

## Motion to establish a Gender Expression Fund [Adapted from Robinson College's motion]

### Churchill JCR & MCR Notes:

1. Many transgender and non-binary students experience gender dysphoria, a feeling of distress at the perceived disconnection between their gender and their appearance. This can have very negative effects on the welfare and mental health of transgender and non-binary students.
2. The welfare of transgender and non-binary students can depend quite significantly on being perceived as the gender they identify with, and feeling comfortable with their appearance.
3. Studies have shown clearly that gender transitions is effective in treating gender dysphoria:  
<https://whatwewknow.inequality.cornell.edu/topics/lgbt-equality/what-does-the-scholarly-research-say-about-the-well-being-of-transgender-people/>
4. Items of clothing such as binders, concealing underwear, packers, and breast-forms can be necessary for a person's gender transition.
5. These items are often expensive, and attempting to recreate the effects of them by other means, such as using bandages for binders, can be harmful to the physical wellbeing of a person.
6. Churchill JCR & MCR has previously supported transgender and non-binary students' welfare, such as by introducing gender neutral bathrooms.
7. Churchill JCR & MCR has also granted budgets for the welfare officer and women's officer to purchase sexual health supplies and menstrual products for student welfare.
8. Clare, Jesus, Newnham, Robinson, Selwyn, St. Catherine's, St. John's, and Trinity Hall have recently established a gender expression funds, as have several Oxford colleges, including Keble, Wadham, St John's, Regent's Park, Exeter, Magdalen, St Catherine's, St Hugh's, New, St Peter's, and Somerville.

### Churchill JCR & MCR Believes:

1. Transgender and non-binary students' welfare is important and Churchill JCR & MCR should have suitable welfare provisions for all of its members.
2. All students who may require these items deserve equal access to them, regardless of their financial or personal circumstances.
3. Establishing this fund would show to current and prospective transgender and non-binary students that Churchill is a safe and supportive environment in which they can explore their gender identity and expression.
4. Especially with the current anti-trans sentiments in the UK, the Churchill JCR & MCR should have a firm stance in favour of transgender and non-binary rights.

### Churchill JCR & MCR Resolves:

1. To provide **ETBD (JCR)**/£150 (MCR) per academic year from the CCRFC allocations to the JCR and MCR budgets respectively to:
  - a. Reimburse students who purchase items to make them more comfortable in their gender presentation, including but not limited to binders, packers, bras and breast-inserts, tucking underwear, wigs, and make-up,
  - b. Allow students travelling to Gender Identity Clinics for appointments to claim reimbursements for travel expenses.

2. To mandate the Churchill JCR & MCR LGBT+ Officers to reimburse transgender, gender non-conforming and questioning students from this fund on a case-by-case basis of up to a recommended £40 per student per academic year, subject to an increase or decrease depending on all of: the remaining fund amount, the individual's circumstances, and approval from the JCR/MCR Treasurer respectively due to budgeting requirements.
  3. To mandate the Churchill JCR & MCR LGBT+ Officers to maintain the anonymity of students requesting reimbursement from this fund by sending anonymised receipts to the treasurer, who would give money to the LGBT+ Officer, who would then reimburse the student.
  4. To explore with representatives of Churchill College other avenues to support transgender, gender non-conforming, and questioning students at Churchill College, such as the provision of funds directly from Churchill College.
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Implementation procedure:

- **Setup of the fund**
  1. The JCR and MCR will each establish a fund to contain the proposed YEARLY AMOUNT:
    - a. The YEARLY AMOUNT of the MCR is to be £150,
    - b. The YEARLY AMOUNT of the JCR is **TBD**.
  2. The JCR and MCR Treasurers will be responsible for processing and reimbursing payments submitted by the JCR and MCR LGBT Officers respectively, and will manage the respective fund
  3. The YEARLY AMOUNT for each fund will be sourced from the CCRFC allocated budgets
- **Operation of the fund**
  1. JCR/MCR member sends evidence of applicable purchases above to the JCR/MCR LGBT+ Officer respectively
    - a. Applicable defined as:
      - i. Items to make the member more comfortable in their gender presentation, including but not limited to binders, packers, bras and breast-inserts, tucking underwear, wigs, and make-up.
      - ii. Travel expenses to Gender Identity Clinics for appointments
  2. The JCR/MCR LGBT+ Officer submits the reimbursement to the JCR/MCR Treasurer respectively, up to the value of the purchase total (to allow for either full or partial reimbursements)
    - a. This **MUST** be no greater than either the remaining member's STUDENT AMOUNT nor greater than the remaining balance of the respective fund, except where:
      - i. On a case-by-case basis, an increase or decrease may be approved depending on all of:
        1. The remaining fund amount,
        2. The individual's circumstances, and
        3. Approval from the JCR/MCR Treasurer respectively due to budgeting requirements.

3. The JCR/MCR Treasurer MUST check that the current balance of the respective fund will not be overspent
  4. The reimbursement request to the JCR/MCR LGBT Officer must be accompanied by the original, not anonymised itemised receipts
  5. The JCR/MCR LGBT Officer will anonymise these itemised receipts when submitting these to the JCR/MCR Treasurer respectively
  6. The JCR/MCR LGBT Officer MUST keep a copy of the original, not anonymised itemised receipts, and present these if needed for College audit purposes, or if required by law
  7. When approved, the reimbursement is paid to the LGBT officer, who will then reimburse the student who submitted the reimbursement
- **Yearly Review**
1. Each year before CCRFC allocation, the JCR and MCR LGBT officers and the the JCR and MCR Treasurers will meet to review their respective fund, including:
    - a. Deciding if the YEARLY AMOUNT is satisfactory, and adjusting this as needed, with a unanimous vote
    - b. Deciding if the STUDENT AMOUNT is satisfactory, and adjusting this as needed, with a unanimous vote
    - c. Agreeing the fund source/amounts to top-up the balance back to the YEARLY AMOUNT, from the JCR and MCR welfare budgets respectively