

To the Columbia College community,

As many of you know, Columbia College Chicago has been engaged in an ongoing effort to expand our support for the LGBTQ student community through our Gender Inclusive Initiative. The college has had a long-standing policy of non-discrimination that includes gender identity and gender expression; however, we believe it's also important to demonstrate our continued commitment to students by increasing awareness and offering access to resources that will assist you and the campus community in responding to their needs and requests.

This semester, the college introduced an important new pronoun initiative, which brought a significant change to the way we recognize and honor transgender and gender non-conforming students, faculty and staff. As part of this initiative, we not only encourage everyone on campus to honor pronoun requests, but we expect that all faculty and staff will become knowledgeable and engage with the effort. To assist with this, we ask you to please review the following resources available to you:

1. **Pronoun Awareness:** Many transgender and gender non-conforming students will inform faculty and staff of their preferred name and gender pronouns. We expect that faculty and staff members will honor individual pronouns and will also respect wishes for confidentiality. Please find information on pronoun usage at [www.colum.edu/genderinclusiveinitiative](http://www.colum.edu/genderinclusiveinitiative).
2. **Preferred First Name:** Many transgender and gender non-conforming students (and other students) use preferred names that align with their gender identity and expression. Columbia students can use their Preferred First Name on all internal documents including Loop Mail, Oasis, Moodle and Degree. Students can submit their request at [www.colum.edu/preferredname](http://www.colum.edu/preferredname).
3. **All-gender Bathrooms:** We have increased the number of core campus buildings with all-gender bathrooms from 5 to 8. In total, there are 20 all-gender bathrooms on campus. Additional progress will require a change in the City of Chicago building codes, but we will continue to review and explore more possibilities. The college is also committed to including at least one single use all gender restroom with every large scale capital project going forward. A full list of all-gender bathroom locations can be found [here](#).
4. **Educational Resources:** The [Center for Innovation in Teaching Excellence \(CiTE\)](#) offers many opportunities for faculty development in supporting and maintaining inclusive classrooms and campus spaces for individuals of all identities. A [free public webinar](#) is available for all faculty, staff, and students through the Illinois Department of Public Health on how to create a supportive campus for LGBTQ students. If you, a student, or a faculty or staff colleague are looking for additional resources, please contact the Office of LGBTQ Office of Culture & Community within Multicultural Affairs at [www.colum.edu/lgbtq](http://www.colum.edu/lgbtq).

I want to thank the LGBTQ Office of Culture & Community, the Center for Innovation in Teaching Excellence (CiTE), and Common Ground members for leading this effort and providing valuable insight and resources for the campus community.

If we work together as a community, we can ensure that our campus continues to be welcoming and one that celebrates difference. Thank you for your continued support for student success.

Mark Kelly  
Vice President, Student Success