



Board of Trustees

Los Angeles Community College District

ACTION

Com. No. BT4	Division Board of Trustees	Date: May 10, 2017
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Subject: **RESOLUTION – IN SUPPORT OF TRANSGENDER/GENDER NON-CONFORMING AND GENDER NON-BINARY (TGNC) AND THE WORKPLACE ENVIRONMENT**

The following resolution is presented by Board Members Kamlager and Fong:

- WHEREAS, Los Angeles Community College District (LACCD) survey findings found a baseline need to identify issues of awareness, services and activities throughout the LACCD to support Transgender Non-Conforming (TGNC) students; and
- WHEREAS, Various studies of the Williams Institute, the UCLA School of Law think tank dedicated to conducting rigorous, independent research on sexual orientation and gender identity law and public policy, has found the TGNC community has historically been plagued by unemployment and underemployment leading to impoverishment; and
- WHEREAS, A recent LACCD survey revealed that thirteen percent of students sampled identified as LGBTQ; and
- WHEREAS, The District has a history of offering educational opportunities through courses and programs that critically analyze the role of gender in society; and
- WHEREAS, LACCD has identified a need to better serve TGNC students and District employers who hire TGNC employees; and
- WHEREAS, Transcanwork.org was created to meet the needs of employees and employers to address inclusion friendly work environments for TGNC prospective and current employees; and
- WHEREAS, Certifying LACCD workforce partners in Trans inclusivity will help to create the business case for hiring TGNC employees and develop a culture of safety and respect, paving the way for additional employment of this marginalized community; now therefore, be it:
- RESOLVED, That LACCD and its nine colleges will partner with the California Trans Work Project (CTWP) to create models for trans-positive workplaces in California and provide services through the auspices of Transcanwork.org; and be it further

Chancellor and Secretary of the Board of Trustees

By _____ Date _____

Eng _____	Moreno _____
Fong _____	Pearlman _____
Hoffman _____	Svonkin _____
Kamlager _____	Victoriano _____
	Student Trustee Advisory Vote

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- RESOLVED, That Transcanwork.org will take part in an LACCD Employer Awareness Summit in support of Transgender and TGNC students in the workplace; and be it further
- RESOLVED, That working with university partners, Transcanwork.org will support the efforts of LACCD faculty to create curriculum promoting inclusion and diversity which will help prepare students for the work environments of the future. The curriculum will impart the benefits of TGNC inclusion and diversity in the workplace; and be it further
- RESOLVED, That Transcanwork.org will connect LACCD TGNC students to jobs through college career centers and Career and Technical Education workforce education programs; and be it further
- RESOLVED, That Transcanwork.org will provide LACCD faculty and staff professional development on TGNC inclusion in the workplace. These professional development activities will be designed to bring awareness and best practices to the entire LACCD community creating a culture of acceptance and support which will help in the formation of LGBTQ and TGNC safe zones throughout the LACCD; and be it further
- RESOLVED, That Transcanwork.org will certify LACCD college community business partners in trans-inclusion practices in the workplace.

