ESTUDOS DE PSICOLOGIA
Psychological Studies

RESEARCH REPORT

Social Psychology

Editor
Raquel Souza Lobo Guzzo

Support
Coordenação de Aperfeiçoamento de Pessoal de Nível Superior (Capes). (PROPG Public Notice Process No. 23/2022 Social Inclusion of Young Talents in UNESP Postgraduate Studies Third Edition).

Conflict of interest
The authors declare that there is no conflict of interest.

Data availability
The research data are available on request from the corresponding author.

Received
May 16, 2025

Approved
September 29, 2025

Affirmative Action for Trans* People in Postgraduate Psychology: an analysis of selection processes

Ações Afirmativas para Pessoas Trans na Pós-graduação em Psicologia: uma análise de processos seletivos*

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Article based on the dissertation by G. C. PAGNANO, entitled "*Políticas de ações afirmativas para pessoas trans e experiências transmasculinas na universidade*". Universidade Estadual Paulista "Júlio de Mesquita Filho", 2025.

How to cite this article: Pagnano, G. C., Galindo, D. C. G., Rodrigues, R. V., Sousa, L. L., & Almeida, E. S. (2026). Affirmative Action for Trans* People in Postgraduate Psychology: an analysis of selection processes. *Estudos de Psicologia* (Campinas), *43*, e15850. https://doi.org/10.1590/1982-0275202643e15850

Abstract

This article aims to descriptively analyze the procedures in force for the selection processes of self-identified trans* people in Psychology Postgraduate Programs at federal universities. Through documentary research, we reviewed the selection process public notices for 24 Psychology Postgraduate Programs at Brazilian Federal Universities, considering 2023 as reference year. The analysis of the material, indicated the Psychology Postgraduate Programs that have Affirmative Action for Trans* people by Brazilian region, the procedures adopted by them in recognizing gender identity, and the naming Postgraduates of trans* people adopted in public notices. The public notices of the selection processes with affirmative action for trans* people in the Psychology Postgraduate Programs at federal universities assessed focus on the ways of life of a social segment whose existence is marked by different forms of violence, silencing, and re-existences to normative policies, documenting advances and obstacles to be overcome. It is concluded that improving the procedures adopted in the selection processes for Psychology Psychology Postgraduate Programs at federal universities is fundamental to ensure the right of trans* people to access postgraduate studies.

Keywords: Gender-inclusive policies; Psychology, social; Public policy; Transsexualism; Universities.

Resumo

Neste artigo, busca-se analisar descritivamente os procedimentos previstos em processos seletivos para pessoas autodefinidas trans (travestis, transexuais ou transgêneros) nos Programas*

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de Pós-graduação em Psicologia de universidades federais. Por meio de uma pesquisa de natureza documental, analisou-se editais dos processos seletivos de 24 Programas de Pós-graduação em Psicologia de Universidades Federais Brasileiras, com ano de referência 2023. Da analítica do material, apresenta-se, como resultados, os Programas de Pós-graduação de Psicologia que possuem Ações Afirmativas para pessoas Trans por regionalidade brasileira, os procedimentos adotados por ele no reconhecimento da identidade de gênero e as nomeações para pessoas trans* adotadas nos editais. Os editais dos processos seletivos com ações afirmativas para pessoas trans* nos Programas de Pós-graduação de Psicologia das universidades federais analisados incidem sobre modos de vida de um segmento social cujas existências são marcadas por diferentes violências, silenciamentos e reexistências a políticas normativas, documentando avanços e entraves a serem superados. Conclui-se que, o aprimoramento dos procedimentos adotados nos processos seletivos dos Programas de Pós-graduação de Psicologia das universidades federais é fundamental para garantia do direito de acesso de pessoas trans* à pós-graduação.*

***Palavras-chave**: Políticas inclusivas de gênero; Psicologia social; Política pública; Transexualidade; Universidades.*

The debate over trans* people's access to Postgraduate education is recent and highlights obstacles to affirmative action policies regarding educational inequalities associated with gender and sexuality (Jesus, 2016; York, 2020). Furthermore, the incipient presence of trans* people in Postgraduate programs can lead to the stressing of stereotypical images of trans* experiences in these spaces (Iazzetti, 2024), resulting in cisheteronormative and exclusionary procedures in the admission processes. Cisheteronormativity constitutes one of the mechanisms for naturalizing the modes of organization and regulation of gender and sexuality (Rodovalho, 2017).

