

Committee on Diversity, Equity, and Inclusion

Senate of the Associated Students 89th Session

Agenda for Wednesday, October 13, 2021 at 9:00 a.m.

ASUN President's Conference Room & Zoom Meeting (Email Haley Rowe
senatorrowe@asun.unr.edu for Link)

1. CALL MEETING TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT (INFORMATION ONLY)

Items heard under public comment may be for items either on or off the agenda. Action may not be taken on items raised under public comment until specifically included on an agenda as an action item. Public comment may be limited to three minutes per person at the discretion of the Chair. Public comment may be taken on each action item...

4. ADOPTION OF MINUTES (POSSIBLE ACTION)

There are no minutes to be discussed.

5. OLD BUSINESS (POSSIBLE ACTION)

a) **S.R. 89 A Resolution in Support to Protect Thacker Pass**

The Committee will discuss progress on the resolution.

6. NEW BUSINESS (POSSIBLE ACTION)

a) **S.R. 89 A Resolution in Support of Pronoun Inclusion At the University of Nevada**

The Committee will discuss and consider favorably recommending the legislation.

b) **Initiatives**

Senators will discuss Diversity, Equity, and Inclusion topics for the month of October.

c) **Senator Reports**

Senators will share any updates they have on projects with the Committee.

7. REPORTS OF ASUN OFFICERS (INFORMATION ONLY)

a) Director of Diversity and Inclusion, Kaeli Britt

8. PUBLIC COMMENT (INFORMATION ONLY)

Items heard under public comment may be for items either on or off the agenda. Actions may not be taken on items raised under public comment. The Chair may elect to take public comment on action items on this agenda. The Chair may impose reasonable limits on the length member of the public may speak.

9. ADJOURNMENT

10. NOTES

Agenda items may be considered out of order at the discretion of the Chair.

The Associated Students supports providing equal access to all programs for people with disabilities. Reasonable efforts will be made to assist and accommodate physically handicapped persons desiring to attend the meeting. Please call ASUN at (775) 784-6589 in advance so that arrangements may be conveniently made.



Posted at the ASUN Offices in the Joe Crowley Student Union, Frandsen Humanities Building, the Pennington Student Achievement Center, the Mathewson IGT Knowledge Center and online at www.nevadaasun.com .

Requests for supporting material for an agenda item should be directed to the Archives of the Associated Students. All other inquiries should be directed to Senator Haley Rowe at senatorrowe@asun.unr.edu.

[DISCUSSION DRAFT]

89th SESSION

2021-2022

S. R. 89-

**A RESOLUTION IN SUPPORT OF
PRONOUN INCLUSION AT THE
UNIVERSITY OF NEVADA**

IN THE SENATE OF THE ASSOCIATED STUDENTS

September 29th, 2021

SUBMITTED BY SENATOR KIDD, SENATOR ROWE, AND SENATOR FITZPATRICK ON BEHALF
OF DIRECTOR LIM AND DIRECTOR BRITT TO THE COMMITTEE ON DIVERSITY EQUITY AND
INCLUSION

A Resolution in Support of Pronoun Inclusion at the University of Nevada

1 *Whereas*, it is important to point out the difference between sex and gender;

2 *Whereas*, an individual’s sex is based on characteristics present at birth¹;

3 *Whereas*, gender is determined by a person’s sense, belief, and expression of self rather than
4 just an assigned sex at birth²;

5 *Whereas*, the use of pronouns have been common in most newspapers since the 1850’s;³

6
7 *Whereas*, in the later 1970’s there was an emphasis on the public use of all pronouns⁴;

8 *Whereas*, through the 2010’s the use of pronouns moved from use within primarily LGBTQ+
9 communities into a discussion on a broad, global scale⁵;

10 *Whereas*, in 2019, the singular use of “they” was added to the Merriam-Webster Dictionary⁶;

11 *Whereas*, constant misuse of an individual’s pronouns can lead to significant health
12 consequences and concerns;

13 *Whereas*, misgendering can lead to an individual feeling unseen or disrespected by their peers,
14 further impacting their mental health;

