and on the library website, employee handbook, and/or intranet (whichever is relevant) with directions to the nearest location (in the library or otherwise) with the relevant type of restroom. Check to see if your campus LGBTQ+ center or equivalent already maintains a current list or map that you can print and link to. It's a good idea to also include information about the plan and timeline for adding better options within the library so people can at least know that the issue is known and being addressed.

Problem: Staff members assume gender when giving directions to restrooms by mentioning only the one that corresponds with what they assume to be the gender of the person asking. (This includes mentioning the all-gender restrooms only when they think the requestor may be trans or gender diverse.)

Solution: Train all staff to give directions to all the different restroom options regardless of who asks. In addition, make sure there is clear public signage to all the restrooms. Also put signage outside the gendered restrooms with directions to the all-gender restrooms.

Problem: Only women's restrooms have wastebaskets in the stalls.

Solution: Put wastebaskets inside the stalls of all restrooms in the library.

Problem: Only women's restrooms supply menstrual products.

Solution: Supply menstrual products in all restrooms in the library.

Problem: People must ask for a key to use an all-gender restroom.

Solution: Keep the all-gender restrooms unlocked when not in use.

Problem: The all-gender restrooms do not have clear signage or mapping, so people who need to use them do not know where they are.

Solution: Add clear signage pointing to all the restroom options in the library. If the all-gender restrooms are not near the gendered ones, put signage by the gendered restrooms explaining where to find all-gender options. List the restroom types and locations on the library website, including accessibility and changing table information.

Problem: The all-gender restroom signs use imagery or wording that suggests that only men and women are welcome, or that equates nonbinary people with fictional creatures, rather than clearly showing what is in the room.

Solution: Change all-gender restroom signs to depict what facilities are available, rather than who might use the space (i.e., the signage should show a toilet/changing table/urinal/etc., not images of a person and a skirt-person or an array including mermaids and aliens).

Problem: Some library workers don't know there are all-gender restrooms, so they cannot give directions or use them themselves.

Solution: Provide information about all of the restrooms to all employees as part of orientation and training. Also supply written information about all available restrooms to which people at service points can easily refer.

Problem: Patrons have no way to know what the restroom options in the library are ahead of time, so people who need an all-gender restroom don't know if they will have anywhere to go while there.

Solution: List the restroom options and locations on the library website in a way that is intuitive to find. Include accessibility and changing table information.

Example: Institutional Repository

Problem: The IR requires an institutional login and automatically sets up the account with the legal name drawn from student or employee records.

Solution: Change the account setup model so that people can set their own names and usernames. Until then, put a note in the account setup page telling people who to contact in order to change the name on their account and what to expect when they make the request. Train that employee to make name changes to accounts without asking why the change is wanted.

Problem: Users cannot change their own name in the IR system.

Solution: Change the account setup model so that people can change their own names and usernames. Until then, put a note in the IR FAQ page telling people who to contact in order to change the name on their account and what to expect when they make the request. Train that employee to make name changes to accounts without asking why the change is wanted.

Problem: Authors cannot change the published name on posted works.

Solution: Develop and publicly post an author name change policy (Krueger, 2021).

Problem: The university has a policy against changing author names on theses.

Solution: Push back until the policy changes. You may find support from a campus LGBTQ+ center or similar office/group. Until then, clearly note in the thesis posting guidelines what name will show on the published version and include instructions for how to prevent the thesis from being made publicly available.

Problem: There are no instructions on how to withdraw items in case of emergency.

Solution: Develop and publicly post withdrawal policies that include personal safety as one of the viable reasons.

Problem: There are instructions for submitting a name change or requesting a withdrawal, but the form does not work or the contact email is not regularly checked by anyone.

Solution: Periodically check the processes in place to make sure they are functioning as intended.

Conclusion

As I said at the beginning, the strategies and examples outlined above are remedial – shifting from spaces and practices that actively harm trans and gender diverse people to ones that don't do as much harm. I am in no way suggesting that the work ends here. All the restroom options in the world don't make a library gender inclusive if the employees – all of them – are not required to meet certain standards in how they treat patrons and coworkers. (And even that goes only so far if the state the library is in has certain anti-trans laws, but there's nothing I can recommend there apart from political engagement.) My goal in this article is not to cover everything a library and its employees need to do; instead I mean to show that there is something, or many somethings, that individual library workers can do to make a practical difference.

Here are a few things to keep in mind as you go about your work:

- If you don't need to get permission to enact a change, then simply go ahead and do it.
- Part of normalizing gender inclusion is treating it as an unexceptional aspect of your job: identify an issue, gather the information you need to solve it, and implement that solution just as you would anything else.
- Use whatever framing is necessary. If there are factors (e.g., state legislation or a trans-antagonistic administrator) that mean supporting trans and gender diverse people won't be considered a viable reason to make changes, apply a different angle. All-gender restrooms are necessary for parents and other people caring for someone of a different gender. People change their names or use something other than their legal name for all sorts of reasons unrelated to gender, so you don't need to focus on that when developing name change processes or name of use fields in your library systems. Don't let the bizarre politicization around gender identity get in the way.

And if you're thinking that this all seems like a lot of time and labor...well, some of it isn't. There are almost certainly some quick changes you can make. But in general, yes. It is. You need to do it anyway. Libraries are failing trans and gender diverse people. You can help change that, but it will require learning and effort. I am asking you to take on that labor in whatever way it relates to your job, because it *is* your job.

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Appendix: Recommended Resources

Free Materials

- [The Trans Language Primer](#): definitions of over 200 terms related to gender diversity
- [Transgender FAQ](#): basic information from GLAAD about gender identity
- [Gender Reveal](#): a podcast consisting primarily of interviews with trans and gender diverse people, along with questions and answers about gender identity
- [U.S. Trans Survey](#): reports on past surveys and information about future ones, a good resource for learning about common experiences of trans people in the U.S.
- [MyPronouns.org](#): detailed information about pronouns, including recommended language for sharing them

Books and Journals

- [Trans Bodies, Trans Selves](#)
- [Trans Allyship Workbook](#)
- [A Quick & Easy Guide to Queer & Trans Identities](#)
- [A Quick & Easy Guide to They/Them Pronouns](#)
- [TSQ: Transgender Studies Quarterly](#)

For Library Workers

- [Trans Inclusion for Libraries](#): a Zotero collection of articles, books, and other resources on trans and gender diverse inclusion in library work
- [Decistifying trans and gender diverse inclusion in library work: A literature review](#)