

MOTION

Committee on LGBT Concerns

\*

October 5, 2014

**That the University Senate concurs in the resolution described below, calling for support of LGBTQ members of the University in ways suggested in the resolution below.**

--

Rationale: The Committee on LGBT Concerns wishes to address the Senate pertaining to several recent events and initiatives on campus. We present a four-point resolution for discussion and approval.

**Whereas** the Senate Committee on LGBT Concerns is charged with improving the campus climate for LGBT faculty members, staff members, and students, we must address the university community regarding a recent incident in which one student hurled epithets about race and sexual identity toward another,

**Whereas** signs and displays intended to increase visibility of minorities on campus have been vandalized, including an incident in November 2013 for Trans Day of Remembrance as well as an October 2014 incident promoting #iTooamSU,

**Whereas** Syracuse University is ranked as one of the top 50 LGBT-friendly colleges and universities by Campus Pride (<http://www.campuspride.org/campus-pride-releases-2014-top-50-lgbt-friendly-list-highlighting-the-best-of-the-best-colleges-universities/>), with an active Senate Committee on LGBT Concerns, LGBT Resource Center, and LGBT Studies Program, and the members of these organizations can testify that the video of the anti-gay epithet posted on September 6, 2014, did not capture a rare or isolated incident but was simply documentation of an insult used pervasively on this campus,

**Whereas** the Chancellor recently called for a forum on “tolerance and respect” and established working groups to address issues of diversity and inclusion, but the University needs to move beyond a concept of “tolerance” and toward more affirmative principles of value, respect, and recognition, because no group at this institution should feel their presence is something that needs to be “tolerated,” and because the recent incident was about multiple social identities, involving both race and sexual orientation, and no one experiences identities in isolation,

**Whereas** without the inclusion of LGBTQA advocates on these efforts, we will not be able to move forward as an institution proactively to address and potentially to prevent future incidents of disrespect, Harassment, and vandalism,

**Whereas** in the spring of 2013, the Senate Committee on LGBT Concerns, with the support of the Women’s Concerns Committee, released to the Senate a report on the campus climate for student athletes, which included ten recommendations for the Department of Intercollegiate Athletics, which the Department of Intercollegiate Athletics commendably endorsed, and implementation of these recommendations could prevent future negative incidents involving student athletes,

**Therefore be it resolved:**

**1. The Senate supports its on-campus LGBT organizations in encouraging the University to take proactive and systemic measures to decrease and to mitigate the use of offensive language focused on sexual orientation and gender identity by members of our campus community;**

**2. The University community shall work to create collaborations between curricular and co-curricular departments on campus, focusing on how to address instances of such offensive speech both inside and outside of the classroom;**

**3. The University administration shall include LGBTQA advocates on working groups, committees, and all other initiatives focusing on campus diversity and inclusion;**

**4. The Department of Intercollegiate Athletics shall work with the Senate Committee on LGBT Concerns, the LGBT Resource Center, and other appropriate University departments to revisit these recommendations, with special attention to recommendations to:**

- a. establish mandatory anti-harassment training for all coaches, staff, and athletic personnel**
- b. create a meaningful ally program for student athletes and encourage participation across every sport;**
- c. develop an explicit anti-harassment/anti-homophobia policy for athletes, coaches, referees with set consequences for violations to this policy and procedures to ensure that the policy is implemented consistently.**

Members: Mark Braiman (A&S); Chase Catalano (LGBT Resource Ctr.); Francine D'Amico (co-chair, Maxwell); Emily Vey Duke (VPA); Rachel Fox von Swearingen (co-chair, library); Laurie Marhoefer (Maxwell); Dan Moseson (GSO); Jackie Orr (Maxwel); Rob Pusch (Project Advance); Kevin Wall (Athletics).