

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

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 Academic Senate recommend that faculty:

- invite their students to inform them of any discrepancy between their names on the class roster and the names they identify with, to respect student privacy;
- address individual students using the names and gender pronouns that they identify with, which may differ from the names on the class roster;
- commit to using gender-neutral language to be inclusive of gender non-binary members of the college community;
- establish and communicate guidelines that reject and address homophobia and transphobia in the classroom;
- include LGBTQ+ perspectives and accomplishments in their curriculum.