

## **PSS 2016-03-24 Resolution to Endorse SUNY University Faculty Senate Resolutions 172-01-1 and 172-02-1**

Approved by the PSS Executive Committee, February 4, 2016

Approved by the Professional Staff Senate, March 24, 2016

**WHEREAS**, the Professional Staff Senate (PSS) fully supports SUNY University Faculty Senate Resolution 172-01-1 Recommendation the SUNY Wide Implementation of Preferred Name and Gender Identity Applications on the Registration, Email, ID cards, and other Identification Systems; and

**WHEREAS**, the PSS fully supports SUNY University Faculty Senate Resolution 172-02-1 Recommending the SUNY Wide Implementation of Gender Inclusive Spaces.

### **NOW, THEREFORE, BE IT**

**RESOLVED**, that the PSS endorses SUNY University Faculty Senate Resolutions 172-01-1 and 172-02-1; and be it further

**RESOLVED**, the PSS strongly encourages University at Buffalo Administration to implement the resolutions contained therein, including the implementation of preferred name and gender identity policies and processes, and the establishment of gender-inclusive spaces.

**University Faculty Senate  
Committee on Equity, Inclusion, and Diversity  
172nd Plenary  
Stony Brook University  
January 22, 2016**

**Resolution Recommendation the SUNY Wide Implementation of Preferred Name and Gender Identity Applications on the Registration, Email, ID cards, and other Identification Systems**

**Whereas** the SUNY Board of Trustees passed a resolution on September 10, 2015 “to make SUNY the most inclusive higher education system in the country”; and

**Whereas** SUNY has “defined diversity broadly to include race, ethnicity, religion, sexual orientation, gender, gender identity and expression, age, socioeconomic status, status as a veteran, status as an individual with a disability, students undergoing transition (such as transfer, stop-out, international student acclimation), and first-generation students”; and

**Whereas** “SUNY’s approach must employ best practices to attract diverse students, faculty, staff and administrative leaders, including efforts to strengthen the pipeline of diverse individuals with advanced credentials; ensure that services are in place to support retention (of faculty and students) and foster student completion at a rate that closes existing achievement gaps; and implement programs and strategies to establish a welcoming environment for all”; and

**Whereas** members of designated groups require specific action plans to be taken on their behalf to ensure inclusive and equitable learning and work environments; and

**Whereas** the practice of using “non-legal” names for the purposes of identification is long standing on our campuses; and

**Whereas** the practice of using a “preferred name” does not change a person’s “legal identity” but creates equitable access to a person’s lived experiences and intimate realities; and

**Whereas** being forced to use a name that does not represent one’s lived experience and intimate realities is potentially harmful, traumatic, and damaging to a person’s health and wellness; and

**Whereas** students who are transgender, adopted, in domestic partnership, transitioning, victims of domestic violence, those with non-traditional family structures and any other number of possibilities such as members of ethnic, religious or indigenous groups, desire the right to have access to preferred name and gender identity representation on our campuses; and

**Whereas** being able to use one’s preferred name is a reasonable accommodation that enhances our cultural climate and acts as a mechanism for inclusion and creates a welcoming environment; therefore,

**Be it resolved**, That the University Faculty Senate recommends that SUNY System Administration require a SUNY-wide implementation of preferred name and gender identity

policies and processes so that all faculty, staff, and students can equitably represent themselves on our campuses with their preferred names; and

**Be it further resolved**, that the University Faculty Senate recommends to all Campus Presidents, Chief Information Officers, and SUNY System Administration that they implement the necessary processes and software to allow faculty, staff, and students the ability to use their preferred name and gender identities; and

**Be it further resolved**, that preferred name and gender identity policies and processes allow for flexible identity based on context and contact so that faculty, staff, students, patients, and visitors can use a preferred name and gender identity on campus while not being “outed” at home or work; and

**Be it further resolved**, that the University Faculty Senate recommend that the SUNY Chancellor and the Chairperson of the Board of Trustees make access to the use of preferred name and gender identity a standing policy of the Board of Trustees and SUNY System Administration.

