



University of Louisville Staff Senate

Dear President Schatzel,

As UofL's staff constituency group, we have concerns regarding the recent reported incidents on-campus targeting members of the trans community. We share the Commission on the Status of Women (COSW) beliefs that trans rights are human rights, and no UofL student, staff or faculty should be discriminated against based on their race, gender identity, or sexuality. All students, staff and faculty deserve equal protection and civil treatment on campus, so they can live, learn, work and thrive in a safe environment.

In order for the University community to live and work guided by the Cardinal Principles, we urge you and your leadership to fully embrace and support our trans community by considering the following specific recommendations:

1. We urge University administration to work closely with UofL Trans Rights Alliance (ULTRA), the Student Government Association, the LGBT Center, Faculty Senate, Staff Senate and other stakeholders to review existing policies and/or create additional policies that make UofL a safe and more inclusive environment for our trans students, staff and faculty.
2. State clearly and succinctly that trans students, staff and faculty are an important and valuable part of our community. Additionally, in order to abide by our Cardinal Principles, we will actively demonstrate that we are a Community of Care, show Respect, and value Diversity and Inclusion.
3. To foster transparency, deliver continual campus updates on the progress toward developing action steps, including the current status of reviewing policies that impact the trans community, and sharing which conversations have taken place. These updates would display movement toward the University's plan of action and further, any plans that could be communicated by the end of spring semester 2023 would promote trust in University administration amongst the UofL community.

Staff Senate is ready and eager to engage in further conversation to support these efforts. Please don't hesitate to reach out to the Staff Senate leadership to let us know how we can assist with moving these conversations forward.

Respectfully,

Staff Senate