



Senate of the Associated Students of the University of Nevada

89th Session, 2021-2022

A RESOLUTION IN SUPPORT OF EXPANDING LGBTQIA+ SAFE ZONES AT THE UNIVERSITY OF NEVADA

Resolution Number: 108

Authored By: Senator Ngo, Senator Bowling, Senator Rountree on behalf of Director Lim and Director Britt

Sponsored By: The Committee on Diversity, Equity, and Inclusion

Whereas, during the Holocaust, homosexual people were forced to wear pink and black triangles in Nazi concentration camps;¹

Whereas, the now rainbow triangle has been embraced as a symbol of pride and solidarity within the LGBTQIA+ Community since the 1970s;

Whereas, there is no single traceable origin of Safe Zones, but the purpose is to provide spaces of allyship to the LGBTQIA+ community;

Whereas, displaying the Safe Zone triangle conveys that someone is committed to providing support for all LGBTQIA+ individuals, further educating themselves on the experiences of the community, and facilitating access to resources, as well as reducing, confronting, and preventing discrimination and harassment based on sexuality and gender expression;²

Whereas, Jonathon R. Haley, MSW Social Work (University of Nevada, Reno), states in their 2017 Master's Thesis, "members of historically underrepresented groups who have multiple intersecting marginalized identities...may be more exposed to psychological stressors;"³

¹ <http://www.thepinktriangle.com/history/symbol.html>

² <https://www.unh.edu/safezones/safe-zones-sticker>

³ scholarworks.unr.edu PDF" Outnumbered: Assessing the LGBTQ Campus Climate at the University of Nevada, Reno" Page 31

Whereas, Haley elaborates, “discrimination, internalized homophobia, and social stigma can create a hostile and stressful social environment for LGBTQ+ adults that contributes to mental health problems... members of the minority expect to face rejection, conceal their problems (much like being closeted) and in some cases even have internalized homophobia” (Haley 25);

Whereas, the 2019 Climate Survey for the University of Nevada finds “by gender identity, women respondents and trans-spectrum respondents reported being significantly less comfortable than men respondents” as well as “by sexual identity, queer-spectrum respondents and bisexual respondents being significantly less comfortable than heterosexual respondents;”^{4 5}

Whereas, a Nevada student poll with 55 respondents, 43.6% of which presently identify as a member of the LGBTQIA+ community, 7.9% of that pool communicated that campus, on a sliding scale of one to five, one being not safe at all and five being very safe, marked a “2” and this was twice as high compared to those not identifying with the LGBTQIA+ community, and 2.6% felt it was not safe at all;⁶

Whereas, 63.6% of respondents voiced that campus should implement safe zones;

Whereas, as a reflection of this data and information, it is imperative that LGBTQ+ identifying students, faculty, and staff are aware of the campus network of allies, and the Safe Zone triangles are a way for the University to solidify their commitment to a more inclusive campus;

Whereas, TMCC, University of Iowa⁷, University of Arizona⁸, Penn College, and University of New Hampshire have LGBTQ+ Safe Zones in place to contribute to more inclusion on campus;⁹

Whereas, in a conversation with nonbinary University of Nevada Assistant Professor of Voice and Movement Adi Cabral, they emphasize Safe Zones allow students to approach their academic environment as their fullest selves;

⁴ <https://www.unr.edu/main/pdfs/verified-accessible/divisions-offices/president/truth/climate-study-executive-summary.pdf>

⁵ <https://www.unr.edu/main/pdfs/verified-accessible/divisions-offices/president/truth/climate-study-executive-summary.pdf>

⁶ <https://forms.gle/hhXfPoeH3fb5rfGQ9>

⁷ <https://diversity.uiowa.edu/programs/training-programs/lgbtq-safe-zone-project>

⁸ <https://lgbtq.arizona.edu/safe-zone>

⁹ <https://www.unh.edu/safezones/about-safe-zones>

Whereas, Cabral states that our society is rooted in binary ideas and heterosexual normativity, and often students aren't given chances to explore their identities while receiving criticism for not expressing themselves;

Whereas, there is a 15-20 year history of Safe Zone training at the University of Nevada, but has had trouble maintaining continuity with employee turnover;

Whereas, the Queer and LGBT Advocacy Board (QLAB), a coalition of out and allied faculty and staff under the Office of Diversity and Inclusion, currently facilitate Safe Zone trainings using resources from an organization called the Safe Zone Project;

Whereas, the University should continue advertising Safe Zones training resources to those both in and out of the LGBTQIA+ community, to learn about allyship;

Whereas, faculty, staff, and students can fill out a Google form to request a training for groups larger than 6 people that lasts for 2-2.5 hours, in which at the end participants have the option to take an "Ally Pledge" and are given a designation sticker to display;¹⁰

Whereas, according to QLAB Co-Chair Dr. Angela Moore, there are currently 7 faculty trainers;

