

Chabot College Faculty Senate and Las Positas College Academic Senate
Joint Resolution on LGBTQ+ Inclusivity
Recommendations to the Colleges

Whereas, The Chabot-Las Positas Community College District values individuals and groups from all backgrounds, demographics, and experiences and 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 recognizes the importance of access and equity to all students, notes the importance of inclusivity of LGBTQ+ student experiences, and acknowledges that the privacy and security of an individual student's information regarding sexual orientation and gender identity is uniquely important for our LGBTQ+ students;

Whereas, Many LGBTQ+ students may identify by a gender that differs from their sex assigned at birth and may also use an alternate name instead of their legal name and face discrimination or harm if forced to respond by their legal name;

Whereas, Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance and creating a culture of inclusivity and respect for all students is imperative to student success so 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 and the Las Positas College Academic Senate recommend that their 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;
- hold a regular trans health clinic to provide trans-specific health care services;
- provide access to mental health services for LGBTQ+ students that address the challenges faced by this community;
- ensure counseling centers appoint a client advocate or have a visible procedure for LGBTQ+ students to report concerns and instances of poor treatment;
- create a fair and equitable process for hiring, training, and maintaining LGBTQ+ identified and LGBTQ+ knowledgeable staff in all areas.