



**Faculty Council of Community Colleges  
System-Wide Preferred Name, Pronoun, and Gender Identity  
CSL1.2021-2022  
Passed by the FCCC  
October 16, 2021**

**WHEREAS** the SUNY Board of Trustees passed the Diversity, Equity, and Inclusion Policy on September 10, 2015, with the goal of being “the most inclusive State university system in the country”; and

**WHEREAS** the policy further states that “SUNY’s approach must employ best practices to attract diverse students, faculty, staff and administrative leaders, including efforts to strengthen the pipeline of diverse individuals with advanced credentials; ensure that services are in place to support retention (of faculty and students) and foster student completion at a rate that closes existing achievement gaps; and implement programs and strategies to establish a welcoming environment for all”; and

**WHEREAS** the SUNY Board of Trustees passed a resolution on February 25th, 2021 creating 8 NYCRR Part 317: Gender Neutral Bathrooms, noting “SUNY recognizes the need to take all possible precautionary steps to prevent harassment from occurring, and believes that college officials can play a crucial role in creating a space of inclusivity to protect transgender, gender nonconforming, and non-binary (TGNCNB) individuals from discrimination and harassment on its campuses”; and

**WHEREAS** the SUNY Board of Trustees has approved the creation of the SUNY Diversity, Equity, and Inclusion (DEI) Committee on the auspices that “[i]ssues of diversity, equity, and inclusion run throughout all policy areas and functions of the SUNY system, and are inextricably tied to

both student success and to the growth and effectiveness of SUNY campuses across New York. We have an obligation to eliminate cultural, institutional, and regulatory discrimination. . .”; and

**WHEREAS** the Faculty Council of Community Colleges (FCCC) has previously passed resolution “ASA2.2018-2019, Supporting Gender Inclusivity within SUNY” in October 2018; and

**WHEREAS** the University Faculty Senate (UFS) has passed a resolution recommending the “SUNY Wide Implementation of Preferred Name and Gender Identity Applications on the Registration, Email, ID cards, and other Identification Systems”; and

**WHEREAS** members of designated groups require specific action plans to be taken on their behalf to ensure inclusive and equitable learning and work environments; and

**WHEREAS** the use of a chosen or preferred name that may be different from the person’s legal name is a long-standing informal practice to refer to faculty, staff, students, and visitors on our campuses in face-to-face communication; and

**WHEREAS** the practice of using a chosen or preferred name does not change a person’s “legal identity” but creates equitable access to and respect for a person’s lived experiences and intimate realities; and

**WHEREAS** being forced to use a name and/or pronouns that do not represent one’s lived experience and intimate realities is harmful, traumatic, and damaging to a person’s health and wellness; and

**WHEREAS** students who are transgender, adopted, native, in domestic partnership, transitioning, victims of domestic violence, those with non-traditional family structures and any other number of possibilities desire the right to have access to preferred name and gender identity representation on our campuses; and

**WHEREAS** being able to use one’s “preferred name” is a reasonable accommodation that enhances our cultural climate and acts as a mechanism for inclusion and creates a welcoming environment; and

**WHEREAS** anti-discrimination policies such as Title IX are subject to the interpretation of a given government administration and are thus not guaranteed to remain in place and enforced equally over time; and

**WHEREAS** the SUNY DEI Committee is the body most informed in research on and best practices in preferred name and personal pronoun policies and implementation;

**THEREFORE, BE IT RESOLVED** that the SUNY DEI Committee should craft and advance a policy mandating a system-wide preferred name policy be in place on all campuses for all students, faculty, and staff; and

**RESOLVED** that the FCCC recommends that SUNY System Administration require a SUNY-wide implementation of preferred name and gender identity policies and processes so that all students can equitably represent themselves on our campuses with their preferred names; and

**RESOLVED** that the FCCC recommend that the SUNY Chancellor and the Chairperson of the Board of Trustees make it a standing policy of the Board of Trustees and SUNY System Administration to provide access to the use of preferred name and gender identity.