

Resolution 2018-2019: Diversity and Inclusion

Whereas, the Faculty Senate tasked a Diversity and Inclusion Ad Hoc Committee, consisting of eleven volunteer faculty and administrators, to review current policies and practices at The University of Texas at Tyler (UT Tyler) related to diversity and inclusion and make recommendations to the Faculty Senate; and

Whereas, UT Tyler's Office of Human Resources states that UT Tyler "accepts the obligation as a member of the community at large, and as a government contractor, to exercise an active and positive program of non-discrimination in all areas of employment. Employment decisions are made by providing equal opportunity and access on the basis of qualifications and merit."; and

Whereas, the University of Texas System Board of Regents' Rule 10701 states, "To the extent provided by applicable law, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by The University of Texas System or any of its institutions, on the basis of race, color, national origin, religion, sex, age, veteran status, or disability."

Whereas, UT Tyler's Center for Excellence in Teaching and Learning has created a Faculty Learning Community centered on Global Awareness and Diversity; and

Whereas, Aspiring universities like California State University Long Beach are committed to the success of diverse faculty and students through their Diversity and Inclusive Excellence division of Academic Affairs¹; and

Whereas, Aspiring universities like Grand Valley State University have created divisions of inclusion and equity that have established missions, visions, core values, and frameworks² that further each university's overall mission; and

Whereas, the University of Texas System Faculty Advisory Council had The Chief Innovation and Human Resources Officer, Julie Goonewardene, give a presentation that defined Diversity and Inclusion on January 31, 2019; and

Whereas, UT Tyler does not currently have an official definition of Diversity or Inclusion; and

BE IT RESOLVED that the Faculty Senate of the University of Texas at Tyler adopt a definition of Diversity from Goonewardene's presentation as "The range of differences that make us unique such as gender, race, color, ethnicity, age, nationality, sexual orientation, physical ability or attributes, language, gender identity, religion, political beliefs, and socio-economic status."

BE IT RESOLVED that the Faculty Senate of the University of Texas at Tyler adopt a definition of Inclusion from Goonewardene's presentation as "Intentional engagement with those who are different from us. Inclusion occurs when everyone has a sense of belonging and when they are valued, respected, and empowered."; and

BE IT RESOLVED that the Faculty Senate recommends the creation of an Ad Hoc committee consisting of faculty, student, staff, and administration members from each of the 6 colleges, the library, the Office of Human Resources, Title IX office, Student Government Association, The University Staff Advisory Council, and any other pertinent area of the university tasked to review current policies and practices; and establish a Division on Diversity and Inclusion located within the university that establishes core values and frameworks on diversity and inclusion addressing topics of hiring, faculty awareness and mentoring programs, committee assignments, institutional support systems, promotion and tenure, academic programming, protection of academic freedom, etc. aligned with these definitions of diversity and inclusion. Climate studies should be consistently conducted to assure current policies and practices align with these established frameworks.

¹ <http://www.csulb.edu/office-of-the-provost/diversity-and-inclusive-excellence>

² <https://www.gvsu.edu/inclusion/>