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 CSULB shall offer staff, faculty, and visitors a campus where 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WHEREAS gendered terms such as “freshman” or “chairman” reflect outdated gender stereotypes, inequalities, and patterns of participation in college life and reify gender binaries; and

WHEREAS eliminating outdated “gendered” language from campus policies and documents would help to foster a safe environment for our gender-expansive students, faculty, and staff; and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

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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/their* 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 Divisions of the University to use as they create, revise and enact policies.