

### Resolution #3

WHEREAS AAUW advocates for equality, individual rights, and social justice for a diverse and inclusive society and for freedom from violence and fear of violence, including hate crimes in homes, schools, workplaces and communities and;

WHEREAS AAUW advocates for freedom in the definition of self and family including protection from discrimination and a guarantee of civil rights for all family structures and

WHEREAS it has been established that only male and female genders will be recognized in the United States and

WHEREAS all Diversity, Equity, and Inclusion (DEI) activities and support are currently halted in the federal government and strongly discouraged in the private sector and

WHEREAS LGBTQIA+ individuals of all ages indicate they feel threatened and unsafe in the current political environment

THEREFORE be it resolved that AAUW branches in Minnesota will work toward fostering a sense of safety and support for LGBTQIA+ residents and visitors in their communities.

#### IMPLEMENTATION

The Ely Branch Public Policy committee will provide a packet of resource information to each of the branches.

Branches are encouraged to select and implement from the following activities:

- Gather and share a list of existing services and organizations that provide support and programming for LGBTQIA+ in their community and determine if there are ways they can partner with those organizations to strengthen support.
- Provide education to the membership about gender issues through a gender justice reading and discussion group or by sponsoring speakers on the topic.
- Host a party to create diversity affirming posters to display in member windows.
- Host a learning session to help members learn to use the requested pronouns, how to apologize appropriately when mistakes are made and to encourage all members to include pronouns in their signature lines to make it more comfortable for others to do so as well.
- Encourage members to post gender diverse support service contact information on their social media as well as brainstorm ways to make the information readily available to vulnerable populations.
- Gather and share information so that branch members can learn how to challenge prejudicial and erroneous statements about gender.
- Host a learning session so branch members will educate themselves on how to be an effective ally to LGBTQIA+ residents.
- Additional support/inclusion activities as deemed appropriate by the branch agency.

Submitted by Ely Branch

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