The absence of trans* People as a group who would be benefiting from the affirmative provisions of Law No. 12,711 dated August 29, 2012, and in its updated version i.e. Law No. 14,723 dated November 13, 2023, combined with the cisheteronormative custom of denial of the rights of trans* and LGBTQIAPN+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Pansexual and Non-binary+) people in higher education (Presidência da República, 2012; 2023; M. V. M. Santos et al., 2024; York, 2020), contributes to a reduced presence of this social group in affirmative action policies adopted in postgraduate studies (J. R. Santos & Vencato, 2024). In 2018, self-declared trans* people represented less than 0.5% of the university population in Brazil (Freitas et al., 2021).

In 2022, only 8 universities had affirmative action programs for trans* people, with quota reservation in only two institutions and additional reservations in three of them (Bernardino-Costa et al., 2024). In 2023, 78.3% of Brazilian federal universities adopted some type of affirmative action in their graduate programs and, out of these, only 31.5% had a quota reservation for trans* and transvestite people, with a concentration in the Northeast region, which represents approximately 41.2% of this universe (Silva & Moutinho, 2024).

Affirmative action for trans* people is considered a public policy that aims to curb gender discrimination and increase trans* participation in political processes, access to education, and other aspects. In a fragile scenario regarding affirmative action for trans* people in Postgraduate programs, the development of scientific careers has been hampered by the erasure of inequalities associated with gender identities and expressions (Associação Nacional de Transsexuais e Travestis [ANTRA], 2024).

In Psychology, the *Associação Nacional de Pós-Graduação em Psicologia* (Anpepp, National Association of Postgraduate Studies in Psychology) has been providing important support for affirmative action procedures to be adopted by Postgraduate Programs (PGPs) in the area (Associação Nacional de Pós-Graduação em Psicologia [ANPEPP], 2022), reaffirming the importance of multidimensional approaches (Prado et al., 2023; Prado et al., 2024) that consider the multiplicity of gender identities and expressions in the procedures adopted by PGPs in their selection processes.

This article aims to descriptively review the procedures established in the selection processes for self-identified trans* people in the Psychology Postgraduate Programs (PsyPGPs) at federal universities. This research report uses the asterisked designation "trans*" to encompass multiple bodies, identities, and gender expressions (Iazzetti, 2021, p. 29), with a transmasculine man as the principal investigator.

Method

This was a documentary survey (Lemos et al., 2015), which allows us to problematize the social and institutional relations that the documents reflect and mediate. In this survey, the documents were taken as discursive resources that convey broader social and political aspects related to affirmative action policies for trans* people in postgraduate Psychology programs in Brazilian federal universities.

Participants

The documentary corpus was composed of the public notices regarding the selection processes for Psychology PGPs of Brazilian Federal Universities, which are available on those Universities in their electronic pages, and taking 2023 as reference year.

The initial investigation universe consisted of 51 Psychology Postgraduate Programs from federal universities, as extracted from the Sucupira Platform. After filtering, only the PGPs in the area with Affirmative Action (AA) for trans* people were included: 2 PGPs from the North region; 7 from the Northeast; 3 from the Midwest; 8 from the Southeast; and 4 from the South, totaling 24 postgraduate programs assessed.

The PGPs reviewed whose public notices include AAs for trans* people are distributed in the following regions and federation units: North (Amazonas, Pará), Northeast (Pernambuco, Maranhão, Alagoas, Bahia), Central-West (Brasília, Goiás and Mato Grosso), Southeast (Espírito Santo, Rio de Janeiro, São Paulo and Minas Gerais) and South (Santa Catarina and Rio Grande do Sul).

