



**LACCD TRUSTEES APPROVE DISTRICT'S FIRST LGBTQIA+ BILL OF RIGHTS
RESOLUTION FOR STUDENTS, FACULTY & STAFF**

LOS ANGELES—The Los Angeles Community College District (LACCD) Board of Trustees this week approved the first-ever resolution for an LGBTQIA+ Bill of Rights on behalf of students, faculty and staff. Trustee David Vela, who chairs the Chancellor's Advisory Committee on LGBTQIA+ Affairs, called for the resolution to serve as a national role model for other community colleges to follow.

"Today marks a momentous milestone in the history of LACCD where we are afforded the ability to provide protections to one of our most disadvantaged communities," Trustee Vela said at the meeting. "This Bill of Rights sets the standard for community colleges throughout the nation and will bring understanding and acceptance of LGBTQIA+ persons and LGBTQIA+ People of Color students and faculty! Today we are one step closer to equity and equality at our educational institutions."

Board President Andra Hoffman said the District's LGBTQIA+ Bill of Rights resolution "was long overdue and would not have been created if not for the support and leadership of my colleague Trustee David Vela." Having worked closely with Trustee Vela on many issues for the District, Hoffman said, "Vela sees himself in our students, and because of his own personal experience, is a tireless advocate for the rights of our LGBTQIA+ students, staff & faculty. We have thousands of students who publicly or privately are part of the District's LGBTQIA+ community and they deserve educational equality. I am proud to stand with Trustees Vela and Fong to put forth this resolution to see that this happens."

The resolution was unanimously approved by the seven-member board, as well as by the student trustee at the Board's Oct. 7, 2020 meeting. All trustees asked to have their names added as presenters of the resolution, which calls for the District and its nine colleges to:

- Have LACCD Office of Diversity, Equity and Inclusion review LACCD anti-discrimination policies and procedures to determine possible changes that could better support LGBTQIA+ students and employees; including efforts to improve data on LGBTQIA+ students to better serve the population
- Celebrate LGBTQIA+ History Month each October and other LGBTQIA+ events that bring visibility to this sometimes invisible community, including display of the LGBTQIA+ flag, support the annual L.A. Pride Parade and related events, include welcome messages to LGBTQIA+ students on the nine colleges' websites and list relevant services on-campus and in the community, and to support the District's annual Lavender Graduation
- Have faculty, staff, administrators and students recognize the value of Cultural Responsiveness Training related to LGBTQIA+ issues and provide such training online to faculty, staff, and administrators, with a goal that this training is eventually provided to all students and employees
- Ask the nine college presidents to organize sufficient support from faculty advisors, staff, and Associated Student Organizations (ASO)/InterClub Councils (ICC) to help secure the success of active student clubs called Gay/Straight Alliances (increasingly called Gender/Sexuality Alliances), Pride Clubs, or similarly designated student clubs
- Use gender neutral language in six 2020-23 collectively-bargained agreements, and the support of student health fee increases, if they include an expansion of mental health services to support all students including specialized mental health services for LGBTQIA+ students, with an additional request for a strategy to support those students unable to pay the additional fee

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“The District’s LGBTQIA+ Bills of Rights resolution is just the first step,” Trustee Fong said. “We need to make sure the District and the colleges fulfill the promises made to ensure diversity and inclusivity are not just words on a resolution, but action.”

More than a dozen people spoke at the meeting in support of the resolution, including several elected government officials from nearby cities and the county. Complete wording of the resolution is included with this news release and is also [posted online](#) as part of the Board’s October 7, 2020 agenda.

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About the Los Angeles Community College District

We are the Colleges of Los Angeles! LACCD (www.laccd.edu) is the nation’s largest community college district, educating about 250,000 students annually at its nine colleges that serve the residents of more than 36 cities and communities from 900 square miles of Los Angeles County. Since 1969, the District has been providing an important learning pathway for students seeking transfer to four-year colleges or universities while also offering two-year degrees and certificated training programs to Southern California’s diverse workforce in many specialized trades and professions. Follow us on Facebook, <https://www.facebook.com/LACCD>, @LACCD, and on Twitter, <https://twitter.com/laccd> @laccd and Instagram, https://www.instagram.com/laccd_edu/ @laccd_edu.

