



# SOGE

Sexual Orientation and Gender Equality Council

## CUYAHOGA COMMUNITY COLLEGE (Tri-C®)

Tri-C demonstrates its commitment to diversity and inclusion by supporting all forms of diversity and inclusivity throughout the College community. We are delighted to announce the creation of the Sexual Orientation and Gender Equality Council (SOGE) employee resource group.

### SOGE MISSION

The mission of the SOGE Council is to educate the College on issues of sexuality and gender, and to create a secure and inclusive community that embraces all forms of sexual orientation, gender identity and gender expression.

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### SOGE CHARTER

#### I. Name

The name of this council shall be the SOGE Council at Cuyahoga Community College.

#### II. Statement of Purpose

The purpose of this organization shall be to:

- A. Maintain a secure and inclusive community that embraces all forms of sexual orientation, gender identity and gender expression.
- B. Educate faculty and staff on issues related to sexual orientation, sexual identity, LGBTQ+ issues, gender identity and gender expression.
- C. Serve as an advisory group to the College (e.g. human resources, Office of Diversity and Inclusion, Faculty Senate and unions) regarding LGBTQ+ issues.
- D. Support academic freedom for empirically-based viewpoints regarding sexual orientation, gender identity and gender expression in academia and the culture as a whole.
- E. Facilitate discussion and dialogue about LGBTQ+ issues in a respectful, friendly and open atmosphere in which individuals feel free to express their personal views.
- F. Create comprehensive programming for all of our students, with a focus on the need for outreach and support for students identifying as sexual and gender minorities.
- G. Serve as a resource group for students, providing career development opportunities, workshops and forums through informal and formal mentorship, and educational events and activities on campus and in the surrounding community.
- H. Work with the Office of Diversity and Inclusion to ensure the mission of Tri-C is inclusive across the spectrum of gender and sexuality, and that these values are reflected in policies regarding both employees and students.

### **III. Affiliation**

The SOGE Council shall be an official employee resource group of the Tri-C Office of Human Resources employee resource groups.

- A. Through this affiliation, the SOGE Council is entitled to all rights and benefits conferred upon it by the Office of Human Resources at Tri-C.
  - a. Recognition by Tri-C as an officially affiliated ERG.
  - b. Legal rights to use the name "SOGE Council."
  - c. The right to promote the SOGE Council and its affiliates at College functions.
  - d. Entitlement to funding through the College (e.g., Office of Human Resources, Office of Diversity and Inclusion) as proper need and resources avail.
  - e. Advice and assistance in running the SOGE Council.
- B. The acting president of the SOGE Council shall present the council with a report at the end of each academic quarter detailing the activities of the council during that quarter, and explaining how those activities do or do not uphold both the mission statement and statement of purpose of the SOGE Council. This report will be provided to the Office of Diversity and Inclusion for its annual report.
- C. The SOGE Council shall undergo an annual evaluation at the end of each academic year to determine the extent to which the activities of the council during the past academic year have or have not upheld the council's mission statement of purpose.

### **IV. Membership**

- A. Only registered Tri-C administrators, faculty and staff may join the organization through the completion of a membership form; however, anyone may attend meetings and events hosted by the organization.
- B. Only members may hold office and vote in elections for SOGE Council officers.
- C. Membership is renewed annually with the payment of annual dues.
- D. Our year is defined by the academic calendar, beginning with the first day of fall semester and ending with the conclusion of summer session.

### **V. Events, Meetings and Promotion of Views**

The SOGE Council shall meet at least once each during fall and spring semesters.

- A. The council shall host dialogues, speakers and discussion meetings according to the statement of purpose.
- B. The council shall abide by all campus policies.
- C. The council shall work with student organizations to support and promote student-hosted events.
- D. The council shall work to promote annual Safe Zone training throughout the College.

### **VI. Officers**

- A. The SOGE Council shall have at least four officers who serve rotating terms:
  - a. President: two-year term
  - b. Vice president: two-year term
  - c. Secretary: two-year term
  - d. Treasurer: two-year term

**B. Election Protocol**

- a. The election meeting shall take place once per academic year during Spring Convocation. Elected officers will begin their terms at the outset of the following academic year.
- b. In the event of an officer's resignation, a special election may be held to fill the office until the next annual election meeting.
- c. Officers may not be elected to more than two consecutive terms.
- d. In even years, the president and secretary will be elected.
- e. In odd years, the vice president and treasurer will be elected.

**VII. Financial**

- A. Only SOGE officers shall authorize the disbursement of council funds, upon approval by the council.
- B. The treasurer is responsible for requesting the disbursement of funds and reporting annual budget issues to the council.

**VIII. List of Acronyms**

- A. ERG: employee resource group
- B. GSA: Gender-Sexuality Alliance or Gay-Straight Alliance (student-led organizations)
- C. LGBTQ+: lesbian, gay, bisexual, transgender, queer/questioning, plus (inclusive of allies, asexual, intersex and pansexual)
- D. SOGE: Sexual Orientation and Gender Equality Council



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