Instruments

In this study, the instruments used for selection and analysis of the public notices included a database for the storage of the data found and an Excel spreadsheet. The use of this instrument enabled the storage and subsequent analysis of the collected material.

Procedures

The collection of public notices was carried out from April to June 2024. Initially, through the Sucupira platform, maintained by the *Coordenação de Aperfeiçoamento de Pessoal de Nível Superior* (Capes, Coordination for the Improvement of Higher Education Personnel), which contains official data on Postgraduate Programs in Brazil and we sought to identify PGPs in Psychology offered by federal universities. Then, with a focus on the year 2023, announcements with affirmative action provisions for trans* people were collected from the PGPs' websites and were stored in a database and listed in an Excel spreadsheet.

After identifying the Psychology PGPs in the federal universities, a documentary analysis was carried out covering three main aspects: 1) regional distribution of PGPs with provision of AAs

for trans* people, 2) procedures for recognizing gender identity provided for in the public notices and 3) nomenclatures adopted for naming trans* people.

This investigation used public domain documents, available on the websites of the Psychology Postgraduate Programs with open and free access. Thus, submission to the *Comitê de Ética em Pesquisa/Comissão Nacional de Ética em Pesquisa* (Research Ethics Committee/National Research Ethics Commission) is waived in accordance with *Conselho Nacional de Saúde* (National Health Council), Resolution No. 510 dated April 7, 2016, Art. 01, sole paragraph, which establishes non-submission of "research that uses publicly accessible information, under the terms of Law No. 12,527, dated November 18, 2011" (Conselho Nacional de Saúde, 2016, p. 2).

Results

Psychology PGPs of Federal Universities with AAs for Trans* People and Regional Distribution

According to the public notices of the Psychology PGPs from federal universities that were reviewed, with 2023 as reference year, we observed that 48% of the total programs in the area offer trans* people's affirmative action provision, with a higher proportion of PGPs with AAs aimed at this social group in the South, Southeast and Northeast regions, respectively.

The Southeast and South regions concentrate the highest proportion of PGPs with AAs for trans* people. In the Southeast, out of the 15 existing PGPs in the area of psychology, 8 allocate affirmative action for trans* people (53.3%). In the South region, out of the 8 existing Psychology PGPs, 4 include affirmative action provisions for this population group (50%) (Table 1).

Table 1

Graduate Programs in Psychology at Federal Universities with AAs for Trans People and Their Regional Distribution, Brazil, 2023*

1 of 2

Postgraduate Programs/ Higher Education Institutions	AAs Trans People
North	2
Universidade Federal do Amazonas (PsyPGP/IUFAM)	
Universidade Federal do Pará (PsyPGP/UFPA)	
North East	7
Universidade Federal do Pernambuco (PsyPGP/UFPE)	
Universidade Federal do Pernambuco/ Cognitive Psychology (CP/PGP/UFPE)	
Universidade Federal de Alagoas (PsyPGP/UFAL)	
Universidade Federal do Maranhão (PsyPGP/UFMA)	
Universidade Federal da Bahia/ Psychology (PsyPGP/UFBA)	
Universidade Federal da Bahia/Health Psychology (PsyPGP/UFBA)	
Universidade Federal do Vale do São Francisco (PsyPGP/UNIVASF)	
Midwest	3
Universidade de Brasília (CPsyC/UNB)	
Universidade Federal do Mato Grosso (PsyPGP/UFMT)	
Universidade Federal de Goiás (PsyPGP/UFG)	
Southeast	8
Universidade Federal do Rio de Janeiro/ Psychoanalytic Theory (PT/PGP/UFRJ)	
Universidade Federal do Rio de Janeiro (PsyPGP/UFRJ)	
Universidade Federal do Rio de Janeiro (EICOS/PGP /UFRJ)	
Universidade Federal Fluminense (PsyPGP/UFF)	
Universidade Federal de São Carlos (PsyPGP/UFSCar)	
Universidade Federal do Espírito Santo (PsyPGP/UFES)	
Universidade Federal de Juiz de Fora (PsyPGP/UFJF)	
Universidade Federal de São João del-Rei (PsyPGP/UFSJ)	

