**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

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WHEREAS gendered terms such as “freshman” or “chairman” reflect outdated gender stereotypes, inequalities, and patterns of participation in college life and reify gender binaries; and

WHEREAS eliminating outdated “gendered” language from campus policies and documents would help to foster a safe environment for our gender-expansive students, faculty, and staff; and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 (Kleinman, 2002; McConnell & Fazio, 1996; Moulton et al. 1978[[1]](#footnote-1)); 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; the College of Health and Human Services; Safe Zone Ally Program; The Multicultural Center;  Asian American and Pacific Islander Student Cultural Resource Center; Pan-African Student Cultural Resource Center; LGBTQ Student Cultural Resource Center; Muslim Student Cultural Resource Center; Puvungna Student Cultural Resource Center; Raza Student Cultural Resource Center; Associated Students, Inc.[[2]](#footnote-2) *(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, 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.)*

1. Kleinman, S. 2002. Why sexist language matters. Qualitative Sociology, 25: 299-304.

   McConnell, A.R. and Fazio, R.H. 1996. Women as men and people: Effects of gender-marked language. Personality and Social Psychology Bulletin, 22: 1004-1013.

   Moulton, J., Robinson, G.M. and Elias, C. 1978. Sex bias in language use: “Neutral” pronouns that aren't. American Psychologist, 33: 1032. [↑](#footnote-ref-1)
2. See also ASI’s 2017 Resolution SR #2017-34 (<https://www.asicsulb.org/gov/documents/senate/resolutions/2016-2017/SR-2017-34_Bylaw_Amendment_Increased_Inclusivity.pdf>).  [↑](#footnote-ref-2)