



## ACADEMIC SENATE OF CALIFORNIA STATE UNIVERSITY, LONG BEACH

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### COMMITTEE ON LESBIAN, GAY, BISEXUAL, TRANSGENDER, INTERSEX, QUEER + CAMPUS CLIMATE (CLGBTIQ+CC)

#### Annual Report- AY 2019-20

**Prepared by:** Joshua Palkki, Chair

**Members:** Greg Figueroa (ASI), Shaeleya Miller (CLA), Stacy Macias (CLA), Joshua Palkki (COTA), George Martinez (UL), Sara Gershwin-Razo (CHHS), Patricia Loughrey (CLA), Christian Lozano Cuellar (OMA), Nancy De Haro (CED), Pedro Castro (COTA), Hayley Miller (CED), Parker Chalmers (USU), Anna Nazarian-Peters (SLD), Pitiporn Asvapathanagul (COE)

**Ex-Officio:** Keith Freeseaman (University Ombuds); Claire Langeveldt (Office of Equity and Diversity)

**Officers:** Joshua Palkki, Chair; Shaeleya Miller, Vice-Chair; Nancy De Haro, secretary

#### Committee Actions

##### 1. Campus Pride Index

The committee has worked on updating the CSULB profile on the Campus Pride Index website. It appears that our profile has not been updated since ~2015. According to their website:

*Since 2007, the Campus Pride Index has been the premier LGBTQ national benchmarking tool for colleges and universities to create safer, more inclusive campus communities. The free online tool allows prospective students, families/parents and those interested in higher education to search a database of LGBTQ-friendly campuses who have come out to improve the academic experience and quality of campus life.*

Claire Langeveldt in the Office of Equity and Diversity has taken the lead on collecting most up-to-date information on campus in order to update our profile. As of mid-April, 2020, the Index began charging a fee in order to update a campus profile. I (Joshua) reached out to Jessica Pandya who reached out to the Provosts office. Provost Jersky agreed to pay the registration fee. Claire is now working to collect the information and update the CSULB profile.

##### 2. Committee communication and Campus collaborations

- We began using BeachBoard to communicate and as a repository for information and to collaborate with one another.

- We have forged a partnership with Transgender Wellness Education Resources Coalition (TWERC). Dr. Miller updated the committee on the work that TWERC is undertaking. One goal is to have a centralized website that includes resources for transgender students, an initiative that has the support of President Conoley.
- We continued to explore the issue of all gender restrooms on campus and investigating whether this information is accessible on through campus maps on the CSULB website.
- We discussed coordination with the Condom Collective and worked with ASI students to explore the possibility of offering more free condoms on campus (e.g., in the student union).
- We had a guest presentation from Dr. Alexis Pavenick from the University Library who oversees the Schwab Endowment, “for the purchase of books, especially poetry and fiction, with gay themes--particularly those books issued by gay, non-mainstream or chapbook publishers. The endowment also supports the purchase of biographies or critical studies of gay poets or novelists” (CSULB website). Committee members were encouraged to explore the Schwab website and holdings and to contact Dr. Pavenick with any recommended titles not currently in library catalog.
- We are making progress on a website resource for queer students on campus. We have located the remnants of an old version of said website and Anna Nazarian-Peters has uploaded the source files for that old version onto our committee BeachBoard page. The Women’s and Gender Studies Department has generously offered to host this website.
- The committee supported queer programming sponsored by the Office of Multicultural Affairs, including their efforts during OUTober 2019 and the OUTlist for the 2019-20 year. OMA hosted a total of 10 events with 11 campus/community partners during the month and had between 350-450 participants during the month. As Christian Lozano Cuellar from OMA wrote, “The CLGBTIQ+CC is a strong partnership for outreach and staff/faculty support to advise and support these events.”
- We followed up with Campus Housing regarding use of the Pride Floor for queer students. There was some confusion about non-queer students being placed there. We also received word that interest in the Pride Floor was up from the previous school year.

### **3. Academic Senate Resolution on Gender-Neutral Language on Campus**

Late in the Fall 2019 semester, Chair and Voice Chair Joshua and Shaeleya were approached by Dr. Danny Paskin (CSULB General Education Coordinator and CSULB Curriculum and Educational Policies Council Chair) and Dr. Jessica Pandya (Chair, Academic Senate) to draft an Academic Senate resolution about gender-inclusive language in campus policies. We (Joshua and Shaeleya) drafted a resolution based on models provided by Dr. Paskin from schools including Yale and Texas Tech. We presented the resolution (below) for a first reading on the (virtual) floor of the Academic Senate on April 9, 2020. The resolution will come up for a second reading before the end of the Spring 2020 semester. We have also begun to look at other handbooks and policies

on campus that could have more inclusive language/policies (e.g., Risk Management policies that reify the gender binary).

#### **4. Supporting queer students during the COVID-19 pandemic**

During this period of “alternate instruction” due to the COVID-19 pandemic, our committee has sought to protect the safety and health of our queer students. We have interfaced with the Campus Health Center and Residence Life to ensure that LGBTQIA+ students have safe spaces to reside and receive healthcare during this tenuous time.

In addition, through the advocacy and support of the LGBTIQ+CC we were able to advocate and provide local, state and national resources to the Division of Student Affairs to be shared to all students on the available resources for LGBTQIA+. Note: Resources provided in this report (screen shot below).

