



MIDWIVES
COLLEGE OF UTAH
MIDWIFING MIDWIVES

Gender Inclusivity & Creating a Gender Affirming Environment at MCU

The Midwives College of Utah (MCU) is dedicated to strengthening our commitment to inclusivity and gender self-determination for all people at the college. Transgender, gender-queer, gender non-conforming, and intersex individuals have always been part of the midwifery and MCU community, just as they have always been part of the community of clients and families that midwives serve. In accordance with Title IX, this statement affirms MCU's commitment to creating an environment where transgender, gender-queer, gender non-conforming, and intersex members of the MCU community experience safety in all their interactions. Title IX protects students, employees, applicants for admission and employment, and other persons from all forms of sex discrimination, including discrimination based on gender identity or failure to conform to stereotypical notions of masculinity or femininity.

Self-actualization in higher education and success as Midwives of ExcellenceSM relies on the intentional cultivation of safe and affirming learning environments. Discrimination and oppression based on gender identities and expressions violate not only basic human rights but the ability of all learners and educators at the college to exist free of harassment and harm. Gender affirmation relies on respecting, honoring, and integrating all gender identities and expressions, not only in the absence of harm, but in the presence of meaningful inclusion, affirmation, and representation. We also recognize the intersectionality that exists between gender oppression and other forms of oppression, including racism, ableism, classism, and heterosexism.

Basic human rights must and will be extended to all members of the MCU community. In our roles as midwives, it is essential that we respect an individual's right to self-determination and their right to learn in an environment that is free from discrimination and prejudice. The Midwives College of Utah has committed to providing education and resources to our faculty, staff, and students, and to ongoing efforts to ensure that our materials, procedures, and policies are inclusive with respect to gender identity and gender expression.

Any efforts around gender inclusion and affirmation have a start point but not an endpoint; meaningful change relies on the daily integration of supportive practices, policies, and interactions by all members of the college environment. MCU's board and senior administration commit to ensuring college leadership and department heads support these efforts on both micro and macro levels, including in staff and faculty interactions, the classroom, the clinic, student support services, and college policies and procedures. These ongoing efforts will be done in collaboration with both internal and external partners with accountability to the stakeholders most impacted at the core.

This statement was developed by the Social Justice and Equity Committee at Midwives College of Utah and adapted from the Association of Ontario Midwives Gender Inclusivity and Human Rights Statement. The MCU Board and Leadership endorsed this statement on 9/3/2019.