Are you Queerious?
What is the Federal Equality Act?

The **Equality Act** of 2015 is a bill in the United States House of Representatives and the Senate that if passed would amend the Civil Rights Act of 1964 to include protections that ban discrimination on the basis of sexual orientation, gender identity, and sex in the areas of employment, housing, public accommodations, ..
• The North Carolina law, known as House Bill 2 or HB2, has several provisions, including that citizens cannot use public restrooms that don't match the sex on their birth certificates.

• This means that transgender people are required either to use the bathroom that matches the gender they were assigned at birth, or avoid public bathrooms altogether.

• transgender bathroom predator - However, there is absolutely no evidence of trans people harassing or attacking non-trans people in public bathrooms.
Title VII was first enacted in 1964. In its current state, the law prohibits discrimination on the basis of “race, color, religion, sex, or national origin.” Many courts have found that sexual orientation is not a protected class or characteristic under Title VII.

In fact, they think that 23 percent of Americans, or almost one in four, are gays or lesbians, a Gallup survey released Thursday revealed. That's way off: The polling organization most recently found that less than 4 percent self-identify as lesbian, gay, bisexual or transgender, May 22, 2015.
What is the bathroom law?
A bathroom bill is the common name for either legislation or a statute that seeks to regulate access to public facilities—particularly restrooms—on the part of transgender individuals on the basis of their sex they were assigned at birth.

What states have bathroom laws?
South Dakota’s bill passed in both chambers, but was vetoed by the governor. Illinois, Indiana, Kansas, Kentucky, Louisiana, Massachusetts, Michigan, Minnesota, Missouri, Mississippi, New York, Oklahoma, South Carolina, Tennessee, Virginia, Washington and Wisconsin have also considered similar legislation this year.

Is Trans a protected class?
Although transgender status is not a protected class, Title VII does protect transgender persons from discrimination by their employers for failing to act in accordance with their perceived sex or gender.
Marriage equality

Legal to discriminate
What are the protected classes under Title 7?

Title VII of the Civil Rights Act of 1964 protects individuals against employment discrimination on the bases of race and color, as well as national origin, sex, and religion. Title VII applies to employers with 15 or more employees, including state and local governments.

What is the LGBT law?

About LGBT Human Rights. We all have a sexual orientation and a gender identity, and this shared fact means that discrimination against members of the Lesbian, Gay, Bisexual and Transgender community, based on sexual orientation and/or gender identity, is an issue that transcends that community and affects all of us.

What is LGBT bill?

In North Carolina, the governor signed a law banning cities from passing LGBT anti-discrimination ordinances and barring transgender people from using bathrooms that match their gender identity. Tennessee also has a “bathroom bill,” plus a bill that lets mental health professionals refuse to treat LGBT patients, Apr 15, 2016.

Who are LGBT Americans?

In a Williams Institute review based on an June–September 2012 Gallup poll, approximately 3.4 percent of American adults identify themselves as being LGBT (lesbian, gay, bisexual, or transgender).
So how can we as an Aggie community ensure that they feel safe and achieve a sense of belonging at Texas A&M?
Would the President-elect make good on his pledge to repeal the Affordable Care Act, which protects transgender people from discrimination in accessing health care?

Will he appoint conservative judges to the US Supreme Court who could roll back marriage equality and other civil rights?

Will Pence's long-ago support for so-called "conversion therapy" translate to a directive for LGBT youth?

Questions such as these flooded the offices of LGBT advocacy groups nationwide following Trump's victory.

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**Being Trans, and an Immigrant, Under the Trump Administration**

Many transgender Americans have only been openly trans under an Obama administration that respected their rights. That is about to change.

MEREDITH TALUSAN | JAN 5, 2017 | POLITICS
LGBTQ civil rights protections

These laws generally prohibit discrimination based on sexual orientation and gender identity in the workplace, housing, and public accommodations. But Utah’s law doesn’t cover public accommodations.

- Protections for sexual orientation and gender identity
- Protections for sexual orientation
- No protections

Source: Human Rights Campaign
Credit: German Lopez
STUDENT POPULATION DATA OF LGBTQ+ COMMUNITY ON CAMPUS

1. 1% of U.S. Population identifies as Trans

2. 9% of U.S Population identifies as LGBTQ+

3. 15000 new students every year are enrolled at Texas A&M University at College Station.

