

GSGA42-R06

A Resolution in Support of Trans Equity in University Infrastructure

Summary: To support equity for gender diverse graduate students in university physical and digital infrastructures, thus promoting the health, safety, dignity, and wellness of the community

WHEREAS, the University of Maryland dedicates itself to social justice and investment in marginalized communities; and

WHEREAS, the University of Maryland is an institution publicly recognized for its commitment to LGBTQ+ communities and vast gender diversity in its undergraduate, graduate, staff, and faculty populations;¹ and

WHEREAS, gender diverse communities experience systemic oppression, discrimination, and erasure, harming their physical and mental health and creating barriers to educational attainment and their broader ability to exist freely and authentically; and

WHEREAS, gender diverse community members face considerable challenges navigating the University of Maryland due to failures of physical infrastructure (e.g., lack of all gender restrooms) and digital infrastructure (e.g., lack of nonbinary representation in personnel data systems);^{2,3,4} and

WHEREAS, both the undergraduate Student Government Association⁵ and the Graduate Student Government⁶ has passed resolutions previously calling for greater inclusion of LGBTQ+ in university infrastructures; and

WHEREAS, university policy prohibits “discrimination against individuals on the basis of gender identity or expression;”⁷ and

WHEREAS, the LGBTQ+ Equity Center has for years advocated for and outlined clear steps to address these issues through reports on both all-gender restroom facilities⁸ and improved data systems;⁹ and

¹ *Maryland named no. 1 college in U.S. for LGBTQ+ students.* Maryland Today.

² Leifer, Q., Pease, M., Cruz, T.E., & Wang, Y.-W. (2021, July). *Transgender student experience study: Research findings and recommendations.* UMD Counseling Center.

³ Pease, M. (2021, July). *Trans+ critical campus priorities.* UMD Members and Allies of the Trans+ Community.

⁴ Salerno, J. P., Nketia, B., Pease, M., Devadas, J., Salih, H., Fish, J. N. (2020, August). *Mental health and pandemic stressors among University of Maryland LGBTQ+ students during COVID-19.* UMD Prevention Research Center

⁵ S 20-02-06A: A Resolution Supporting Multi-user All-Gender Accessible & Universal Restroom Design

⁶ GSGA41: R23: A Resolution Calling for Increased Awareness in the Use of Preferred Name

⁷ VI-1.05(A) University of Maryland Policy of Non-Discrimination on the Basis of Gender Identity or Expression in the Use of Gendered Facilities

⁸ Sakurai, S. (2020). *Increasing access to all-gender restrooms.* LGBTQ+ Equity Center.

⁹ Sakurai, S. (2021). *LGBTQ+ issues in data collection at UMD: Recommendations from the LGBTQ+ Equity Center.* LGBTQ+ Equity Center.

WHEREAS, both physical infrastructure and digital infrastructure at this university are under consideration by administration through the Facilities Master Plan¹⁰ and Elevate Program,¹¹ respectively.

THEREFORE, BE IT RESOLVED THAT the Graduate Student Government calls upon relevant administrators across the university, most notably those involved in the Facilities Master Plan and the Elevate Program, and more broadly Facilities Management, Residential Facilities, Information Technology, and Diversity and Inclusion, to take urgent steps to address structural issues for gender diverse community members at this university by the end of the 2022-2023 academic year; and

THEREFORE, BE IT FURTHER RESOLVED THAT the Graduate Student Government calls upon the administration to develop, publish, and fund a plan to vastly expand the number of all-gender restrooms, particularly on multiple floors of busy campus buildings (e.g., STAMP, McKeldin, ESJ), in residence halls that lack gender-inclusive shower facilities, and in the 80+ campus building that lack inclusive restrooms altogether, creating new restrooms and converting existing restrooms as necessary; and

THEREFORE, BE IT FURTHER RESOLVED THAT the Graduate Student Government calls upon the administration to follow recommendations from the LGBTQ+ Equity Center on how to responsibly collect and use gender and sexuality data from members of the community, especially as the Elevate Project progresses, including the use of open-response and multi-select fields to allow reflection of the full diversity of identity experiences, making identity fields optional and only reported in aggregate to protect marginalized community members, and creating easy procedures for changing name and personal identity data; and

THEREFORE, BE IT FURTHER RESOLVED THAT the Graduate Student Government urges relevant administrators to center in their changes the needs and lived experiences of marginalized communities, as represented through the LGBTQ+ Equity Center, the President's Commission on LGBTQ+ Issues, and community-based campus organizations, with particular respect and attention to the impacts of intersecting oppressions, and that administrators maintain constant consultation with these entities to attend to ever-evolving sociocultural dynamics.

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Sponsor(s): Joey Haavik (PRES), Elizabeth Jean Irlbacher (VPLA), Alexa McDorman (D&I Chair; EDHD)

¹⁰ <https://facilities.umd.edu/facilities-master-plan>

¹¹ <https://elevate.umd.edu/>

Date and Time of Submission: November 10th, 2022

Date of Presentation:

Action(s) Taken:

Decision of GSG President

Signature of GSG President

Date

GSG42- R07**A Resolution Commemorating Transgender Day of Remembrance**

Summary: Transgender Day of Remembrance is an annual observance that honors the memory of the transgender people whose lives were lost due to transphobia and anti-transgender violence. This resolution commemorates this solemn day and appreciates the university's involvement in countering anti-trans violence while calling for more to be done.

WHEREAS, Transgender Day of Remembrance is an annual observance every November 20, started in 1999¹; and

WHEREAS, it began as a remembrance by the community of a transgender woman named Rita Hester, who was murdered in Allston, Massachusetts in 1998²; and is commemorated every year to remember the lives of those who were lost to anti-transgender violence; and

WHEREAS, in the past few years, many states have introduced legislation targeting transgender people, especially youth, making it harder to get gender confirmation treatment, legally change a person's gender identification, name, birth certificate and documents, sending Child Protection Services to investigate families with children who are openly transgender, forcing transgender youth to use the restrooms and locker rooms of the gender they do not identify with³; and

WHEREAS, Anti-LGBTQ+ hate crimes have risen sharply in the past few years, including more murders against gender non-conforming individuals⁴; and

WHEREAS, Despite legal protections for the transgender community in Maryland, transgender people still face structural forms of harassment, discrimination, and oppression within the state; and

THEREFORE, BE IT RESOLVED THAT the University adopt previously submitted Trans+ Critical Campus Priorities in its entirety, including but not limited to: accessible gender-neutral restrooms in all buildings, allowing gender-neutral "X" markers for when gender and sex data are requested, and promote strong transgender equity and inclusivity practices among students, staff, and faculty⁵; and

THEREFORE, BE IT ALSO RESOLVED THAT the Graduate Student Government commemorates the Transgender Day of Remembrance and calls on the state and university to lead the fight against transphobia, and LGBTQ+ hate and pursue equality for all.

¹ [Transgender Day of Remembrance | GLAAD](#)

² [Transgender Day of Remembrance - Wikipedia](#)

³ <https://www.aclu.org/legislation-affecting-lgbtq-rights-across-country>

⁴ <https://www.hrc.org/resources/fatal-violence-against-the-transgender-and-gender-non-conforming-community-in-2022>

⁵ [Trans Resources & Policies | LGBTQ+ Equity Center \(umd.edu\)](#)

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Signature of GSG President

Date