

# We Can Do It! Starting LGBTQ+ Programs on Your Campus

By Jan Muto, Norco College & Erin Pollard, Irvine Valley College

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## Federal Laws

- Title IX - Sexual orientation & Gender identity/presentation discrimination = sex discrimination
- FERPA - Is a student's Transgender Identity considered medical information?

## CA Laws

- **AB 1732 – All Gender Restrooms**
- **AB 1018 – LGBTQ+ & Food and Housing Insecure Support**
  - Student Equity Plans must address LGBTQ Students...and eligible for EOPS?
- **CA Ed Code Section 66271.2 – LGBTQ+ Campus Liaison**
  - Must have LGBTQ+ Campus point of contact listed on website and campus directories
- **[Fair Employment and Housing Act \(FEHA\)](#) – Not using an employee's preferred name and gender may leave the employer liable under the act**
- **SB 1300 & SB 1343- Mandatory Sexual Harassment Training by 2020**
  - 1 hour of mandatory training for ALL employees & 2 hours for supervisors, every 2 years
- **[SB 179](#) – Gender Recognition Act**
  - Created a 3<sup>rd</sup> legal gender in CA
- **[AB 620](#) – Equal Access in Higher Education Act**
  - Expands “gender” to “gender identity” in definition of discrimination in CA higher education
- **[AB 1266 FAQ Document](#) – School Success and Opportunity Act**
  - Guidelines by CA Depart. Of Education for protecting transgender status of our students
  - AB 1266 expands “gender” to “gender identity” in definition of discrimination in CA K-12 education

## 5 Areas of Support

1. Direct Support to Students
2. Faculty and Staff Training
3. Institutional Changes
4. Policy Development
5. Curriculum Development

### Idea List:

Please use the list below to spark ideas for how you can contribute to LGBTQ+ support on your campus

### Direct Support to Students

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- Start or support a campus GSA club
- Host an event (ex: National Coming Out Day, Pride, etc)
- Invite local LGBT Center to have a booth at campus events
- Out for Safe Schools Program
- Be a visible ally (pin, email signature)
- Help promote allyship to others
- Lavender Graduation, Pride Stoles or tassels
- Create campus Safe Space Logo
- Create a campus LGBTQ Resource guide
- Create a canvas page for LGBTQ events and resources

## **Faculty, Staff and Student Training**

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- Conduct regular safe space trainings
  - Remember, this is bridge painting
  - Local LGBT Center can help
- Include safe space in new hires training
- Include in mandatory Sexual Harassment Training
- Offer “Lunch and Learn” events
- Train ASG members
- Create a Canvas shell for everyone trained with links and resources
- Promote links to on-line trainings through your District or campus

## **Institutional Changes**

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- How Do Our Campuses and Data Systems need to Change?
  - All Gender Restrooms (labeled on campus maps)
  - Student Information Systems updates
    - Can students enter the name they want to be called on campus?
    - many gender options for identification
  - Chosen name on student ID’s (with no gender marker)
  - LGBTQ resources and contacts listed on campus website
  - Gender inclusive language changes throughout campus and website
    - Ex: “homecoming king and queen” → “homecoming royals”

## **Policy Changes**

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- Create a safe zone policy in your district or campus
  - CTA Social Justice Toolkits
  - [Sample Safe Zone Board Resolution](#)
  - Is gender and sexuality included in your antidiscrimination policy for your district?
  - Expressed commitment of support for LGBTQ+ students
- Develop “Name Policies” that allow students to choose their own name
- Senate Resolution Commitment to All Gender Restrooms in all new buildings
- Create a workgroup, taskforce, or committee for LGBTQ+ Advocacy on Campus

## **Curriculum Development**

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- Ideas of Equity in the Classroom “Windows and Doors”
- Creating Safe Classroom spaces
- Collaborate with motivated faculty to develop new courses
  - And/or add diverse queer content into existing courses
- Collaborate with Counseling to develop new degrees
  - Ex Social Justice, queer studies

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**By Erin Pollard, Irvine Valley College**  
Interim Coordinator of Student Equity Programs  
Pride Scholars Coordinator  
SOCCCD Fellow for Equity and Inclusion  
[epollard@ivc.edu](mailto:epollard@ivc.edu) 949-451-5689

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**Jan Muto, Norco College**  
Associate Professor, Communication Studies  
Ally Program Trainer/Developer  
Unity Zone Developer  
NC Academic Senate LGBTQ+ Advocates Committee Facilitator  
[janmuto@norcocollege.edu](mailto:janmuto@norcocollege.edu)