RESOLUTION
SSR 2016/2017-002

I. Resolution Name:
Diversity and Inclusion Reaffirmation Resolution

II. Committee Assigned/Sponsoring Committee/Senator:
Senator Moore

III. Stated Resolution:
Be it resolved that the University of Central Oklahoma Staff Senate calls upon the leadership of the University of Central Oklahoma publicly and emphatically to reaffirm the university’s commitment to diversity and inclusion in every area of the shared life of the university community; to take active and timely measures to maintain and enhance diversity in all of its forms in its faculty, staff, student body, curriculum, and co-curricular programming; to respond swiftly and effectively to instances of harassment and bias-related aggression on campus; to maintain and zealously safeguard the rights of all students and faculty and staff members, regardless of their of race, ethnicity, geographical origin, gender, gender identity or expression, age, religion, socioeconomic status, language, ability/disability, sexual orientation, status as a veteran, learning style, or immigration status; and to oppose, publicly and consistently, legislative and policy initiatives that threaten to curtail the rights or impair the civil liberties of any group of students, faculty, or staff members.

IV. Definition of Terms:
None

V. Justification:

The University of Central Oklahoma affirms that an “explicit commitment to diversity is essential in fulfilling the university’s mission to provide transformative educational experiences to students so that they may become productive, creative, ethical and engaged citizens and leaders serving the global community.” The university further acknowledges that “diversity encompasses a range of values, personal experiences, and worldviews that arise from differences of culture and circumstance, including differences of race, ethnicity, geography, gender, gender identity or expression, age, religion, socioeconomic status, language, ability/disability, sexual orientation, status as a veteran, learning style, and immigration status, among other forms of diversity.” (UCO Diversity Statement). The current social and political climate, both in Oklahoma and throughout
the nation, is characterized by increasingly vocal critiques of diversity and inclusion, by a rising incidence of harassment and of bias-related crimes, and by pressures to exclude segments of the population from full participation in the public system of higher education. Current pressures, at both the local and the national levels, for changes to immigration policies and practices threaten the safety and security of members of the university community and their families, particularly those members of the university community who are not United States citizens. These related developments undermine the integrity and compromise the efficacy of the educational process by impeding students’ ability to focus on their studies, to understand and appreciate the diversity of the communities to which they belong; and to participate actively and without fear in the shared intellectual life of the university.

VI. **Office(s) Contacted:** (List all offices/departments contacted for information, and keep record of the conversations in your Senate files.)

<table>
<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
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<tbody>
<tr>
<td>Lindsey Churchill</td>
<td>Faculty Senator</td>
<td>December 2016</td>
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VII. **Office(s) Affected:** (Be specific, as these offices may receive the resolution, if passed.)

All

VIII. **Directed to:** (List individual(s), office(s), or department(s) that are to receive the resolution, if passed.)

The entire University of Central Oklahoma campus

Passed by consent of the UCO Staff Senate this 10th day of January, 2017

Taylor Laird, Staff Senate President