REPORT TO FACULTY SENATE

FROM: The Faculty Officers http://facultygovernance.arizona.edu/

DATE: November 5, 2018

ACCOMPLISHMENTS:

- We ask you to join us in welcoming Nicola Wolf to the Faculty Center staff. We are delighted to be working with her.
- Chair Summers hosted a town hall on faculty initiatives for diversity and HSI on Friday, October 26. About 50 participants shared out programs and ideas to further the diversity agenda at the UA. A report and proposed next steps will be shared in the next faculty newsletter. Next semester’s town hall will center on issues of gender and equity. Who wants to help?
- Two distinct policy suggestions are being presented today – one on proactive expectations for behavior (Our Institutional Commitments) another on reactive measures for disruptive behavior (Disruptive Behavior Policy).
- Vice-Chair Brewer is co-chairing the Vice Provost for Faculty Affairs search with Allison Vaillancourt, and is continuing to heroically lead work on the Faculty Census and its interaction with UAccess records.
- The first issue of the Faculty Newsletter was published in early October. Chair Summers is leading production of a second issue, with an eye to providing a version that is more easily integrated for email delivery and web presentation and sharing. Contributions are welcome!
- Faculty officers and faculty center staff have been engaged in planning for the upcoming ABOR meeting at the UA. Thanks go to all those who are helping ensure that this meeting is successful.
- The Committee on Faculty Membership met to adjudicate a small number of cases in which the Census of the Faculty cannot accurately determine whether or not an individual meets the criteria for inclusion in the General Faculty. The Committee utilized information provided for each individual, as well as UAccess data, to apply the criteria laid out in the Constitution, using the Guiding Principles adopted by the Faculty Senate in November 2016 and is now in process of following up with those individuals.

GOALS:

- Connect the output of the table discussion on Senators’ goals and priorities from October’s meeting to a set of ranked priorities for action by Senate over the rest of the academic year. Integrate the outcomes of the Strategic Planning process in this work and continue to work collaboratively to meet our objectives (December meeting).
- Mobilize faculty who do not participate in shared governance for input on issues of shared governance.
- Broker critical relationships between the faculty and administration in an effort to open channels for transparency in how we work collaboratively at the University.
- Continue to assist in the development, approval and implementation of changes to UHAP Chapter 7.
- Facilitate greater involvement of, and integration with, the work of the Academic Personnel Policy Committee (APPC), Student Affairs Policy Committee (SAPC) and Research Policy
Committee (RPC) in Senate meetings. Rather than re-iterating APPC, SAPC and RPC goals here, we ask Senators to refer to the reports provided from those committees.

- Bring a set of proposed changes to the Constitution and Bylaws committee for review and forwarding to Senate. These will include a bylaws modification that would allow Senate meetings that would fall on a major religious holiday to be rescheduled, among other recommendations. A plan for converting Constitution and Bylaws updates to html, with a more open revisions planning process, will also be provided.
To UA trans students, staff, faculty, and community members:

As a group of trans scholars, we, the Trans Studies Initiative, feel and understand the weight of the recently leaked proposed changes to federal policy around the definition of gender. While this is not yet policy, we recognize it as another manifestation of a politics of devastation by which the Trump administration is intent on eradicating trans people from public life. This move toward eradication is part of a larger attack on various vulnerable and disenfranchised communities, as well as those among us with multiple marginalized identities. Thus, we cannot miss how this latest attack—nor any that have come before it—have broader impacts across populations, and are intended to further harm to many of us.

The administration’s stated aim to define gender “on a biological basis that is clear, grounded in science, objective and administrable” is one that renders the citizenship of trans and intersex people revocable, and our bodies impossible. The proposed policy is so demonstrably impracticable that it is clearly not meant to be a policy at all. Instead, it is yet another terrorizing gesture that the fact of our existence is an offense. We know better. We also know that while this is a hard moment, it is one in a series of similar challenges to the humanity of trans and intersex people, and our many allied oppressed communities, and we know it will likely not be the last.

As trans legal scholar Dean Spade has reminded us, while there are many questions yet to be answered by the leaked memo regarding policy changes, “even the rumors of such a policy will be enough to stir increased transphobic action by low-level staff and bureaucrats at shelters, welfare offices, DMVs, schools and other places where people have the power to make trans peoples’ lives difficult and dangerous.” We also know, as various trans activists, scholars, artists, and people have stated, that this sort of federal threat is not new for us. We have long been targeted by state sponsored violence, and have remained irrepressible regardless. We have always come together to forge lives and communities, and have learned from the legacies of trans women of color, as well as the various interconnected movements for social justice such as the Disability Rights Movement, the Civil Rights Movement, the Movement for Black Lives, Trans Queer Pueblo, and Spoken Futures, Inc., how to continue in the face of adversity. This is a trying time, to be sure, and we will continue to protect, love, support, and honor each other as trans and intersex people. As Black trans activist CeCe McDonald has stated, in the midst of state-supported violence such as what we are experiencing now, it is we who protect each other and keep each other safe.

