

## **Resolution in Support of Transgender and Nonbinary Equity, Inclusion, and Justice at CSUN**

### **Approved by Faculty Senate on 3/30/2023**

Whereas: The oppression of transgender and nonbinary people is deeply rooted in the history of the United States and is entangled in its legacies of colonialism and racism. Today, trans and nonbinary individuals continue to face extraordinary levels of violence and harassment on the street, at work, at home, and at school. Trans women and trans people of color are disproportionately affected;

Whereas: Anti-trans violence is not just interpersonal, it also takes place at the institutional and systemic levels. In recent years, a record number of anti-trans bills have passed in state legislatures across the country. Many of these laws target educational institutions and aim to inhibit trans and nonbinary students' right to pursue an education including: banning LGBTQIA+ topics in curricula, restricting participation in activities such as sports, and sharply curtailing the ability to receive gender-affirming health care;

Whereas: Respecting names, pronouns, and identities is central to creating an inclusive learning and working environment for trans and nonbinary individuals. In 2023, students in CSUN's Trans Wellness Alliance report that deadnaming and misgendering are rampant on campus. Software systems do not properly share name information across systems, making deadnaming inescapable in many areas of campus life. Accountability mechanisms for intentional misgendering and deadnaming are unclear. There are currently no comprehensively sanctioned guidelines on names and pronouns at CSUN, leaving trans and nonbinary students, staff, and faculty isolated and vulnerable to harassment;

Whereas: Trans and nonbinary students deserve high-quality health care from professionals that understand the unique experiences they are facing. Many trans and nonbinary students have difficulty accessing gender-affirming care. Many also struggle with depression, anxiety, and suicidality, as a result of transphobic mistreatment and stigmatization in society. CSUN does not have a coherent plan in place to address the mental and physical health care needs of trans and nonbinary students;

Whereas: In order to combat the lack of belonging experienced by trans and nonbinary students, it is necessary that CSUN foster a gender-inclusive sense of community and connection. The hostile campus climate reported by members of the Trans Wellness Alliance suggests that CSUN is falling short of protecting trans and nonbinary individuals' right to learn and work in an environment free of discrimination. These rights

are protected by the CA Education Code, the CSU Policy on Nondiscrimination, Title VII of the Civil Rights Act of 1964, and Title IX of the Education Amendments of 1972;

Whereas: To achieve its mission of equity and inclusion, it is necessary to ensure that CSUN facilities are safe spaces for transgender and nonbinary individuals. This includes providing access to all-gender restrooms and safe residential housing. Currently, only 40% of the buildings on campus offer an all-gender restroom and large swaths of campus have no meaningful access. During a time of increasingly virulent transphobia in the United States, a lack of safe facilities on campus marginalizes trans and nonbinary students, staff, and faculty;

Whereas: Cultivating a trans-inclusive climate on campus requires dedicated University resources including building improvements, programming funds, anti-discrimination training, and the hiring of trans and nonbinary staff and faculty. These investments advance the values of equity, inclusion and diversity that are central to CSUN's mission and its goals of student, staff and faculty retention and advancement as outlined in the current strategic plan "Roadmap to the Future;"

Therefore, be it

Resolved that the Faculty Senate urges campus leadership to affirm the personhood and dignity of trans and nonbinary people in our campus community and beyond. Trans and nonbinary people have the right to be themselves in all areas of their life;

Resolved that the Faculty Senate condemns continued and increasing attacks on trans and nonbinary people across the country, especially those that imperil health, security, and educational opportunities. CSUN must vigilantly resist anti-trans initiatives that affect our campus community and community members;

Resolved that the Faculty Senate calls on campus leaders to develop mandatory training, for new and longtime members of the campus community, on the use of correct names and pronouns. This training should be included within or comparable to current mandatory training programs (e.g. Title IX). It should also be complimented by funding for the creation of further trans-inclusive pedagogical resources in Faculty Development and other relevant units.

Resolved that the Faculty Senate calls on campus leaders to improve software systems that allow users to specify their name and pronouns, in particular information sharing between systems. If improvements are not possible within current systems, the Faculty

Senate calls on campus leaders to purchase new software, while putting into place harm-mitigating practices until a permanent system is established.

Resolved that the Faculty Senate calls on campus leaders to articulate a comprehensive policy that opposes misgendering and deadnaming. This includes reviewing and improving systems of accountability, as they are applied by the Office of Equity and Diversity. In order to ensure that the trans and nonbinary student needs are being met, this review should evaluate procedures internal to Equity and Diversity as well as the clarity and scope of Equity and Diversity's messaging on campus. Systems of accountability should be detailed in all policy documents that govern university life including the student handbook and the Administrative Manual 600.

Resolved that the Faculty Senate calls on campus leaders to expand health resources for trans and nonbinary students, staff, and faculty. The Klotz Center and University Counseling Services shall establish gender-affirming care teams to serve the health needs of trans and nonbinary students, and to facilitate training for all Klotz and UCS staff members. Sufficient resources shall also be allocated to the Klotz Center to support their plan to make hormone replacement therapy available to students.

Resolved that the Faculty Senate calls on campus leadership to foster an intellectual and academic culture that is explicitly inclusive of gender diversity. This includes funding for trans inclusive events and programming; expansion of course offerings in the field of Transgender Studies; funding for trainings related to trans inclusion; and the formation of a unit to coordinate campus resources and advocate for resources;

Resolved that the Faculty Senate calls on campus leaders to expand gender-inclusive facilities, including increasing the number of all-gender restrooms and providing safe and affirming residential housing options for trans and nonbinary students. All-gender restrooms should be conveniently located in every building on campus;

Resolved that the Faculty Senate calls on the President and cabinet to provide a report on administrative progress toward fulfilling the resolutions above. The report should provide detailed action plans and action steps related to the reallocation of resources and budget for mandatory training, pedagogical training, name and pronoun policies, gender-affirming health care, gender-inclusive mental health care, and all-gender restrooms. It should be presented to the Faculty Senate by the end of the 2022-23 academic year, and updates should be provided to the Faculty Senate in the three academic years that follow. The University's LGBTQIA+ Advisory Committee may vote to extend this reporting requirement.

RESOLVED, that this resolution be shared with President Erika Beck, Provost Meera Komarraju, Vice Provost Matthew Cahn, Vice President for Administration and Finance Colin Donahue, Vice President for Information Technology Ranjit Philip, Vice President for University Relations and Advancement Nicole Ipach, Associate Vice President for Faculty Affairs Diane Guido, Associate Vice President of Academic Resources and Planning Diane Stephens, Senior Director of Institutional Research Janet Oh, Associate Vice President of Student Success Melanie Bocanegra, Interim Associate Vice President for Undergraduate Studies Deborah Cours, Vice President of Student Affairs William Watkins, Interim Assistant Vice President of Student Affairs Freddie Sanchez, USU Executive Director Debra Hammond, USU Assistant Director Sarina Loeb, all Deans and Chairs, all faculty, the ASCSU, and the CFA.