

Chabot College Faculty Senate and Las Positas College Academic Senate
Joint Resolution on LGBTQ+ Inclusivity
Recommendations to the Board of Trustees

Whereas, The Chabot-Las Positas Community College District values individuals and groups from all backgrounds, demographics, and experiences and is committed to providing an inclusive, safe, supportive and non-discriminatory learning environment for all students and to ensuring that every student has equal access to the District's educational programs, services, and activities;

Whereas, The Chabot-Las Positas Community College District recognizes the importance of access and equity to all students, notes the importance of inclusivity of LGBTQ+ student experiences, and acknowledges that the privacy and security of an individual student's information regarding sexual orientation and gender identity is uniquely important for our LGBTQ+ students;

Whereas, Many LGBTQ+ students may identify by a gender that differs from their sex assigned at birth and may also use an alternate name instead of their legal name and face discrimination or harm if forced to respond by their legal name;

Whereas, Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance and creating a culture of inclusivity and respect for all students is imperative to student success so that our students know that our system affirms their identities and addresses obstacles for self-identification to foster an environment where students feel safe enough to take academic risks and engage in meaningful academic activities;

Resolved, That the Chabot College Faculty Senate and the Las Positas College Academic Senate recommend that the Chabot-Las Positas Community College District take a lead role in creating Board Policies to:

- protect the rights and privacy of individual students regarding their name identification, sexual orientation, and gender identity;
- hold disclosure of sexual orientation and gender identity by the same standards that currently allow students to voluntarily share information on their race, ethnicity, gender, and disabilities;
- provide students gender options that reflect their gender identity;
- allow students to change their gender on campus records;

Resolved, That the Chabot College Faculty Senate and the Las Positas College Academic Senate recommend that the Chabot-Las Positas Community College District initiate working with the faculty, classified professionals, and stakeholders of both colleges in creating Administrative Procedures to:

- enable an alternate name option on the learning management system (i.e. CANVAS), and

encourage faculty to use an alternate name option with their students which can be used to avoid the discrimination and harm endured by many LGBTQ+ students;

- enable students to use a name other than their legal first name on campus records when possible (i.e. school IDs, class rosters, etc.) except where the use of the legal name is necessitated by college business or legal requirement.;
- ensure the availability of gender-inclusive restrooms in at least half of the administrative and academic buildings on both the Chabot College and Las Positas College campuses.
- provide students multiple gender options, including non-binary gender options, to best reflect the student's gender identity;
- allow students to change their gender on campus records upon their request even without a legal change.