

**TO:** SUNY University Faculty Senate  
**FROM:** UFS Equity, Inclusion & Diversity Committee  
**RE:** Resolution on Gender Neutral Language in All SUNY Correspondence  
**DATE:** 180<sup>th</sup> Plenary, October 18-20, 2018  
**LOCATION:** SUNY Binghamton  
**RESOLUTION #:** 180-01-01  
**VOTE TALLY:** For: 39; Against: 6; Abstain: 0

**RATIONALE:**

**WHEREAS** the SUNY Board of Trustees September 10, 2015 Resolution “Diversity, Equity and Inclusion Policy” desires to “make SUNY the most inclusive higher education system in the country”; and

**WHEREAS** SUNY seeks to be respectful of all members of our community; and

**WHEREAS** SUNY respects each person’s right to determine their own identity; and

**WHEREAS** transgender matters have gained increasing attention in recent years, and academic writing and communications can better reflect a range of gender identities and be inclusive of transgender people; and

**WHEREAS** most notably, the use of male and female pronouns (*he/him/his, she/her/hers*) is being challenged, and many argue for the acceptance and use of *they* (i.e. not *s/he*, which is still ba

specific pronouns *he/she* in all SUNY communications from the Chancellor’s office or system administration, such as websites, policy documents, press materials, reports, recruiting materials, etc.

**BACKGROUND:**

Brown, Heidi K. “We Can Honor Good Grammar and Societal Change Together.” *ABA Journal*, vol. 104, no. 4, Apr. 2018, p. 1. *EBSCOhost*, ezprow 0.002 Accessed 24 September, 2018.

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Golden, Stephanie. “We need the singular ‘they’ – and it won’t seem wrong for long.” *Aeon*, Aeon Media Group Ltd., 23 February, 2018, [aeon.co/ideas/we-need-the-singular-they-and-it-wont-seem-wrong-for-long](http://aeon.co/ideas/we-need-the-singular-they-and-it-wont-seem-wrong-for-long) Accessed 24 September, 2018