4. Approximately, 1500 would be LGBTQ+
Plan of Action

1. **Aim:** To develop a safer community and to create a sense of belonging for the LGBTQ+ Community

2. **Purpose:** To create more diversity on campus, for current and prospective students

3. **Mission:** Education and Equal Opportunity

4. **Model:** Are you Queerious?/ Queerious & Proud

5. **Strategy:** Research based on on-campus surveys and case studies of other universities

6. **Analysis**

   - Cost-Benefit Analysis – 0.1% of Rec Fee
   - Demand-Supply Analysis – Evidence Based
   - Policy Analysis – Money and Funding Sources
6. Proposal:

- To gather current LGBTQ+ Community data (anonymous surveys and opinion polls) on-campus for demand-supply analysis/proposals for fiscal management and funds required – Community Needs Assessment

- One gender-neutral public toilet in one building as a starting point - Equality
- OR one in two building in vicinity
- OR Converting an unused space into a gender neutral washroom -

- OR Converting common washrooms to gender-neutral washrooms and avoiding symbols - Logo Design - Neutralization

- Gender-neutral washrooms to be included as a part of the university design standards
- Representative Color - Purple

- Visual-Interactive Screen/media installations for students to observe, converse about LGBTQ+ Community – Normalization with every step – Tangible Ideas – Access to Technology = Access to Information – Evans/Annex/MSC
Campus Resources & Organizations

- GLBT Resource Center - (979) 862-8920
- GLBT Student and Professional Organizations
- GLBT Professional Network
- Student Counseling Service - (979) 845-6427
  - SCS HelpLine: (979) 845-2700
- Student Assistance Services
- Psychology Clinic - (979) 845-8017
- Counseling and Assessment Clinic - (979) 595-1770
- Texas A&M University Police Department
- Hate/ Bias Report Form
- Tell Somebody
- 12th Can Food Pantry
- Academic Success Center
- All Gender Restrooms on Campus (Click Legend tab and choose "Unisex Bathroom")
- Department of Multicultural Services
- Disability Services
- Green Dot Bystander Intervention Training
- Health Promotion
- Money Wise Aggie
- QPR (Suicide Prevention) Gatekeeper Training
- Step in Stand Up
- Student Health Services
- Student Non-Discrimination Statement
- TAMU Employee Rights EEO Statement
- Women's Resource Center

Local/Regional Community Resources

- Parents, Families and Friends of Lesbians and Gays - (979) 694-2617
- Congregation Beth Shalom
- Friends Congregational Church
- Unitarian Universalist Fellowship of the Brazos Valley
- MMHR Authority of the Brazos Valley - (979) 822-6467
- Houston Area Teen Coalition of Homosexuals (HATCH) - (713) 529-3590
- Montrose Counseling Center - (713) 529-0037

Resource Manual Links

- Terminology
- Terms to Avoid
- GLBT Symbols
- Cycle of Oppression
- Coming Out
- Coming Out to Family/ Friends
- Theories on LGBTQ Development
- The Kinsey Scale
- Transgender FAQ
- Trans 101
- Bisexuality FAQ
- What is Homophobia?
- What is Biphobia?
- Heterosexism and Homophobia
- Cissexism
- Privilege
- Psychology and You
- Stages of Becoming an Ally: Dr. Dorothy Riddle's Homophobia Scale
- What the Bible Says
- Religion and the LGBTQ Community
- For the Bible Tells Me So
- Levels of Becoming an Ally
- Benefits of Becoming an Ally
- An Ally's Guide to Issues Facing LGBTQ Americans
- Coming Out as an Ally
- GLBT History Timeline
- LGBTQ America: A Theme Study of Lesbian, Gay, Bisexual, Transgender, and Queer History
Yale OKs gender-neutral bathrooms, joining 150+ college trend

In addition to the gender-neutral bathroom, Yale will allow transgender graduates to use the diploma their preferred name rather than the name on their birth certificate.

By Bamzi Banchiel, Staff  |  MAY 21, 2016

In what appears to be a growing trend in colleges and schools across the nation, Yale has decided to introduce gender-neutral bathrooms.

The school is promoting the policy changes on its website ahead of its 315th
Currently?

EDUCATION
- The library could carry books that deal positively with trans people
- Planning an Art Show of Works by Trans Artists – Wright Gallery/Inter-departmental
- Fund Scholarships – Alumni Networks/University Policies/Fee Advisory Board

EQUAL OPPORTUNITY
- Change the Policy of an Organization – Student/University
- Collaborate with another group on a community project or social event – Community Outreach and Engagement/Meet and Greet
QUEERIOUS & PROUD
References

• Gallup Foundation
• Trans Justice Center
• Lambda Legal
• Reuters
• Transgender Equality Center
• The Wall Street Journal
• Vox Media
• TAMU Database
• CNN, Huffington Post and other sources of news

• And Chad R. Mandala