RESOLUTION
SSR 2018/2019-001

I. Resolution Name: Diversity Round Table Goals Support

II. Sponsoring Committee: Executive Committee

III. Stated Resolution:

Congruent with the statement in SSR 2016-2017-002 “to take active and timely measures to maintain and enhance diversity in all of its forms in its faculty, staff, and student body, curriculum, and co-curricular programming.” be it resolved that the University of Central Oklahoma Staff Senate supports the goals and efforts of the Diversity Round Table student organization for 2018-2019.

IV. Definition of Terms:

Diversity Round Table: The umbrella organization that oversees all of UCO’s premier multicultural organizations and establishes a cohesive union of multicultural student leaders, faculty, staff, and the community to facilitate educational opportunities. The Diversity Round Table exists to enhance cultural awareness, political awareness, social events, provide support for the students and aim to advocate, celebrate, and educate Central’s community with these diversity initiatives.

V. Justification:

This has been stated by the Staff Senate in the past (SSR 2015-2016-05), but it bears repeating: “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.” Not only does this commitment to diversity enhance the education of our students, but it also improves college integration and provides a sense of community for our student populations. These are the hallmarks of student success and persistence, and the goals of the Diversity Round Table directly connect this commitment to diversity. Additionally, the Staff Senate works closely with organizations and offices including the Committee on Diversity and the Office of Professional Development to support initiatives to diversify the university’s staff and to promote inclusion on campus. These efforts provide the Senate perspective on and motivation to support the Diversity Round Table’s goals.

First, DRT plans to advocate for a new and renovated Office of Diversity and Inclusion (ODI). The ODI has done an excellent job in attracting students to their office;
it is a place for peer and staff mentorships and an avenue for students to become integrated with the college community. However, the student utilization of the space has grown beyond its capacity, diminishing its usefulness as a space for mentorship. The space is small and the office flow is poorly suited for meaningful conversations. Although the Senate understands the restrictions imposed by the limited physical space on the UCO campus, the Senate believes additional or renovated space will benefit the excellent work that is being done in this office.

The Staff Senate supports diversity efforts within our governing body and other bodies at the university. A more diverse leadership improves any organization by enhancing the ability to represent the diverse populations within its constituency. Therefore, we support DRT’s goal to actively work with the University of Central Oklahoma Student Association (UCOSA) to create initiatives that increase representation of underrepresented students and offer our support to both entities.

Third, DRT plans to advocate for more critical diversity classes that speak to exploring historical and modern day cultural issues. As staff serve as adjuncts, this goal directly affects staff. As a metropolitan institution that serves a diverse student body (42% of students are racially and ethnically diverse) that is reflective of the community we serve, we have a responsibility to increase the diversity in our educational offerings to reflect the interests of the students we serve. Additional diversity within course offerings will allow students to take pride in their heritage in an environment that traditionally omits their contributions to society. Furthermore, these educational offerings help further the transformative learning experiences and global and cultural competencies of all of our students by delivering opportunities where students learn about different cultures and become “engaged citizens and leaders serving our global community.”

VI. Office(s) Contacted:

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<thead>
<tr>
<th>Name</th>
<th>Office/Department</th>
<th>Date Contacted</th>
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<tbody>
<tr>
<td>Jordan Broiles &amp; Thalia Rodriguez</td>
<td>DRT Student Representatives</td>
<td>11-23-18</td>
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<tr>
<td>MeShawn Conley</td>
<td>Office of Diversity and Inclusion</td>
<td>10-10-18</td>
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VII. Directed to:

2018-2019 DRT Executive Board

Passed by consent of the UCO Staff Senate on this 8th day of January, 2019.

Scott DeBoard, Staff Senate President