Table 1

Graduate Programs in Psychology at Federal Universities with AAs for Trans People and Their Regional Distribution, Brazil, 2023*

2 of 2

Postgraduate Programs/ Higher Education Institutions	AAs Trans People
South	4
Universidade de Santa Catarina (PsyPGP/UFSC)	
Universidade Federal do Rio Grande do Sul/ Psychology (PsyPGP /UFRGS)	
Universidade Federal do Rio Grande do Sul/Social and Institutional Psychology (SIPsy/PGP/UFRGS)	
Universidade Federal do Rio Grande do Sul/ Clinical Psychoanalysis and Culture (CPC/PGP /UFRGS)	
Total	24

Note: AAs: Affirmative Action.

In the North and Northeast regions, less than 50% of PGPs offer AAs for Trans* people. In the North, out of the 5 existing Psychology PGPs, 2 include AAs for trans* people (40%). In the Northeast, out of the 15 Psychology PGPs, 7 of them have provisions for trans* people AAs (46.6%). In the Midwest, there is the lowest number of affirmative action for trans* people. Of the 08 PGPs in operation, only 3 have AAs for trans* people (37.5%).

Procedures for Recognizing Gender Identities

The Psychology PGPs of the reviewed public notices, linked to federal universities and offering AAs for trans* people, provide for four types of procedures for gender identity recognition. The first involves requesting a self-declaration document according to a template developed by each PGP. The second uses an interview panel. The third involves delivery of a medical report containing information on sex reassignment surgery and/or proof of gender transition. The fourth procedure provided for in the public notices, in turn, refers to the presentation of legal documents proving the use of a social name, name rectification, or documents that contain both the social name and birth name (Table 2).

Table 2

Recognition of gender identities in the selection processes for PGPs in Psychology at federal universities, Brazil, 2023

1 of 2

PGP/HEIs Region	Self-Declaration Document		Board or Interview		Medical report		Document with social name and/or rectification	
	Yes	No	Yes	No	Yes	No	Yes	No
North	1	1	0	2	0	2	0	2
Universidade Federal do Amazonas (PsyPGP/IUFAM)	X			X		X		X
Universidade Federal do Pará (PsyPGP/UFPA)		X		X		X		X
North East	7	0	1	6	0	7	1	6
Universidade Federal do Pernambuco (PsyPGP/UFPE)	X			X		X		X
Universidade Federal do Pernambuco/ Cognitive Psychology (CP/ PGP/UFPE)	X			X		X		X
Universidade Federal de Alagoas (PsyPGP/UFAL)	X			X		X		X
Universidade Federal do Maranhão (PsyPGP/UFMA)	X		X			X	X	
Universidade Federal da Bahia/ Psychology (PsyPGP/UFBA)	X			X		X		X
Universidade Federal da Bahia/Health Psychology (HP/PGP/UFBA)	X			X		X		X
Universidade Federal do Vale do São Francisco (PsyPGP/UNIVASF)	X			X		X		X

Table 2

Recognition of gender identities in the selection processes for PGPs in Psychology at federal universities, Brazil, 2023