In the spirit of protecting each other and keeping each other safe, we would like to remind you of the resources available in our community. Should you feel the need to
reach out, we urge you to do so. Simply put: we care about each of you, and want to see you thrive. These resources are just one way to ensure you continue to do so:

- Trans Lifeline ([www.translifeline.org](http://www.translifeline.org)): (877) 565.8860
- The Trevor Project ([https://thetrevorproject.org](https://thetrevorproject.org)): (866) 488.7386
- Southern Arizona Gender Alliance ([www.sagatucson.org](http://www.sagatucson.org)): (520) 477.7096
- African American Student Affairs ([https://aasa.arizona.edu](https://aasa.arizona.edu)): (520) 621.3419
- Asian Pacific American Student Affairs ([https://apasa.arizona.edu](https://apasa.arizona.edu)): (520) 621.3481
- Adalberto & Ana Guerrero Student Center ([https://chsa.arizona.edu](https://chsa.arizona.edu)): (520) 621.5627
- Disability Resource Center ([https://drc.arizona.edu](https://drc.arizona.edu)): (520) 621.3268
- Immigrant Student Resource Center ([https://eao.arizona.edu/isrc](https://eao.arizona.edu/isrc)): (520) 626.2300
- Institute for LGBT Studies ([https://lgbt.arizona.edu](https://lgbt.arizona.edu)): (520) 626.3431
- LGBTQ Affairs ([https://lgbtq.arizona.edu](https://lgbtq.arizona.edu)): (520) 621.7585
- Native American Student Affairs ([https://nasa.arizona.edu](https://nasa.arizona.edu)): (520) 621.3835
- Women & Gender Resource Center ([https://wrc.arizona.edu](https://wrc.arizona.edu)): (520) 621.4498

Additionally, we find it particularly important to focus energy and resources toward trans liberation work being done in our local community in Tucson. Should you like and be able to show your support for local organizations organizing around trans liberation, we would encourage donating to the following organizations:

- Camp Born This Way ([https://tinyurl.com/y8dlglw](https://tinyurl.com/y8dlglw)) • Mariposa Sin Fronteras ([https://tinyurl.com/ygcge77en](https://tinyurl.com/ygcge77en))
- Southern Arizona AIDS Foundation ([https://tinyurl.com/y7f9gf8d](https://tinyurl.com/y7f9gf8d)) • Southern Arizona Gender Alliance ([https://tinyurl.com/yb868zrd](https://tinyurl.com/yb868zrd))
- Spoken Futures, Inc. ([https://tinyurl.com/ybro7s2o](https://tinyurl.com/ybro7s2o)) • Thornhill Lopez Center on 4th ([https://tinyurl.com/ycyaomg6](https://tinyurl.com/ycyaomg6))
- Trans Queer Pueblo ([https://tinyurl.com/y9vramh7](https://tinyurl.com/y9vramh7))

We know this is a difficult time. We care about you. We are fighting right alongside of you. Please continue to be safe, and protect and support each other. Our community is stronger together.

**In solidarity,**
Francisco Galarte, Assistant Professor, Gender and Women’s Studies
Eva Hayward, Assistant Professor, Gender and Women’s Studies
Yv Nay, Postdoctoral Fellow, Gender and Women’s Studies
Z Nicolazzo, Assistant Professor, Educational Policy Studies and Practice
Eric Plemons, Assistant Professor, Anthropology
Max Strassfeld, Assistant Professor, Religious Studies
Susan Stryker, Associate Professor, Gender and Women’s Studies
TC Tolbert, Lecturer, English and Tucson Poet Laureate
Russell Toomey, Associate Professor, Family Studies and Human Development
Dear President Robbins,

We, the members of University of Arizona’s LGBTQ community, our Southern Arizona LGBTQ communities, and our allies, write to you today in solidarity with UA’s transgender community. This community, which includes students, faculty, staff, and their dependents, currently faces a new and serious threat. An article published by the New York Times on Sunday, October 21, 2018 revealed proposed changes in government policy concerning how the federal government will define gender and allocate/deny resources based on those definitions. These changes, if adopted, would lay the groundwork to erode and eventually eliminate the civil rights and the legal existence of transgender individuals. This proposal contributes to an already-heightened atmosphere of fear and uncertainty in the transgender community, a community that is among the most-marginalized in society.

