

Endorsements:

Asian Pacific Islander Desi American Caucus

Black Caucus

Counselors Caucus

Disability Caucus, unanimously

Membership & Organizing Committee

Palestine Arab and Muslim Caucus

Retired Faculty, Health & Benefit Committee

CFA Resolution Draft**LGBTQIA+ Caucus of The California Faculty Association**

Resolution to Support Transgender, Gender Non-Binary and Two-Spirit Persons (TGNB2S) and their Allies in the California State University (CSU)

1. *Whereas*, the scapegoating of Transgender, Gender Non-Binary and Two-Spirit individuals (TGNB2S) has reached a state of moral crisis impacting faculty, students, community members and families across the United States and within the state of California.
2. *Whereas*, ongoing anti-trans legislation continues to be passed preventing TGNB2S folks from accessing basic necessities and curtailing the social participation of those in these communities. Specific measures include legislating against obtaining and using proper identification (driver's license and passports), using bathrooms and other facilities without harassment (including by bounty hunters), disproportionate policing, heavy fines and incarceration, felony charges for doctors who treat trans youth, the banning of anti-transgender non-discrimination laws, normalizing reductive and harmful “definitions” of sex and gender, prohibiting athletic participation; and other measures meant to ostracize and dehumanize trans, gender non-binary, and two-spirit persons.

3. *Whereas*, due to these anti-transgender measures, some 40,000 TGNB2S persons have relocated due to fear of violence, lack of work, discrimination, harassment, inability to participate safely in society, and California as a progressive state is often a destination for many of these individuals and families.
4. *Whereas*, there has been an increase in LGBTQIA+ directed violence, much of which is directed at trans and gender non-binary persons. Black Trans Women are often the most targeted by this violence.
5. *Whereas*, the present climate includes harmful impacts to all LGBTQIA+ persons and all those, including cisgender and heterosexual folks, that express themselves outside the very narrowly characterized traditional gender stereotypes.
6. *Whereas*, the impacts of Project 2025 have not only impacted individuals who are trans, gender non-binary, and LGBTQIA+ but all those that teach the topics of Feminism, Feminist Philosophy, Critical Sex and Gender theory, Ethnic, Black and Indigenous studies, and wish to recognize the value of TGNB2S community members in our society.
7. *Whereas*, an intersectional analysis requires understanding that binary gender is a colonial construct of white patriarchal culture. Many Black, Brown, Indigenous, Native, Asian, Pacific Islander, and Desi communities celebrated gender diversity, disability, and neurodiversity prior to colonization. Individuals at the intersection of multiple marginalized identities are disproportionately impacted by these policies - including being targets for legal prosecution and physical, emotional, and social violence.
8. *Whereas*, Elimination of the Dept of Ed further seeks to disenfranchise already marginalized groups. The privatization of education will reduce access and only be accessible to wealthy and white communities.

9. *Whereas*, Sanctuary unions commit to protecting TGNT2S people, defending members' rights, and ensuring equitable access to education and healthcare. They prioritize workplace safety, actively resist anti-trans policies, and champion sanctuary city initiatives that expand access to gender-affirming care and uphold the full participation and flourishing of people of all genders.

Thus,

1. **Be it Resolved:** CFA will be a sanctuary union for Transgender, Gender Non-Binary and Two-Spirit persons of all identities.
2. **Be it Resolved:** CFA will publicly renounce the kinds of marginalizing practices mentioned above as unjust and to mindfully and intentionally nurture a union that builds power with Transgender, Gender Non-Binary and Two-Spirit persons.
3. **Be it Resolved:** CFA will continue to pressure CSU management to guarantee the accessibility of physical spaces, including restrooms, locker rooms, gym spaces, etc. used by students, staff and faculty, to be inclusive of all genders.
4. **Be it Resolved:** CFA will support the academic freedom of faculty whose teaching, research and activism involves affirming the identities as well as the social and political participation of all TGNB2S folks.
5. **Be it Resolved:** CFA will continue to pressure the CSU management to adopt intentional policies and implementation plans that prioritize the inclusion of trans and gender non-binary persons in all collegiate sports experiences including those of the NCAA and also intercollegiate teams and clubs
6. **Be it Resolved:** CFA will recognize that the serious negative impact of anti-trans policies affects all aspects of the lives of those targeted, as well

as undermines the integrity of to our democracy, in response we commit to advocating for pro-trans and pro-democratic policy.