2 of 2

PGP/HEIs Region	Self-Declaration Document		Board or Interview		Medical report		Document with social name and/or rectification	
	Yes	No	Yes	No	Yes	No	Yes	No
Midwest	3	0	1	2	0	3	0	3
Universidade de Brasília Clinical Psychology and Culture (CPsyC/PGP/UNB)	X			X		X		X
Universidade Federal do Mato Grosso (PsyPGP/UFMT)	X		X			X		X
Universidade Federal de Goiás (PsyPGP/UFG)	X			X		X		X
Southeast	7	1	1	7	1	7	2	6
Universidade Federal do Rio de Janeiro/ Psychoanalitic Theory (PT/PGP/UFRJ)	X			X		X		X
Universidade Federal do Rio de Janeiro (PsyPGP/UFRJ)	X			X		X		X
Universidade Federal do Rio de Janeiro/Community Psychosociology and Social Ecology (EICOS/PGP/UFRJ)	X			X		X		X
Universidade Federal Fluminense (PsyPGP/UFF)	X			X		X		X
Universidade Federal de São Carlos (PsyPGP/UFSCar)	X			X		X		X
Universidade Federal do Espírito Santo (PsyPGP/UFES)	X			X		X		X
Universidade Federal de Juiz de Fora (PsyPGP/UFJF)		X	X		X		X	
Universidade Federal de São João del-Rei (PsyPGP/UFSJ)	X			X		X	X	
South	4	0	0	4	0	4	1	3
Universidade de Santa Catarina (PsyPGP/UFSC)	X			X		X	X	
Universidade Federal do Rio Grande do Sul/ Psychology (PsyPGP/UFRGS)	X			X		X		X
Universidade Federal do Rio Grande do Sul/Social and Institutional Psychology (SIPsy/PGP/UFRGS)	X			X		X		X
Universidade Federal do Rio Grande do Sul/ Clinical Psychoanalysis and Culture (CPC/PGP /UFRGS)	X			X		X		X
Total	22	2	3	21	1	23	4	20

Note: HEIs: Higher Education Institutions; PGP: Postgraduate Programs.

All the PGPs reviewed accept some type of self-declaration. Out of the 24 PGPs reviewed, 18 request only this document as a verification procedure, corresponding to 75% of the total. Out of these, 1 is requested in the North region, representing 5.6%, 6 in the Northeast region (33.3%), 2 in the Central-West region, (11.1%), 6 in the Southeast (33.3%), and 3 in the South region, (16.7%).

We observed that 12.5% of the PGPs adopt panels or interviews as procedures for recognizing gender identities, with 1 federal University from the Northeast region, 1 from the Central-West region and 1 from the Southeast region i.e. PsyPGP/UFMA, PsyPGP/UFMT and PsyPGP/UFJF.

The PsyPGP/UFMA details the procedure for recognizing gender identities for trans* people, requiring compliance with one or more criteria: I) social recognition, bodily and/or social transition of gender identity; II) presentation of a full birth certificate and/or documents with a social name; and III) listening to the candidate's transition report in cases where the committee deems it necessary. The PsyPGP of UFMT indicates that the committee must necessarily include a trans* person who is a member of the Associação Nacional de Transsexuais e Travestis (ANTRA, National Association of Transsexuals and Transvestites). The PsyPGP/UFJF does not describe the composition of the committee, specifying that the committee may be contacted if questions arise about the documentation delivered, constituted in the form of a Special Verification Committee of the Sectoral Council for Postgraduate Studies and Research.

Out of the total Federal Universities' PGPs reviewed, PsyPGP/UFMA, PsyPGP/UFJF, PsyPGP/UFSJ, and PsyPGP/UFSC, representing 16.6% of the total, accept proof of daily use of the social name and/or name correction: The public notices' requirements for these PGPs include the delivery of a document with the social name or a protocol of the administrative process for name correction. In these 4 PGPs the accepted documents vary, with no single procedure adopted; they include full birth certificate (or the protocol number of the administrative process for correction), social name personal card, professional identity card, badges, student ID, transportation voucher card, National Driver's License, National Health Card, among others.

One of the PGPs reviewed, the PsyPGP/UFJF located in the Southeast region, includes the delivery of a medical report. The public notice stipulates that the candidate may present a medical report of sex reassignment surgery, if applicable, and/or a legal decision to rectify the name, as in the *Sistema Único de Saúde* (Unified Health System) card. If such documents are not available, the candidate may be called for an interview for gender identity recognition.

