

## **University Faculty Senate 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 not 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