Gender Inclusive Housing
What is GIH?

Gender Inclusive Housing is defined as:
A housing is a policy that provides MIT students with the option to live in residences with another undergraduate they choose, regardless of biological sex, gender, or gender identity.
Why GIH?

- Choice is important at MIT.
- GIH policy provides students with another housing option, and will lead to opportunities for more open dialogue and welcoming living environment.
- A segment of student population has a need but no options.
- Current students are requesting the option.
Institute Perspective

- MIT Legal Counsel:
  - Although MIT’s non-discrimination policy does not translate to a requirement that MIT offer gender neutral housing, offering a GIH option in addition to traditional housing options is the best approach.

- Additional Undergraduate Residence Halls:
  - Random Hall, East Campus and Senior House have piloted GIH for last two years.
  - Both the house teams and residents in Burton Conner and Simmons Hall are working to develop their own GIH policies and assignment process in absence of an Institute policy.
  - DormCon is advocating for this policy.
## Peers

<table>
<thead>
<tr>
<th>Institution</th>
<th>Do they offer GIANT?</th>
<th>Are Freshmen eligible?</th>
<th>How many buildings offer GIANT?</th>
<th>Room types?</th>
<th>Is the selection process different than the traditional process?</th>
<th>How are residents educated on the policies?</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duke</td>
<td>YES</td>
<td>YES</td>
<td>7 Hall</td>
<td>Designated floors and suites in each of these buildings</td>
<td>Must check option on housing application</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>Caltech</td>
<td>NO</td>
<td>NO</td>
<td></td>
<td></td>
<td></td>
<td>Allow men and women to live together, no questions asked [Upperclass]</td>
<td></td>
</tr>
<tr>
<td>Carnegie Mellon</td>
<td>YES</td>
<td>NO</td>
<td>6 Apartments Buildings</td>
<td>2, 3, 4, 6 people apartments</td>
<td>Not a different process, an option that can be selected through various phases</td>
<td>Fill out separate form</td>
<td>Financial contract also completed as part of the process - students are responsible for occupying the space for the entire academic year or face monetary penalty</td>
</tr>
<tr>
<td>Columbia</td>
<td>YES</td>
<td>NO</td>
<td>7 Buildings</td>
<td>Suites</td>
<td>Not a different process, an option that can be selected through various phases</td>
<td>N/A</td>
<td>Called Open Housing, they have to sign a separate agreement; students responsible for filling vacancy</td>
</tr>
<tr>
<td>Cornell</td>
<td>YES</td>
<td>NO</td>
<td>Program, Language, West Campus Houses, Cooperative Living, and Upperlevel Residences</td>
<td>All Types</td>
<td>separate application, must watch video</td>
<td>Information sessions held for students to learn more and ask questions</td>
<td>Not allowed in spaces not designated</td>
</tr>
<tr>
<td>Harvard</td>
<td>YES</td>
<td>YES</td>
<td>Upperclass buildings only</td>
<td>Pilot started this year with no requirements for locks on bedroom doors</td>
<td>Case by case basis, must be reviewed by housing before approved</td>
<td>N/A</td>
<td>When originally started students could live in suites with single locking bedrooms</td>
</tr>
<tr>
<td>Stanford University</td>
<td>YES</td>
<td>YES</td>
<td>Upperclass buildings only</td>
<td>Doubles with separate bedrooms and private baths</td>
<td>No, check box on application during lottery process</td>
<td>N/A</td>
<td>Students who identify as transgender who are not comfortable with this option, have a confidentiality process they can go through with the housing office</td>
</tr>
</tbody>
</table>

Page 5
What do our peer institutions say?

- **Duke:**
  - Initiated by student leadership
  - Exists in all housing types (traditional, suite and apts.)
  - Freshmen can request GIH option
  - Supply far outweighs demand
  - Opt-in policy reduced concerns of parents and alumni
  - No incidents or behavior problems

- **Harvard:**
  - Student-led initiative, started 5 years ago as a pilot
  - Initially, houses opted in over 2 years
  - Process for freshman
  - Adjustment made in assignment process for unique architecture
  - Limited backlash as process was implemented over several years
  - No incidents or behavior problems
What do our peer institutions say?

- **Stanford:**
  - Student-led initiative, started 5+ years ago
  - Percentage of housing used is less than 2%
  - Building architecture designed for private use
  - Freshman are not offered GIH directly but can request via confidential supplemental request
  - Well-managed process went smoothly
  - No behavioral problems
Housing Office Assignment Process

• GIH will be available in the majority of undergraduate residential areas, except in areas (including houses, entries, and/or floors) designated as single-sex.
• This is a voluntary housing option. A student will not be assigned to GIH unless they request it.
• First-year students can select GIH during the FYRE and in-house lottery processes.
• Policy clearly states that GIH is not intended for romantic couples to live together.
In-House Assignment Process

- Houses will identify in-house selection process for GIH space and will send their processes to the Housing Office for review.
- Current students can go through in-house process to select GIH.
- GIH will appear as option on building-to-building switch lottery applications.
- For waitlist, the GIH option will be added to application.
- First-year students will have the opportunity to select GIH during FYRE and in-house processes.
Training on Gender Identity

• Room Assignment Chairs (RACs)
• Housemasters
• House Teams
  – Area Directors
  – House Managers
  – Custodial and Operations Staff
• Residential Life & Dining Staff