

**A Joint RESOLUTION of the Sierra College Academic Senate, Classified Senate,
Student Senate, and Management and Confidential Senate
in Support of LGBTQ+ Students and Employees
March 24, 2023**

WHEREAS, the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge the recent events in Placer County aiming hatred and discrimination against LGBTQ+ people and organizations;

WHEREAS, these events are part of a long legacy of anti-LGBTQ+ discrimination in this county that continues to grow and threatens the current and future well-being of our LGBTQ+ students and employees, and indeed all students;

WHEREAS, we express solidarity with the people and organizations being targeted with hatred, such as the Landing Spot and the local high school spaces for LGBTQ+ youth, as we know that any one of our LGBTQ+ members or community organizations could be next;

WHEREAS, given the disproportionate suicide rate of LGBTQ+ youth compared to their straight, cisgender peers, we express support for our community organizations in Placer County and surrounding counties, which support LGBTQ+ youth, as we know that these spaces save lives;

WHEREAS, we echo the calls for justice throughout the nation for all historically-marginalized people who have been targeted for their identities;

WHEREAS, schools should be places for the understanding, implementation, practice, and continuous improvement of equity, which in turn creates knowledge and actively engages all of us in the clearing of pathways to freedom, justice, and inclusion for all;

WHEREAS, the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and seek to address institutional anti-LGBTQ+ discrimination on our campus and to offer spaces for dialogue among Sierra College employees by supporting and facilitating professional development work related to this and other challenging topics; and

WHEREAS, the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and uphold the ideals of inclusion for all, identity expression, authentic presentation, and human dignity for all our students.

THEREFORE, BE IT RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and declare that the support and rights of our LGBTQ+ students and employees matter;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and affirm the rights of

all students and employees from marginalized groups to be treated with respect and dignity within schools and communities;

BE IT FURTHER RESOLVED the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and will address systemic and institutional anti-LGBTQ+ discrimination and hate on our campus and offer spaces for dialogue among all Sierra College employees supporting and facilitating professional development work related to the marginalization and oppression of LGBTQ+ people;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and encourage members of the Sierra College community to devote their professional energies to the critical examination of the concepts of anti-LGBTQ+ discrimination, transphobia, gender identity, as well as cis-gender and straight privilege—across classrooms and other academic, co-curricular spaces, including virtual/online campus spaces;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate encourage and support faculty across disciplines and content areas to specifically include, in their programs and curricula, materials that not only address but deeply examine topics of identity and sexuality bias, systemic anti-LGBTQ+ discrimination and transphobia—both historic and contemporary—and the ways that both oppression and resistance manifest themselves in different vocations and fields of study;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and will stand in solidarity with on-campus demonstrations and other educational events related to dismantling the marginalization and oppression of LGBTQ+ people and further support their authentic and open identities and acknowledging the privilege of cis-gender heterosexuality;

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and will encourage ongoing critical conversations and reflections within the community and throughout Placer County and the surrounding counties regarding anti-LGBTQ+ discrimination and transphobia for Sierra College employees to implement systemic change that will transform our work with our students; and

BE IT FURTHER RESOLVED that the Sierra College Academic Senate, Classified Senate, Student Senate, and Management and Confidential Senate acknowledge and will advocate for the requirement of Safe Space training for all Sierra College employees to best support our LGBTQ+ students and community.