

**CHARGE OF THE *QUE(E)RIES: DIVERSE GENDERS AND SEXUALITIES ACTION*
SUBCOMMITTEE OF THE CCIE**

College Committee on Inclusive Excellence Vision Statement: We, of Saint Mary's College of California, are dedicated to treating all people with dignity and respect in ways that acknowledge and engage diverse backgrounds and ideas. Our policies, practices, and behaviors foster a safe and inclusive community and promote learning that is equitable, collaborative, and inspired by the presence of God in and among us.

Subcommittee Vision:

In the spirit of our Lasallian Catholic* heritage, we are committed to respect for and holistic development of all persons. We recognize that our community includes individuals with vast and intersectional identities including diverse gender identities, gender expressions, sexualities, sexual expressions, family and relational structures and backgrounds. As such, we aim to actively inform and support policies, practices, and actions that affirm and celebrate the LGBTQIA+ communities at Saint Mary's College. We will do this via promotion of equitable and collaborative work grounded in the rich traditions of resistance, liberation, and social justice.

Membership:

The subcommittee shall be Co-Chaired by two representatives of the CCIE, made up of faculty and staff and one student representative. The core working group shall consist of faculty, staff, and students ideally including campus offices and groups who are invested in initiatives supporting our charge. The College Provost and the Associate Provost & Senior Diversity Officer shall be considered ex-officio members of the subcommittee. The subcommittee will also remain an open space available to members of the Saint Mary's community who seek ways to contribute to the charge. We especially welcome members who bring intersectional perspectives to the work of the committee.

Charge:

The subcommittee demands accountability from Saint Mary's College of California, as a community and institution, to recognize and address rather than react to circumstances of inequitable treatment of individuals with diverse gender, sexual, and relationship expressions and identities. As such the committee exists:

- To advocate for a campus community in which all students, staff, and faculty of all** genders, sexualities, and relationships are welcome and safe and that both are clearly communicated to all persons.
- To advocate, promote and implement structural changes in campus policies, procedures and practices that are inherently hetero- and gender- normative.
- To reveal, center and celebrate diverse expressions of gender, sexuality and relationship through cultural, symbolic, and discursive means, which challenge normative assumptions and hegemonic representations.
- To uplift and amplify historically marginalized and silenced voices in the community

*We acknowledge that the Catholic Church continues to put forward teachings that exclude and as a result inflict harm on individuals and communities who express non-binary and non-heteronormative genders and sexualities. In the spirit of renewal, we commit to continue to engage in difficult dialogues to make change together in community at Saint Mary's College.

**The subcommittee acknowledges that the use of the term "all" includes those individuals that do not identify with any gender(s), sexual orientation(s), and emotional/romantic relationship(s).