

1 **Resolution to Adopt Gender Inclusive-Language at California State University, Long Beach**

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3 WHEREAS, the campus mission statement indicates that CSULB is “a diverse, student-centered,
4 globally-engaged public university committed to providing highly-valued undergraduate and
5 graduate educational opportunities through superior teaching, research, creative activity and
6 service”; and

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8 WHEREAS CSULB shall offer staff, faculty, and visitors a campus where gender and sexual
9 diversity is respected; and

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11 WHEREAS, according to Assembly Concurrent Resolution No. 260 (2018) of the California
12 legislature, “California has the highest population of lesbian, gay, bisexual, and transgender
13 (LGBT) people in the United States”; and

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15 WHEREAS gendered terms such as “freshman” or “chairman” reflect outdated gender
16 stereotypes, inequalities, and patterns of participation in college life and reify gender binaries;
17 and

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19 WHEREAS eliminating outdated “gendered” language from campus policies and documents
20 would help to foster a safe environment for our gender-expansive students, faculty, and staff;
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23 WHEREAS using gender-inclusive language positively impacts women and non-binary people,
24 while having no negative impacts on men (Kleinman, 2002; McConnell & Fazio, 1996; Moulton
25 et al. 1978¹); and

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27 WHEREAS gender-inclusive language has been implemented in multiple universities, and that
28 number continues to grow. These institutions include (but are not limited to): California State
29 Polytechnic University-Pomona, the State University of New York, Elon University, Texas Tech
30 University, the University of Oklahoma, and Yale University; and

¹ Kleinman, S. 2002. Why sexist language matters. *Qualitative Sociology*, 25: 299-304.

McConnell, A.R. and Fazio, R.H. 1996. Women as men and people: Effects of gender-marked language. *Personality and Social Psychology Bulletin*, 22: 1004-1013.

Moulton, J., Robinson, G.M. and Elias, C. 1978. Sex bias in language use: “Neutral” pronouns that aren't. *American Psychologist*, 33: 1032.

31 THEREFORE, BE IT RESOLVED THAT the CSULB Academic Senate recommends the
32 discontinuance of gender-based terms such as “freshman” and “upperclassman” in university
33 materials, communications, and processes in favor of the gender-inclusive terms such as ‘first-
34 year student’ and ‘upper-level student,’ respectively; and

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36 BE IT FURTHER RESOLVED THAT the CSULB Academic Senate recommends that all new policies,
37 charges, and resolutions use only gender-neutral language, and that all policy documents up for
38 revision be edited to use gender-neutral language; and

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40 BE IT FURTHER RESOLVED THAT all communications from CSULB, from the campus as a whole,
41 from any offices or system administration, or from academic units (colleges, departments,
42 programs, etc.), including new webpages, press materials, reports, recruiting materials, and
43 flyers, use gender-neutral language, and that all webpages, press materials, reports, recruiting
44 materials, and flyers up for revision use gender-neutral language; and

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46 BE IT FURTHER RESOLVED THAT the CSULB Academic Senate supports broader efforts for
47 adoption of gender-inclusive language, such as ‘Chair,’ ‘Spokesperson,’ and ‘Supervisor’ (in
48 place of ‘Foreman’ etc.) in official communications and meetings; and

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50 BE IT FURTHER RESOLVED THAT the CSULB Academic Senate asks that the CSU Statewide
51 Academic Senate recommend that gender-neutral pronouns *they/their/theirs* be used instead
52 of using gender-specific pronouns such as *he/she, s/he, he/him/his, or she/her/hers* in policy
53 documents; and

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55 BE IT FURTHER RESOLVED THAT a copy of this resolution be forwarded to all Divisions of the
56 University to use as they create, revise and enact policies.