### **Background**

The *Chronicle of Higher Education* states that “Another concern cited by many study participants was not being able to include their chosen name (which for many differs from their birth name) or their gender identity on campus records. More and more colleges are creating a process for students to have their chosen first name (some institutions refer to this as preferred name, but it is not a preference) on course and grade rosters, advisee and campus housing lists, online directories, email addresses, unofficial transcripts, and identification cards and diplomas. But only about 150 colleges currently offer this option. There is no legitimate reason for colleges not to provide a chosen-name option; it is legal to do so in all states, and software systems used by campuses can be modified to accommodate an additional first name

Only about a third of the colleges that allow students to add a chosen name also enable them to change the gender marker on their campus records, unless they have changed their gender on legal documents, which in many states requires undergoing gender-affirming surgeries. Having the gender marker on campus records match one’s gender identity and expression is important in instances when gender comes into play at colleges — such as for housing, locker-room, and bathroom purposes.” <http://chronicle.com/article/Leaving-No-Trans-College/233754/?key=TgpJxK1ElaUfoghHu3cAXSVlc43vcqmHjA1L-LH--Q41CbEpibzU3U2tDQ2l2ckowUWViVTROSFNJRUZQeUJ5MGFmdVN3UGxlaGxB>

172-01-1

**Resolution Recommendation the SUNY Wide Implementation of Preferred Name and Gender Identity Applications on the Registration, Email, ID cards, and other Identification Systems**  
Passed without dissent

**University Faculty Senate  
Committee on Equity, Inclusion, and Diversity  
172<sup>nd</sup> Plenary  
Stony Brook University  
January 22, 2016**

**Resolution Recommending the SUNY Wide Implementation of Gender Inclusive Spaces**

**Whereas** the SUNY Board of Trustees passed a resolution on September 10, 2015 “to make SUNY the most inclusive higher education system in the country”; and

**Whereas** SUNY has “defined diversity broadly to include race, ethnicity, religion, sexual orientation, gender, gender identity and expression, age, socioeconomic status, status as a veteran, status as an individual with a disability, students undergoing transition (such as transfer, stop-out, international student acclimation), and first-generation students”; and

**Whereas** “SUNY’s approach must employ best practices to attract diverse students, faculty, staff and administrative leaders, including efforts to strengthen the pipeline of diverse individuals with advanced credentials; ensure that services are in place to support retention (of faculty and students) and foster student completion at a rate that closes existing achievement gaps; and implement programs and strategies to establish a welcoming environment for all”; and

**Whereas** members of designated groups require specific action plans to be taken on their behalf to ensure inclusive and equitable learning and work environments; and

**Whereas** students, faculty, and staff who have gender expressions and gender identities that do match with male and female designated spaces—bathrooms, locker rooms dressing rooms, and residential housing—are often unwelcome and unsafe in these spaces; and

**Whereas** to create a welcoming and safe environment for faculty, staff, students, alumni, and visitors all campuses must have spaces that accommodate a fluidity of gender identities, gender expressions, and biological sexes; therefore,

**Be it resolved**, that the University Faculty Senate recommends to the Chancellor, Campus Presidents, Chief Student Affairs Officers, Chief Administrative Officers, and Chief Diversity Officers that they create gender inclusive spaces on all campuses and at System Administration where there are currently only male and female designated spaces; and

**Be it further resolved**, that the University Faculty Senate recommends to the Chancellor, Campus Presidents, Chief Student Affairs Officers, Chief Administrative Officers, and Chief Diversity Officers that gender inclusive spaces be marked per their intended use without a gender designation and these spaces be placed on campus maps; and

**Be it further resolved,** that the University Faculty Senate recommends to the Chancellor, Campus Presidents, Chief Student Affairs Officers, Chief Administrative Officers, and Chief Diversity Officers that gender inclusive housing be provided to all students on all campuses and this housing be part of regular student housing; and

**Background**

1. BOT Memorandum September 10, 2015: Diversity, Equity and Inclusion Policy

172-02-1

**Resolution Recommending the SUNY Wide Implementation of Gender Inclusive Spaces**  
Passed