Dear friends and family of UC Irvine’s LGBT Resource Center and the LGBTQIA+ community at UCI,

This past week information was released indicating a proposed change by the US government of the definition of "sex" as determined by federal law which could effectively exclude transgender, nonbinary, gender non-conforming and intersex people from the protections, privileges and rights afforded those in our country. Time will determine how this proposal evolves. However, there are a few things to do now to support our UC Irvine community:

1. For community that has been impacted, know that you are whole, worthy and deserving of respect, humanity and a place to be free and to exist without persecution. Know that you are worthy of love and protection. Know that your existence in this world is valuable and that you matter and cannot be erased. As Miss Major Griffin-Gracy, a trans woman of color, activist and community leader for transgender rights said “Remember: we’re stronger together. Don’t run and hide. We have to be more visible and unified than ever!”

We want to emphasize that there are multiple departments/spaces here at UCI that are here in solidarity with you including: the LGBT Resource Center, The Cross Cultural Center, Womxn's Hub, Center for Black Cultures, Resources and Research, CARE office, Campus Social Workers, Office of Inclusive Excellence, Student Wellness and Health Promotion, International Center, FRESH Basic Needs Hub, ASUCI, and more.

If you are a part of the transgender, nonbinary, intersex, and gender-nonconforming community at UC Irvine, know that there is a place here in our LGBT Resource Center, in Student Life & Leadership, in the division of Student Affairs, in our classrooms, libraries, labs, classrooms, and community spaces. For folx needing support or spaces for critical conversations and healing.

- The LGBT Resource Center offers many opportunities, for example, T-Time, Queer Talks, Stay Woke, and Queer Care. Additionally, we have Counseling Center interns available on Wednesdays from 12:30-2:30 each week.
- The Cross-Cultural Center offers their Counselor-in-Residence as a resource on Thursdays from 2pm-4pm. They also have the Queer and Race Series with DJ & Kathy on Wednesdays in the Boardroom from 5pm-6pm.
- The Counseling Center can provide individual support.
- The Campus Social Workers can provide individual support
- Faculty & Staff Mental Health Care & Respondent Services
- reports of discrimination or harassment based on gender, gender identity or gender expression can be made to the Office of Equal Opportunity and Diversity
- Office of Inclusive Excellence – Doug Haynes - Vice Provost for Academic Equity, Diversity and Inclusion, Chief Diversity Officer. Email at Inclusion@uci.edu
UC Irvine policies and institutional values and principles against intolerance ensure you are included here, that you are protected from harassment and discrimination, and recognize that you are valuable members of our community. UCI draws its policies and legal protections from state law. Currently, California state laws like California Fair Employment and Housing Act (FEHA) prohibits employment discrimination and harassment of transgender workers by providing protections based on gender identity and gender expression since 2004, and since 2005 in public accommodations such as restrooms. The Gender Recognition Act (SB179) ensures trans and nonbinary people can easily get birth certificates, California Driver’s license, and state-issued identification with the correct gender markers in these documents starting in January 2019. All of this is to ensure you are included at UCI and are protected from harassment and discrimination.

Should you experience any bias due to gender identity or gender expression, please report incidents using the campus climate reporting tool.

2. Reach out to those you know who are part of the LGBTQIA+ community, and especially those you know who are a part of the trans, nonbinary, intersex and gender nonconforming community. Text, message, call, e-mail, stop by, have critical conversations, create spaces for healing. Your words, and your actions, matter - some in our community may feel a visceral threat to their well-being. This may be especially true for those who are just starting to explore their gender identities, and how they fit in to our campus, their own families, our state and our nation as a whole. If you are struggling or need support reach out.

3. For folx working to practice allyship and that are interested in finding ways to demonstrate support of the trans, nonbinary, intersex and gender nonconforming community, here are some suggestions. It is important for each ally to decide for themselves what allyship looks like and how to demonstrate solidarity. Options include but are not limited to: Print out a trans, nonbinary, or intersex pride banner and display it, support a national, state or local organization which addresses issues related to the community, post on social media linking to the trending hashtag #WontBeErased, bring the issue up with those around you - in classrooms, meetings and groups you are a part of. Do something.

Thursday November 1st, 12:30-1:30 in Humanities Gateway 1030 Is: 
#NoToTheMemo : A conversation on Gender, Science, Law, and Resistance. 
RVSP here

Many in our community may need further support than your outstretched hand and listening ear. At UC Irvine, students and those who support them are encouraged to
access the resources at the Counseling Center. Our faculty and staff struggling have the Faculty & Staff Mental Health Care program available to them. Please see the list above of spaces available that can offer support.

We are at the beginning of UC Irvine’s academic year. Stressors will only increase as the year progresses, and as this proposal is finalized. Please continue to weave a net of connections around our trans, nonbinary, intersex and gender nonconforming communities, with fundamental caring and deep concern for their health and well-being.

You matter. You are worthy. You are whole. You will not be erased.

In solidarity

The LGBT Resource Center Pro Staff
The Center for Student Leadership
The Cross Cultural Center
Center for Black Cultures, Resources and Research
Womxn's Hub
The Veteran Services Center Pro Staff
Student Life and Leadership
International Center
FRESH Basic Needs Hub
Office of Inclusive Excellence
The Counseling Center
CARE office
Faculty & Staff Mental Health Care & Respondent Services
Student Wellness and Health Promotion
Career Pathways
ASUCI