

Boulder Faculty Assembly
Resolution in Support of Optional Demographic Questions on Gender Identity and Sexual
Orientation on the CU Admissions Application

Whereas: students of diverse gender identities and sexual orientations (LGBTQ students) have a history of marginalization in higher education and in society at large; and

Whereas: CU seeks to improve access to higher education by historically marginalized groups; and

Whereas: CU seeks to create a diverse and inclusive campus that affirms people of diverse gender identities and sexual orientations; and

Whereas: population data on gender identity and sexual orientation is necessary 1) to assess whether CU is meeting its goals to recruit a diverse student body 2) to track retention and graduation rates of underrepresented students, and 3) to ensure adequate resources and support services for underrepresented students; and

Whereas: students will be given the option to self-identify their gender identity and sexual orientation on a voluntary--not required--basis, similar to existing questions about their race, ethnicity, disability status, or veteran status; and

Whereas: students' privacy will be maintained and the population data will be used and reported only in aggregate for purposes of ensuring resources, programming, curricular and co-curricular opportunities, with an option for students to self opt-in to receive information about programs and resources for the LGBTQ community; and

Whereas: the Campus Pride Index, a national benchmarking tool for LGBTQ-inclusion in higher education, recommends that universities collect population data on sexual orientation and gender identity in order to address any equity gaps pertaining to LGBTQ students, including retention and graduation rates, campus climate issues, and programming and services;¹ and

Whereas: many other public universities--such as the University of California system, Michigan Institute for Technology, and the State University of New York²--have already implemented this population data collection in order to improve services for LGBTQ students; therefore

Resolved: The Boulder Faculty Assembly supports the addition of optional demographic questions on gender identity and sexual orientation on the CU Admissions application.

¹ <https://www.campuspride.org/resources/asking-lgbtq-identity-questions-in-forms-and-in-research/>

² <https://www.campuspride.org/tpc/identity-questions-as-an-option/>