### **Recommendations for the AY 2020-21 Committee on LGBTIQ+CC**

1. Continue to develop a website for LGBTQIA+ students on campus—a central repository for information. This will involve the coordination of stakeholders from around campus.
2. Work to explore and improve policy language in all campus programs, specifically as they pertain to gender inclusivity. Elements to explore include, but are not limited to, documents/policies/handbooks from: academic departments, colleges, athletics, ASI, Campus Health, CAPS, Risk Management, Student Affairs, Faculty Affairs, Academic Affairs, and Residence Life.
3. Advocate for more all gender restrooms on campus and continually monitor progress on publicizing their location.
4. Survey LGBTQIA+ students to assess their perceptions of the campus climate and identify their needs. Thereafter, the Committee can decide on the creation of its subcommittees based on the survey’s findings.
5. Create a repository and/or virtual meeting space for faculty and staff engaged in LGBTQIA+-related research. This could result in cross-curricular grant writing and/or research opportunities.
6. Continue to monitor campus events/policies that could affect queer students during what could be an extended period of alternate instruction.

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*draft as of 8 May 2020*

### **Resolution to Adopt Gender Inclusive-Language at California State University, Long Beach**

WHEREAS, the campus mission statement indicates that CSULB is “a diverse, student-centered, globally-engaged public university committed to providing highly-valued undergraduate and graduate educational opportunities through superior teaching, research, creative activity and service”; and

WHEREAS the students, staff, faculty, and visitors of CSULB deserve a campus in which gender and sexual diversity is respected; and

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WHEREAS, according to Assembly Concurrent Resolution No. 260 (2018) of the California legislature, “California has the highest population of lesbian, gay, bisexual, and transgender (LGBT) people in the United States”; and

WHEREAS gendered terms such as “freshman” or “chairman” reflect outdated gender stereotypes, inequalities, and patterns of participation in college life and reify gender binaries; and

WHEREAS eliminating outdated “gendered” language from campus policies and documents would help to foster a safe environment for our gender-expansive students, faculty, and staff; and

WHEREAS using gender-inclusive language positively impacts women and non-binary people, while having no negative impacts on men (Moulton et al. 1978; McConnell and Fazio 1996; Kleinman 2002); and

WHEREAS gender-inclusive language has been implemented in multiple universities, and that number continues to grow. These institutions include (but are not limited to): California State Polytechnic University-Pomona, the State University of New York, Elon University, Texas Tech University, the University of Oklahoma, and Yale University; and

WHEREAS this resolution is supported by: Counseling and Psychological Services; Bob Murphy Access Center; Women’s, Gender, and Sexuality Studies Department; Sociology Department; Office of Multicultural Affairs; Committee on Lesbian, Gay, Bisexual, Transgender, Intersex, Queer+ Campus Climate Committee; **Campus Climate Committee; Transgender Wellness, Education and Resources Coalition (TWERC); LGBTQ Resource Center; Enrollment Services; Bickerstaff Academic Center (BAC) for Student-Athletes (with footnote: the NCAA mandates that CSULB refer to team sports at men’s basketball, and women’s basketball, etc. so Athletics will continue to address teams with their proper title to remain compliant with NCAA rules); Prerequisite Advising and Support Services (PASS); University Center for Undergraduate Advising (UCUA); LGBTQIA+ Student Leaders Coalition; Dean David Wallace, College of Liberal Arts; (and others as they agree to be signatories).**

THEREFORE, BE IT RESOLVED THAT the CSULB Academic Senate recommends the discontinuance of gender-based terms such as “freshman” and “upperclassman” in university materials, communications, and processes in favor of the gender-inclusive terms such as ‘first-year student’ and ‘upper-level student,’ respectively; and

BE IT FURTHER RESOLVED THAT the CSULB Academic Senate recommends that all new policies, charges, and resolutions use only gender-neutral language, and that all policy documents up for revision be edited to use gender-neutral language; and

BE IT FURTHER RESOLVED THAT all communications from CSULB, from the campus as a whole, from any offices or system administration, or from academic units (colleges, departments,

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programs, etc.), including new webpages, press materials, reports, recruiting materials, and flyers, use gender-neutral language, and that all webpages, press materials, reports, recruiting materials, and flyers up for revision use gender-neutral language; and

BE IT FURTHER RESOLVED THAT the CSULB Academic Senate supports broader efforts for adoption of gender-inclusive language, such as 'Chair,' 'Spokesperson,' and 'Supervisor' (in place of 'Foreman' etc.) in official communications and meetings; and

BE IT FURTHER RESOLVED THAT the CSULB Academic Senate asks that the CSU Statewide Academic Senate recommend that gender-neutral pronouns *they/their/theirs* be used instead of using gender-specific pronouns such as *he/she, s/he, he/him/his, or she/her/hers* in policy documents; and

BE IT FURTHER RESOLVED THAT a copy of this resolution be forwarded to all colleges and departments who create, revise, and enact policy, including but not limited to: the Office of the President, the Office the Provost and the Division of Academic Affairs, the Office of Faculty Affairs, Associated Students Incorporated, the College of the Arts, the College of Business, the College of Education, the College of Engineering, the College of Health & Human Services, the College of Liberal Arts, the College of Natural Sciences & Mathematics, and the College of Professional and International Education. *(note: more groups are welcome to sign on; this is only the folks the authors were able to reach in Feb-March.)*