Naming Procedures of Trans* People Used in the PGPs

In the Psychology PGPs of the Brazilian federal universities reviewed, taking 2023 as reference year, 18 use the term "Trans People", representing 75%. Another 20 PGPs adopt the term "transvestites, transsexuals, and transgenders", representing 83.3%. "Trans people" is used in almost all Brazilian regions, with the sole exception of the Central-West. The other terminology predominates in the North, Northeast, and Central-West regions (Table 3).

Table 3

Naming for trans people in the public notices of PGPs in Psychology with AAs at Federal Universities, 2023*

1 of 2

PGP/HEIs Region	Trans People	Transvestites, Transsexuals and Transgenders	Transsexual and Transvestite	Non-binary
North	2	1	0	0
Universidade Federal do Amazonas (PsyPGP/IUFAM)	X	X		
Universidade Federal do Pará (PsyPGP/UFPA)	X			
Northeast	5	6	1	0
Universidade Federal do Pernambuco/ Cognitive Psychology (CP/PGP/UFPE)		X		
Universidade Federal da Bahia/Psicologia (PsyPGP /UFBA)	X	X		
Universidade Federal da Bahia/Health Psychology (HP/PGP/UFBA)	X	X		
Universidade Federal do Pernambuco (PsyPGP/UFPE)	X	X		
Universidade Federal de Alagoas (PsyPGP/UFAL)	X	X		
Universidade Federal do Maranhão (PsyPGP/UFMA)	X	X		
Universidade Federal do Vale do São Francisco (PsyPGP/UNIVASF)			X	
Midwest	3	2	1	0
Universidade Federal do Mato Grosso (PsyPGP/UFMT)	X	X		
Universidade Federal de Goiás (PsyPGP/UFG)	X		X	
Universidade de Brasília/Clinical Psychology and Culture (CPsyC/UNB)	X	X		
Southeast	6	7	0	1
Universidade Federal de Juiz de Fora (PsyPGP /UFJF)	X	X		
Universidade Federal de São João del-Rei (PsyPGP /UFSJ)	X	X		X
Universidade Federal Fluminense (PsyPGP/UFF)		X		
Universidade Federal do Rio de Janeiro (PsyPGP/UFRJ)	X	X		
Universidade Federal do Rio de Janeiro/ Community Psychosociology and Social Ecology (EICOS/PGP/UFRJ)	X			
Universidade Federal do Rio de Janeiro/ Psychoanalytic Theory (PT/PGP/UFRJ)		X		
Universidade Federal do Espírito Santo (PsyPGP/UFES)	X	X		
Universidade Federal de São Carlos (PsyPGP/UFSCar)	X	X		

Table 3

Naming for trans people in the public notices of PGPs in Psychology with AAs at Federal Universities, 2023*

PGP/HEIs Region	Trans People	Transvestites, Transsexuals and Transgenders	Transsexual and Transvestite	Non-binary
South	2	4	0	1
Universidade de Santa Catarina (PsyPGP/UFSC)	X	X		X
Universidade Federal do Rio Grande do Sul/ Psychology (PsyPGP/UFRGS)	X	X		
Universidade Federal do Rio Grande do Sul/Social and Institutional Psychology (SIPsy/PGP/UFRGS)		X		
Universidade Federal do Rio Grande do Sul/ Clinical Psychoanalysis and Culture (CPC/PGP /UFRGS)		X		
Total	18	20	2	2

Note: AAs: Affirmative Action; HEIs: Higher Education Institutions; PGP: Postgraduate Programs.

Some PGPs use the terms "Trans People" and "transvestites, transsexuals, and transgenders" simultaneously. Two PGPs adopt the term "transvestite and transsexual", representing 8.3%. Another two PGPs adopt "transvestites, transsexuals, and transgenders" simultaneously with the term "non-binary" in their forms, representing 8.3%.

Discussion

An analysis of the public notices for Psychology PGPs with AAs for trans* people at federal universities highlights the significant efforts made to promote gender diversity in the admission processes. In 2023, nearly half (48%) of the PGPs assessed, had adopted affirmative action provisions for trans* people.