¹<https://www.ons.gov.uk/economy/environmentalaccounts/articles/whatisthedifferencebetweensexandgender/2019-02-21#:~:text=The%20World%20Health%20Organisation%20regional,expression%2C%20and%20how%20they%20behave>

² <https://store.samhsa.gov/sites/default/files/d7/priv/sma12-4684.pdf>

³<https://lbgtq.mit.edu/sites/default/files/documents/Transcript%20for%20Website%20-%20A%20Guide%20to%20Pronouns%20A%20Quick%20History%20and%20Best%20Practices.pdf>

⁴<https://lbgtq.mit.edu/sites/default/files/documents/Transcript%20for%20Website%20-%20A%20Guide%20to%20Pronouns%20A%20Quick%20History%20and%20Best%20Practices.pdf>

⁵<https://lbgtq.mit.edu/sites/default/files/documents/Transcript%20for%20Website%20-%20A%20Guide%20to%20Pronouns%20A%20Quick%20History%20and%20Best%20Practices.pdf>

⁶<https://lbgtq.mit.edu/sites/default/files/documents/Transcript%20for%20Website%20-%20A%20Guide%20to%20Pronouns%20A%20Quick%20History%20and%20Best%20Practices.pdf>

1 *Whereas*, depression, anxiety disorders, dysphoria, and suicidal ideations can develop from
2 being misgendered⁷;

3 *Whereas*, other mental consequences include low self-esteem, negative body image, social
4 isolation, and more can seclude an individual from society as a whole;

5 *Whereas*, mental health is important in any stage in life but is extremely important in an
6 individual in College because it can directly impact their academic performance by decreasing
7 motivation and drive to stay enrolled or actively engaged in their classes⁸;

8 *Whereas*, to reduce misgendering on campus, pronouns should be visible to anyone who
9 wants or can see them;

10 *Whereas*, an option to make pronouns more accessible to the public, the University could
11 make it a required field when first logging into WebCampus (Canvas) as a UNR student;

12 *Whereas*, No Walls 2025, a “Student Vision for the University of Nevada in 2025,” put forth
13 by the Associated Students of the University of Nevada in 2016, calls for inclusivity on campus, and
14 promotes the idea that “Members of our Wolf Pack community in 2025 always look out for each
15 other, support each other, and listen to each other⁹;

16 *Whereas*, the misgendering of a student/s creates an environment that is a direct antithesis of
17 the aforementioned strategic plan;

18 *Whereas*, pronouns should be an optional field upon registering for attendance at the
19 University of Nevada, Reno on MyNevada;

⁷ <https://aragonoutlook.org/2018/10/the-power-of-pronouns-how-misgendering-can-affect-student-health/>

⁸ <https://timely.md/blog/mental-health-services-on-college-campuses/>

⁹ <https://s3-us-west-2.amazonaws.com/nevadaasun/2015/01/No-Walls-2025-AStudentVisOnForTheUniversityOfNevadaReno.pdf>

1 *Whereas*, the employees on campus are seen and recognized by a large number of students
2 and faculty every day and should represent an inclusive environment;

3 *Whereas*, in order to create a more inclusive environment, pronouns should be defined when
4 first hiring an employee on the Nevada Campus and should be displayed on any name badges the
5 department may hand out;

6 *Be it resolved that*, the Senate of the Associated Students at the University of Nevada support
7 the implementation of pronouns on WebCampus (Canvas) and MyNevada;

8 *Be it further resolved that*, the Senate of the Associated Students at the University of Nevada
9 support the implementation of pronouns on any name badges worn by workers on Campus;

10 *Be it further resolved that*, a copy of this resolution be sent to:

- 11 • University President, Brian Sandoval
- 12 • Vice President of Student Services, Shannon Ellis
- 13 • Faculty Senate Chair, Amy Pason
- 14 • University Registrar, Heather Turk
- 15 • Executive Director of University Advising, Emily Borthwick-Wong
- 16 • Director of ASUN, Sandra Rodriguez
- 17 • Associate Director of ASUN, Amy Koeckes
- 18 • Director of Diversity and Inclusion, Kaeli Britt

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