Whereas, whenever possible, trainers should be in pairs and be members of the LGBTQIA+ community;

Whereas, in 2020, QLAB received one (1) request for a training, and has received nine (9) requests in the Fall 2021 semester;

Whereas, Dr. Moore explains that QLAB members currently spend five-seven (5-7) hours a week coordinating trainings, which they do out of their passion for advocacy, not because it is a part of their job description;

Whereas, in order for these trainings to be more sustainable, there should be an employee who coordinates Safe Zone trainings as part of their job duties,

¹⁰

<https://docs.google.com/forms/d/e/1FAIpQLSeFUzqNmaLHRzjuXxZEqfFMN0AgnMTZDqmDMOBEyyp6nmPlNw/viewform>

Whereas, such an employee could be the Program Development Specialist that the Office of Diversity and Inclusion is currently looking to hire, who would “engage with multiple university constituencies through outreach, educational efforts that include workshops and trainings to strengthen the University’s commitment to DEI, as well as its democratic, civic engagement;”¹¹

Whereas, marginalized students often seek resources in the Multicultural Center, however there is not yet a Coordinator for the LGBTQIA+ Community nor a LGBTQIA+ specific Student Center, which has made centralizing these inclusive trainings difficult;

Whereas, the University of Nevada Diversity, Equity, and Inclusion Strategic Action Plan for 2021-2022 addresses how campus communities, “have been personally impacted by hate, bias, microaggressions, and other forms of harm” (Diversity & Inclusion, 7) and requires that at a minimum students, staff, and faculty should feel safe and supported throughout campus;

Whereas, Strategic Goal #3 aims to, “Offer regular forums, dialogues, and trainings that increase student, faculty, and staff understanding of the relevance of concepts such as diversity, equity, inclusion, and antiracism.” (Diversity & Inclusion, 31);

Be it resolved that, the Associated Students of the University of Nevada (ASUN) support the expansion of LGBTQIA+ Safe Zones;

Be it further resolved that, the Department of Diversity and Inclusion within ASUN shall collaborate with the QLAB to create uniform Safe Zone stickers and a campus-wide Safe Zone map to be updated annually;

Be it further resolved that, Addendum A serve as a recommendation for the University to pursue a more inclusive and safe campus environment for LGBTQIA+ community members;

Be it further resolved that, a copy of this resolution be sent to the following:

- ASUN Director of Wellness, Jiego Lim
- ASUN Director of Diversity and Inclusion, Kaeli Britt
- Gender, Race, and Identity Club President and Queer Student Union Treasurer, Indigo Hinojos

¹¹ [https://www.myworkday.com/nshe/d/inst/15\\$158872/9925\\$29576.html](https://www.myworkday.com/nshe/d/inst/15$158872/9925$29576.html)

- oSTEM President, Alex De Jack
- Gamma Rho Lambda President, Unique Hardy
- Graduate Student Association President, Matthew Hawn
- Multicultural Center Assistant Director, Gabriela Ortiz-Flores
- Queer and LGBT Advocacy Board Chair, Dr. Angela Moore
- College of Liberal Arts, Gender, Race, and Identity Department Chair, Dr. Emily Hobson
- College of Liberal Arts Associate Dean of Diversity and Inclusion, Daniel Enrique Perez
- College of Liberal Arts, Theater and Dance Department, Assistant Professor of Voice and Movement, Adriano Cabral
- Vice President of Student Services, Dr. Shannon Ellis
- University Diversity and Inclusion Officer, Eloisa Gordon-Mora
- Provost, Jeff Thompson
- University President, Brian Sandoval

Adopted in Senate on December 15th, 2021

Attest:

Wyatt Layland, Senate Secretary

Jake Schein, Speaker of the Senate

Addendum A

The Associated Students recommend these goals for short-term and long-term sustainability of LGBTQ+ Safe Zones and inclusivity.

Short Term:

- Consistency of the Office of Diversity and Inclusion website regarding training requests, updates regarding mission statements and LGBTQ+ resources, and a published listing of Safe Zone trainers and trainees
- Coordination between QLAB, ASUN's Department of Diversity & Inclusion, and Inkblot Marketing to create a standard University Safe Zones designation sticker and annually updated Safe Zones map

Long Term:

- Continuing outreach to student organizations, faculty & staff, and administration to regularly assess equity and inclusion efforts for the LGBTQ+ community through an intersectional and decolonial lens,
 - where “intersectional” is defined as “the interconnected nature of social categorizations regarded as creating overlapping systems of discrimination or disadvantage” (Oxford Dictionary) and
 - “decolonial” is defined as “representative of the goal towards achieving indigenous sovereignty (self-determination over land, cultures, and political and economic systems) through cultural, psychological, and economic freedom” (Haverford)
- Write into a University employee's job duty to coordinate Safe Zone training and other specialized hate and bias awareness training as necessary
- Create a permanent LGBTQ+ Student Center on campus