However, the accumulated experience in affirmative action for trans* people observed in some regions does not necessarily impact others. Thus, while PGPs in the South and Southeast regions have more than 50% of AAs, PGPs in the Central-West region do not reach 40% AAs.

The exclusive use of self-statements for gender identity recognition in most of the PGPs reviewed can lead to fraud (ANTRA, 2024), making it important to refine the procedures adopted for further qualified consultation. On the other hand, the adoption of recognition procedures based on pathologizing criteria, such as reports, reaffirms a cisnormative bias and enhances institutional violence against trans* people through the exercise of an evaluative function of verification.

The gender identity recognition procedures adopted by PGPs reflect different conceptions of gender identities and expressions, setting positions that are even in opposition with each other and, in some cases, pathologizing genders and sexualities (Garcia & Mattos, 2019). These range from a supposed pathologizing cisheteronormative alignment between gender identities and expression materialized from the request of a medical report to inclusive perspectives that consider trans* people as peers on monitoring panels within the scope of selection processes, acknowledging the singularities of individual trajectories and the multiplicity of gender identities shaped by transphobia (Favero, 2022).

Documents evidencing name rectification are requested in almost 20% of the PGPs applications, disregarding the fact that name rectification is a personal matter, not desired or even feasible for all trans* people. Thus, an important achievement of trans* people's movements, the right to name rectification, can become a compulsory mechanism for a cisheteronormative binary alignment. The use of a social name, not necessarily linked to legal procedures for name rectification,

is a historic achievement of the trans* movement (Iazzetti, 2021). The legal procedures for using a social name and a rectified name are distinct (Binotto et al., 2024).

According to the organized social movement of trans* people, it is not up to the selection boards, in quota-oriented selection processes, to "say who is or is not trans" (ANTRA, 2024, p. 24). ANTRA even provides an interview template that can be used as support material by universities for the inclusion of trans* people in the implementation of affirmative action programs. The requirement that a medical report with sex reassignment surgery be delivered as a required document for candidates, in one of the public notices reviewed, updates the compulsory nature of sex reassignment in a supposed alignment between gender expressions and identities based on a cisgender, binary, and heteronormative perspective, whose genealogy lies in the pathologization of trans* people.

Requiring a medical report, even if not as the sole criterion for recognizing the gender identity of trans* people in the selection processes, contributes to the pathologization of trans* identities or even for the updating, to a certain extent a cordial attitude, since it is not the sole criterion of Cisgender Psychology (Favero & Marini, 2022). In the public notice in question, if no report or document of name rectification is exhibited, an interview with the verification panel is conducted.

The lack of public access to de-identified data on requests for the use of social names in the *Exame Nacional de Desempenho dos Estudantes* (National Student Performance Exam) for Psychology courses, an important indicator of access for trans* people to undergraduate studies, carried out annually by the *Instituto Nacional de Estudos e Pesquisas Educacionais Anísio Teixeira* (National Institute of Studies and Educational Research), makes it difficult to carry out proportional analyses between the number of trans* people graduating from undergraduate programs in the area by region and the existence of postgraduate programs in Psychology with AAs.

Not all trans* people wish to undergo sexual and gender reassignment surgical procedures, forming a single, homogeneous social group (Favero, 2022); therefore, the requirement of a medical report as an evaluative criterion for the selection process explicitly highlights the need for gender reassignment, as a procedure that validates a person's transition. Thus, this validation presupposes traits of a cisgender aesthetic that aspires to a single standard (Favero, 2022). This would mean affirming that the right to higher education for trans* people would be conditional on assent to the normative signs and codes established by the politics of cisgenderism.

Regarding the panels and interviews provided for in the public notices reviewed, we can observe that some PGPs primarily serve the purpose of validating gender identities in the selection processes. In these cases, the panels adopted do not yet coincide with the recommendations of the trans* social movement, which states that they should function as "Monitoring panels for affirmative action policies for trans and transvestite people", respecting the singularities of individual trajectories, formed preferably by trans* and cisgender people (ANTRA, 2024, p. 26).

