



Student Government Association

St. Mary's College of Maryland

St. Mary's City, Maryland, 20686

Resolution F21:02

Standing in Support of Trans and Non-Binary Students

Sponsors: Dylan Parham, *Student Body Vice President*; Alex Clay, *Club Coordinator*; Calvin Ryan, *WC Senator*;

Cosponsors: Emily Rudo, *Senate Leader*; Dina Tuggle, *Commuter Senator*; Devon Crain, *Open Housing Representative*;

Whereas: On October 13th, a group of LGBTQ+ students, and their allies began their protest in the lobby of Calvert Hall in an effort to showcase their frustration with the college administration's lack of a comprehensive name change policy, substantial and effective LGBTQ+ housing, and several other concerns;

Whereas: As of the evening October 15th, students were still in Calvert Hall protesting for a formal acknowledgement and apology for not putting an effective policy into place when this issue was first brought to the St. Mary's administration in 2014 (see the letter attached below);

Whereas: Every student at SMCM should feel comfortable being themselves and be able to depend on college policies to feel safe, affirmed, represented, and protected;

Be it Hereby resolved : The SGA affirms the gender identity, gender expression, and sexual orientation of every student and supports those protesting for more inclusive and effective treatment of LGBTQ+ individuals on campus;

Be it Hereby further Resolved: The SGA shall advocate for and support trans, non-binary students and their allies;

Be it Hereby further Resolved: The SGA shall adopt this stance, and this resolution shall be published, made available to St. Mary's students, faculty, staff, and the administration on the SGA social media;

Be it Hereby further Resolved: The SGA shall formally send this resolution to the Executive Council, which comprises President Jordan and the various Vice Presidents.



LGBTQ STUDENT SERVICES
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November 18, 2014

Leonard Brown, Jr.
Dean of Students
St. Mary's College of Maryland
18952 E. Fisher Road
St. Mary's City, Maryland 20686

Dear Dean Brown:

The LGBTQ Student Services Advisory Committee is pleased that the College has been taking positive steps in making our campus more inclusive for our transgender students, faculty, and staff. Transgender students, faculty, and staff often face discrimination, harassment, and violence due to their identities and it is important that we create a campus climate that is safe and inclusive. With the clarification from the Department of Education that Title IX protects transgender individuals and the passage of the Fairness For All Marylanders Act (SB212), the Advisory Committee believes that the College should do more to build a fully inclusive campus for our transgender community. In the spring of 2014, LGBTQ students completed an on-campus climate survey and ranked the lack of "safe and inclusive facilities for trans*/transgender students" the third worst component of campus life.

As a Committee, we recommend that the following initiatives be implemented expeditiously:

- Name and Gender on Student Record - St. Mary's needs to develop a method to allow students to change their name and gender on their school record. Students should be able to have their student record match their identity. The committee understands that the College is required to maintain a student's legal name and respects that process. However, many transgender students are not able to pursue a legal name change or a

change to their gender marker on legal forms of identification. The cost can be prohibitive and some individuals may not be comfortable outing themselves through the process.

To initiate steps already in place at other trans positive institutions, we need to provide options to change name and gender at the time of enrollment, as well as through the Registrar. Gender identity development is an on-going, fluid process so it is important to provide options throughout a student's tenure at St. Mary's. This process should also include the ability for students to determine where on-campus this information is disclosed (e.g. campus mailbox assignments, student health, Dean's List, etc.), and students should be able to update these selections as needed throughout their tenure.

The Committee is aware this may be an issue with the current use of the Common Application. The Committee would recommend providing a supplemental form that can be incorporated into the New Student To-Do List in the Portal.

- Restrooms - The College needs to provide more gender neutral restrooms. Bathroom access is a huge issue for transgender individuals on this campus, as we only have six accessible gender neutral restrooms on-campus. Often, these restrooms are not in high traffic areas and many transgender individuals are afraid to use gendered-restrooms for safety reasons.

The Committee applauds the efforts of Residence Life and Athletics and Recreation in discussing ways to provide more gender neutral restrooms in their facilities. The College should evaluate current single stall restrooms on campus and convert those to gender neutral facilities. The College should also evaluate converting gendered-restrooms to gender neutral to provide more access. Further, any person should be allowed to use the gendered restroom that matches their gender identity and the College should ensure that right is protected.

The Committee also recommends the College mandates at least one gender neutral restroom in all new building plans. If a universal design approach is adopted, that would provide restroom options for transgender individuals as well.

- Medical Forms - The Committee asks that the College ensure that all medical forms provide options for students and employees to change their name and gender marker. This should include any paperwork involving insurance, ADA accommodations, Health History, and Sports Medical Packets.

- Gender Neutral Housing - The current Open Housing policy needs to be re-evaluated to determine if it is meeting the needs of current participants, especially the Open Housing

wing in Prince George residence hall. Residence Life should explore if the program needs to be expanded and the policy should be extended to summer housing options to accommodate transgender summer students.

- Human Resources - The College needs to assess current campus climate for transgender employees (including student employment). The College should strive to be a role model in creating an inclusive working environment for transgender employees. The Committee recommends that the College be proactive in recruiting transgender faculty and staff. Modeling a productive professional life as a viable future expectation is an important element of providing a safe and supportive environment for transgender students.

The Advisory Committee is continuing to analyze the results of the recent climate survey, and we expect to conduct a second survey that will address the needs of transgender students specifically. The Advisory Committee also plans to host open forums to ensure we can provide robust guidance on these issues. That said, we feel strongly that the initiatives outlined above are clearly essential to providing a safe, supportive and inclusive environment for our transgender students, faculty and staff and should be made a priority.

We look forward to hearing from you regarding implementation. Please let us know how the Advisory Committee can partner with you in achieving these important changes.

Sincerely,

Alexander Bates - Program Assistant for LGBTQ Student Services

Lisa Coté - Coordinator of Orientation & Service, Class of 2009

Katie Gantz - Chair, Department of International Languages and Cultures, Steering Committee for WGSX, Faculty Advisor for STARS

Amy Henderson - Assistant Professor of Economics, Steering Committee for ENST

Joe Lucchesi - Associate Professor of Art History, Steering Committee for WGSX, Incoming Coordinator of WGSX (January 2015)

Alan Lutton - Staff representative, Office Administrator, Library

Clinton Neill - Assistant Director of Student Activities (coordinator of LGBTQ Student Services)

Ruth Tyson -Student Representative to LGBTQ Student Services, Class of 2015

Indy Weinstein - STARS Representative to LGBTQ Student Services; Class of 2017