Already, transgender communities in higher education across the country, and at UA, face significant challenges. National data shows that transphobia on campus means transgender students are at heightened risk of isolation, suicidal ideation, smoking, drinking, and other drug use. At UA specifically, our Annual Health and Wellness survey reveal that LGBTQ students report experiencing significantly more stress and mental health issues than their non-LGBTQ counterparts. From the 2016 survey, we learned that they are three times more likely to indicate that anxiety or depression made it very difficult to work, study, go to class, or get along with others. Well over half of all LGBTQ survey respondents reported struggling with the basic aspects of an engaged student life. Black, Latinx, Undocumented, Two-spirit, and our transgender students with disabilities face added challenges resulting from the intersection of their identities in multiple marginalized communities.

Additionally, on the same survey, LGBTQ students report experiencing significantly more violence than their non-LGBTQ counterparts, including two times more bullying, three times more hate crimes/discrimination, two times more physical assaults, and two times more sexual assaults. These numbers are higher still for black transgender and two-spirit students. Our findings resonate with the Association of American Universities (AAU) finding that trans and gender nonconforming undergraduate students (24%) and graduate students (15.5%) experience sexual violence and coercion. These numbers are higher than for cisgender women. Relatedly, 75% of TGNC (transgender and gender nonconforming) students said they have experienced sexual harassment and estimates are that 50% of trans people will experience sexual violence in their lifetimes, especially trans women and trans women of color.

In a Listening Session held by the LGBTQ Community Council in 2017, UA transgender and non-binary students reported that they hear transphobic—and sometimes violently so—comments—and that UA faculty are either not addressing these comments or are sometimes encouraging them with laughter. Transgender, non-binary, and two-spirit students frequently find themselves misgendered by professors and staff, as well as enduring harassment from fellow students. We have attached a document to this
letter that details some of these issues in more depth, so that you may better understand the climate for our transgender students and colleagues.

We call upon you to speak to the university and assure the transgender community on campus that the university remains committed to a policy that recognizes and affirms their gender identity regardless of any redefinition at the federal level. As the president of the university, your voice can help reassure the community that you, and the university, stand with them and will not allow them to be erased from society. The absence of a statement reassuring the community of the university’s commitment to recognizing the personal gender identity of students, faculty, and staff would communicate powerfully to the same community that the university is not the safe, inclusive environment that it proclaims itself to be. We implore you to not remain silent on this issue. The transgender population at your university needs to hear from you.

We respectfully ask the you release a statement to the university community by October 31.

Sincerely,

Andrea Carmichael, (she/her/hers), Chair, LGBTQ Community Council
Teresa Graham Brett (she/her/hers), Assistant Vice Provost for Inclusion and Multicultural Engagement
Sarah Gonzales (she/ her/ hers), Assistant Director, Outreach and Education
Jennifer Hoefle Olson (she/her/hers), Director for LGBTQ Affairs
Corrie Brinley, (she/her/hers), Co-Chair, OUTReach
Kenneth Importante (he/ him/ his), Director for Asian Pacific American Student Affairs
Jill Koyama (she/her/hers), Director, Institute for LGBT Studies
Yoleidy Rosario (Ze/ Zir/ Zirs), Director of Women and Gender Resource Center
Rachel Simpson (she/ her/ hers), Interim Director for Native American Student Affairs
Elizabeth "Liz" Soltero (she/ her/ hers), Director for Adalberto & Ana Guerrero Student Center
Kimberly (KC) Williams (she/ her/ hers & they/them/ theirs), Director for African American Student Affairs
Danthai Xayaphanh (he/ him/ his), Director, Global Experiential Learning and Engagement
Natalynn Masters (she/her/hers), President of the Associated Students of the University of Arizona (ASUA)
Nikki Mastrud (they/them/ theirs), Executive Diversity Director Associated Students of the University of Arizona (ASUA)
Lexy Reyelts (she/her/hers or they/them theirs), Co-Director for Pride Alliance
Dante Salas (he/him/his or they/them theirs), Co-Director for Pride Alliance
Scott Blades, Member UA LGBTQ Community Council

Organizations
Black Student Union
African American Student Affairs’ Queer Trans Black People (QTBP)
Black Student Union
Pride Alliance
Out in Science Technology Engineering and Mathematics (oSTEM)
PFLAG Tucson
Tucson GLBT Chamber of Commerce