Only one of the federal Universities' PGPs, PsyPGP/UFMT, when specifying the composition of the selection board, allows for the presence of a trans* person as an external member. However, the institutional resolution cited in the public notice acknowledges only external members of the ANTRA, not including other associations such as the *Instituto Brasileiro de Transmasculinidades* (Brazilian Institute of Transmasculinities), whose members could monitor, as peers, the selection processes for trans men and transmasculine people, considering the singularities of their educational trajectories (Miranda, 2022).

The fragility of the dialogue between the procedures for recognizing gender identities in the Psychology postgraduate public notices reviewed and the identifiable advances in transfeminisms

(Mattos & Cidade, 2016) and in the legislation that regulates the practice of the Psychology profession in Brazil regarding the depathologization of genders and sexualities is noteworthy, especially with the Resolutions of the *Conselho Federal de Psicologia* (CFP, Federal Council of Psychology) – CFP No. 01/99 and CFP No. 01/18 – which opposed the policies of hatred against trans* people (Cavalcanti et al., 2018; Conselho Federal de Psicologia, 1999; 2018).

Regarding the naming adopted, the public notices reviewed use different terms for trans* people benefiting from AAs, such as "Trans people (transgender, transsexual, and transvestites)" or simply "trans people." Some PGPs use the terms "Trans people" and "transvestites, transsexuals, and transgenders" simultaneously. Two PGPs use the terms "Transvestite" and "Transsexual." Two other PGPs use the terms "Transvestite" and "Transsexual". Two other PGPs use the terms "Transvestite, transsexual, and transgender" and also use the term "Non-Binary".

The heterogeneity of the naming used points to the importance of establishing consensus and consensus set-ups that can be updated, such as specific forums for affirmative action provisions based on genders and sexualities, in dialogue with the social movement of trans* people, which guide postgraduate studies in the area of Psychology in favor of the full inclusion of the broad multiplicity of trans gender identities and expressions.

Designations adopted in public notices can limit access to trans* people who do not identify with the terminologies used. More than prescriptive or descriptive, these designations inscribe dynamics of recognition or violence, forming part of the disputes and narratives surrounding the legitimization of different forms of gender identity and expression (Binotto et al., 2024). Furthermore, designations change (Favero, 2022), making it crucial to establish dialogue mechanisms with trans* social movements that allow for the monitoring and updating of the designations adopted.

Further research is needed on the experiences of trans* people accessing postgraduate studies in Psychology to deepen the discussion on the procedures used in the selection processes with AAs for this social group, as well as an effective analysis of the observed obstacles and barriers, filling an important gap in the scientific literature (Viana et al., 2022). Vacancy reservations and scholarship distribution policies in the announcements were not assessed, a limitation of the scope of the investigation performed.

Conclusion

The announcements for the affirmative action selection processes for trans* people in the Psychology PGPs at the federal universities set the focus on the lifestyles of a social segment whose existence is marked by various forms of violence, silencing, and re-existences of normative policies, documenting progress and obstacles to be overcome. There is no consensus or uniformity regarding the procedures adopted for recognizing gender identities and namings in the public notices assessed. Furthermore, only one of the PGPs analyzed allow trans* people to participate as members of panels or in interviews.

Thus, initiatives that aim to systematize, create collective spaces for reflection and generate consensus on the procedures to be adopted for the effectiveness of affirmative action for trans* people in Brazil, with set-ups that ensure the presence of organized social movements led by trans* people in monitoring these policies, are recommended for the refinement of the selection processes for PGPs in the area.

Improving the procedures adopted in the selection processes for PGPs in Psychology at the federal universities is essential to ensure the right of trans* people to access postgraduate studies, signaling a necessary movement to establish consensus and general guidelines to increase the access of trans* people to postgraduate training in the area.

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