

**B W2020.03**

**An Amendment to the Fifth Chapter of the Bylaws to Broaden the Definition and Use of Inclusive Language**

*A bill for the consideration of the College of Literature, Science, and the Arts Student Government*

5 February 2020

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**Whereas**, the mission of the College of Literature, Science, and the Arts Student Government (hereafter LSA SG) is to “actively seek the voices of LSA students and advocate their interests to improve academic and non-academic life”;<sup>1</sup> and,

**Whereas**, LSA SG utilizes its Bylaws to structure and facilitate official business, and recognizes the need for amendments to the Bylaws to improve its function and reflect current practices; and,

**Whereas**, LSA SG is an inclusive and safe environment for all people; and,

**Whereas**, Chapter 5 of the LSA SG Bylaws currently states that “All elected, appointed, and associate representatives shall make an active effort to use gender-inclusive language in all LSA SG events, meetings, and communications.”; and,

**Whereas**, LSA SG recognizes that there are more forms of inclusive language than just gender-inclusive language; and,

**Whereas**, University states in its Diversity, Equity, and Inclusion Plan (hereafter DEI) that “We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.”<sup>2</sup>; and,

**Whereas**, LSA SG has historically supported the University’s DEI efforts.

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<sup>1</sup> The Constitution of the College of Literature, Science, and the Arts Student Government. Article II

<sup>2</sup> <https://diversity.umich.edu/about/defining-dei/>

**Be it therefore resolved,** Chapter 5 of the LSA SG Bylaws will be amended to indicate that LSA SG is committed to representing all identities on campus; and,

**Be it finally resolved,** LSA SG shall adhere to these Bylaw amendments, and they shall take effect immediately upon approval.

## **Chapter 5**

### **Member Obligations**

5.00.06. **Inclusive Language.** All elected, appointed, and associate representatives shall make an active effort to use **gender-inclusive language** in all LSA SG events, meetings, and communications. *Inclusive language includes but is not limited to:*

**a) Pronouns:**

- i) Each representative shall be addressed with “they/them” pronouns unless otherwise informed.*
- ii) Each representative shall be given an appropriate pronoun sticker to be placed on their respective placard. This will allow for respectful interactions between members of the Government when addressing each other.*
- iii) During LSA SG events, where communications with constituents are a given, it is encouraged that representatives wear a pronoun name tag which will establish and facilitate a respectful, personable interaction between representatives and constituents.*

**b) Slurs:**

- i) All representatives of the Government will not use slurs targeting identities including, but not limited to race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.*

**c) Gendered language:**

- i) All representatives of the Government will actively make an effort to not use gendered language in communications within the government. This would include, for example, addressing groups of people as “y’all” or “everyone” instead of “you guys”, or addressing “freshmen” as “first-years” instead.*

**d) Normative language:**

- i) All representatives of the Government will actively make an effort to not use normative language, which is the generalized assumption of people’s experiences and background, when interacting with other members of the Government.*