

# **Supplemental Material**

*CBE—Life Sciences Education*

*Cooper et al.*

Supplemental materials for  
*Fourteen recommendations to create a more inclusive environment for LGBTQ+ individuals  
in academic biology*

Corresponding author: Sara E. Brownell, [Sara.brownell@asu.edu](mailto:Sara.brownell@asu.edu)

This supplement contains the following:

Item	Page
Copy of question to survey students about LGBGQ+ identities and pronouns	2
Example of how to promote putting pronouns on nametags at conferences	3
Examples of how instructors can come out to their classes in < 30 seconds	4

Please write the first and last name that you go by and that you prefer I use to address you in this class.

I most closely identify as

- Female
- Male
- Non-binary
- Other, please describe
- Decline to state

Do you identify as a member of the LGBTQ+ (lesbian, gay, bisexual, transgender, queer) community?

- Yes
- No
- Decline to state

Please select the word or words that best describe your identity. Select all that apply:

- Lesbian
- Gay
- Bisexual
- Queer
- Transgender
- Intersex
- Asexual
- Other, please describe
- Decline to state

Please select the set of pronouns that you prefer I use in this class to address you.

- She/her
- They/them
- He/his
- Other, please describe
- Decline to state

## **Example of how to promote putting pronouns on nametags at conferences**

The Ecological Society of America (ESA) worked with the Inclusive Ecology section of its membership to encourage members to record their pronouns on their nametags during the conferences. They placed a sign next to the table where participants pick up their nametags explaining why participants should consider putting pronouns on their name tags. See the ESA's description for why participants should consider putting pronouns on their nametags here: <https://esa.org/louisville/name-tag-pronouns/>

## **Examples of how instructors can come out to their classes in less than 30 seconds**

Listing being a member of the LGBTQ+ community on a slide on the first day of class as part of getting to know the instructor

Showing a picture with a significant other or partner on a slide on the first day of class as part of getting to know the instructor