

## **Chabot Faculty Senate Resolution on LGBTQ+ Inclusivity**

**Whereas,** The Chabot-Las Positas Community College District 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 values individuals and groups from all backgrounds, demographics, and experiences;

**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;

**Whereas,** The Chabot-Las Positas Community College District recognizes that privacy and the security of an individual student's information regarding sexual orientation and gender identity is uniquely important for our LGBTQ+ students;

**Whereas,** Many LGBTQ+ students use an alternate name instead of their legal name and face discrimination or harm if forced to respond by their legal name;

**Whereas,** Many LGBTQ+ students may identify by a gender that differs from their sex assigned at birth;

**Whereas,** Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance, stating "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance";

**Whereas,** Creating a culture of inclusivity and respect for all students it is imperative to student success 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 recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that protect the rights and privacy of individual students regarding their name identification, sexual orientation, and gender identity;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that 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;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that provide students multiple gender options, including non-binary gender options, to best reflect the student's gender identity;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that enable an alternate name option (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 LGTBQ+ students;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that 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.;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies that allow students to change their gender on campus records upon their request even without a legal change;

**Resolved,** That the Chabot College Faculty Senate recommends that the Chabot-Las Positas Community College District take a lead role in creating Board and Administrative Policies to ensure the availability of gender-inclusive restrooms in at least half of the administrative and academic buildings on the Chabot College campus;

**Resolved,** That the Chabot College Faculty Senate recommends that Chabot College provide LGBTQ+ focused awareness and ally training and inviting LGBTQ+ speakers to help our campus community engage in professional development opportunities to better serve the needs of our LGBTQ+ students;

**Resolved,** That the Chabot College Faculty Senate recommends that faculty address students using the names and gender pronouns that students identify with, which may differ from the names on the class roster;

**Resolved,** That the Chabot College Faculty Senate recommends that faculty invite their students to inform them of any discrepancy between their names on the class roster and the names they identify with, to respect student privacy;

**Resolved,** That the Chabot College Faculty Senate recommends that faculty address students using gender-neutral language to be inclusive of gender non-binary students;

**Resolved,** That the Chabot College Faculty Senate recommends that faculty establish and communicate guidelines that reject and address homophobia and transphobia in the classroom;

**Resolved,** That the Chabot College Faculty Senate recommends that faculty include LGBTQ+ perspectives and accomplishments in their curriculum;

**Resolved,** That the Chabot College Faculty Senate recommends holding a regular trans health clinic to provide trans-specific health care services;

**Resolved,** That the Chabot College Faculty Senate recommends supporting mental health services for LGBTQ+ students;

**Resolved,** That the Chabot College Faculty Senate recommends counseling centers appoint a client advocate or have a visible procedure for LGBTQ+ students to report concerns and instances of poor treatment;

**Resolved,** That the Chabot College Faculty Senate recommends creating a fair equitable process for hiring, training, and maintaining LGBTQ+ identified and LGBTQ+ knowledgeable staff in all areas.