Members of the Board

*Andra Hoffman, President | Steven F. Veres, Vice President | Gabriel Buelna, Ph.D., Second Vice President
Mike Fong | Ernest H. Moreno | Scott J. Svonkin | David Vela | Elias Geronimo, Student Trustee*

IN SUPPORT OF AN LGBTQIA+ BILL OF RIGHTS

WHEREAS, The Los Angeles Community College Board of Trustees, representing the District and all nine campuses, is committed to affirming the lives of students of diverse identities and amplifying the voices of those who have felt silenced, including our LGBTQIA+ students and employees; and

WHEREAS, LACCD is singularly situated to support LGBTQIA+ students, many of whom have just reached adulthood, to provide a safe and inspiring learning environment, free from discrimination and harassment, and guaranteeing equal access to our educational programs, services, and activities; and

WHEREAS, According to the 2017 Youth Risk Behavior Survey, 7.2% of LAUSD high school students self-identified as lesbian, gay, or bisexual, 4.5% as questioning, 1% as transgender, and 3.7% as gender non-conforming, equating to well over 20,000 of our Los Angeles Community College District (LACCD) students; and

WHEREAS, LACCD policy requires that all colleges and all personnel promote welcoming college communities through mutual respect, tolerance, and acceptance among students and employees; and

WHEREAS, On September 24, 2019, the first Chancellor’s Advisory Committee on LGBTQIA+ Affairs convened with a goal to support the further inclusion of our LGBTQIA+ students on our campuses and District, with participation from all nine colleges and the District along with multiple LGBTQIA+ supportive non-profits and public agencies, initiated and chaired by Trustee David Vela under the guidance of Chancellor Francisco Rodriguez, resulting in a call for a resolution in support of an LACCD LGBTQIA+ Bill of Rights; and

WHEREAS, The District had already provided access for students to do name changes in PeopleSoft facilitating the needs of Transgender students, and in response to the first meeting has extended this to Canvas and other platforms; now, therefore be it

RESOLVED, That this motion supports the creation of the Chancellor’s Advisory Committee on LGBTQIA+ Affairs to provide guidance and advice to the Board of Trustees and the Chancellor on how best to support the safety and well-being of all students and employees, specifically those in the LGBTQIA+ community, and to move the District and colleges forward in this effort; and, aware that all work takes time, the following

paragraphs touch on the key suggestions made to make LACCD safe and welcoming to LGBTQIA+ students; and be it further

RESOLVED, That Chancellor Francisco Rodriguez ask the LACCD Office of Diversity, Equity and Inclusion to review LACCD anti-discrimination and other policies and procedures to determine possible changes that could better support our LGBTQIA+ students and employees and be it further

RESOLVED, Since there is insufficient data on our LGBTQIA+ students as CCCApply does not ask students under age 20 questions about identity and other responses are incomplete, that an effort be made to improve data on LGBTQIA+ students at LACCD to better serve the population, with full respect to student privacy concerns; and be it further

RESOLVED, Since all nine campuses have had active student clubs called Gay/Straight Alliances (increasingly called Gender/Sexuality Alliances), Pride Clubs, or similarly designated student clubs with varying levels of success, the Chancellor is requested to ask the College Presidents to organize sufficient support from faculty advisors, staff, and Associated Student Organizations (ASO)/InterClub Councils (ICC) to help secure the success of these clubs on all nine campuses; and be it further

RESOLVED, Since LGBTQIA+ students and issues are supported on some campuses through Safe Zones and/or LGBTQIA+ or Multi-use Equity Centers, that the viability of such efforts be assessed, and successes such as Safe Zone training be shared, and that resources be sought as opportunities arise for the further development of this work over time to assure that LGBTQIA+ students do feel supported, connected, and protected; and be it further

RESOLVED, That faculty, staff, administrators, and students recognize the value of Cultural Responsiveness Training related to LGBTQIA+ issues and that such training through the Office of Diversity, Equity and Inclusion be made available on-line to faculty, staff, and administrators, with a goal that this training is eventually provided to all students and employees of LACCD; and be it further

RESOLVED, That the District and all nine colleges celebrate LGBTQIA+ History Month each October and other LGBTQIA+ events that bring visibility to this sometimes invisible community, encouraging our campuses to display the LGBTQIA+ flag, support the annual LA Pride Parade and related events, and build on the work of some of the colleges so that all campuses have websites providing both a welcome to LGBTQIA+ students and lists of relevant services on-campus and in the community, and support the annual Lavender Graduation, in partnership with our allies; and be it further

RESOLVED, That, on December 3rd, the 2nd Chancellor's Advisory Committee on LGBTQIA+ Affairs adopted two recommendations to the Board of Trustees: the use of gender neutral language in a six 2020-23 collectively-bargained agreements, and the support of student health fee increases, if they include an expansion of mental health services to support all students including specialized mental health services for LGBTQIA+ students, with an additional request for a strategy to support those students unable to pay the additional fee; and be it further

RESOLVED, That the Chancellor's Advisory Committee discuss additional initiatives focused on capacity-building efforts, including: LGBTQIA+ courses, programs, and degrees; designation of supportive staff in particular student services; homelessness challenges specific to this community; FAFSA challenges based on unavailable parental information; access to additional services addressing student needs, including mental health service; partnership efforts with various non-profits and agencies; mentorship programs; Job Fairs, the tracking of the All Gender bathroom requirements of AB 1732 (2017) and related problem-solving, sending a welcome message to LGBTQIA+ students in the LAUSD Senior Packets, development of an LGBTQIA+ Enterprise Certified Business program, support for the state travel ban, and other issues as agendaed.