

Resolution 2020-2: Gender-Inclusive Practices and Policies

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Date: May 7, 2020

The Associated Student Government (ASG) Senate urges for the adoption of gender-inclusive practices and policies at the university-level.

Whereas, we call upon the university to act accordingly with its Envisioning 2024 Access and Inclusion tenet: “the University of San Diego is committed to creating a welcoming, inclusive and collaborative community accentuated by a spirit of freedom and charity, and marked by protection of the rights and dignity of the individual... creating an atmosphere of trust, safety, and respect”;

Whereas, this sentiment is further amplified in the Ethical Conduct element of the university’s outlined Core Values: “the University of San Diego seeks to develop ethical and responsible leaders committed to the common good who are empowered to engage a diverse and changing world”;

Whereas, according to the published Vision Statement, “the University of San Diego strives to set the standard for an engaged, contemporary Catholic university where innovative Changemakers confront humanity's urgent challenges”;

Whereas, according to USD’s Visual Brand statement: “the University of San Diego's brand is reflected in what we do and say, what we print and proclaim and what message we impart as an institution”;

Whereas, we should strive to fulfill our obligations as a Changemaker Campus which, according to the Changemaker Hub, requires that we not only acknowledge, but also play an active role in addressing social injustices;

Whereas, according to University of Michigan’s Spectrum Center, “when someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (often all of the above),” we strongly hold that that these feelings are not at all conducive to an engaged or fruitful learning environment;

Whereas, due to the social and familial rejection, combined with the discrimination and violence that many transgender and gender non-conforming students face, these students oftentimes lack access to nourishing and accepting environments outside of campus thereby making it even more essential that these students are able turn to the campus community for support;

Whereas, according to the Williams Institute on Sexual Orientation and Gender Identity Law and Public Policy’s published study, *Transgender Students in Higher Education*: “Classrooms are a microcosm of the larger college or university. In turn, faculty can play a powerful role in reinforcing, or resisting, the transphobic treatment that students may face on campus and in society at large”;

Whereas, the hate crime committed in Fall 2019 on campus housing against Ezra Wheeler, a non-binary student (who has given permission to be named directly in this resolution) demonstrates the dire need for gender-inclusive education and policy reform on campus;



Be it resolved, the Associated Student Government highly recommends that all faculty members assert their commitment to honoring the dignity of every student by addressing them only by their chosen name and pronouns. This can be facilitated by including a statement in their syllabi that recognizes gender-diversity, welcomes dialogue between students and professors about pronouns and gender identity, and directs students to the LGBTQ+ and Allies Commons for further support and resources. An example syllabus statement can be accessed through attending a Safe Space Allies training;

Be it further resolved, the Associated Student Government strongly encourages all USD community members, especially faculty, to take an active role in educating themselves and their colleagues on these topics by making use of campus resources that are available to them (e.g. the Rainbow Educator program’s workshops and Safe Space Allies training);

Be it further resolved, the Associated Student Government urges the university to incorporate an official acknowledgment of gender-diversity into our visual identity by enabling and encouraging community members to include their pronouns in any mode of communication where they are representing the university. This includes, but should not be limited to: including pronouns in a biographical section on the website, on business cards, in the university's official format for email signatures, any type of e-stationary, on permanent office name badges and nameplates, and on name tags for events hosted by the university;

Be it further resolved, the Associated Student Government calls on Residential Life to reevaluate their exclusionary, outdated and gendered policies by instituting official gender-inclusive housing options, as opposed to treating transgender and non-binary students as “special exceptions.” A move in this direction would follow the pattern



set by other engaged, contemporary Catholic universities such as Gonzaga University, Fairfield University, Georgetown University, and the University of San Francisco.

Be it further resolved, the Associated Student Government advocates for the installation of more gender-inclusive bathrooms that are freely accessible to students on campus, especially as buildings are being renovated and new ones are being built. Though there are already plans to install at least two new gender-inclusive bathrooms by Fall 2020 (in the Learning Commons; 1 per floor), we urge the university to continue to prioritize including these changes and be considerate of the safety of transgender and gender non-conforming students in any future construction plans.



May 8, 2020

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Date



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Date



May 8, 2020

Maya De La Torre, *ASG Acting Speaker of Senate*

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