SIU Southern Illinois University
CARBONDALE

Faculty Senate
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Faculty Senate Resolution:

RESOLUTION TO CHARGE FACULTY SENATE STANDING COMMITTEES TO ADDRESS DIVERSITY, EQUITY, AND INCLUSION

WHEREAS the Faculty Senate acknowledges that systemic racism, prejudice, and discrimination exist at SIUC; and
WHEREAS SIUC recognizes its historical commitment to the ideals of creating a safe, diverse, welcoming, and inclusive academic environment as well as to recommit to our obligation to ensuring that we provide access to an exceptional educational experience; and
WHEREAS, the Faculty Senate has identified that the SIUC campus community has deficits in its approach to addressing social inequalities and must develop strategies to ensure that we are diligently working to transform words of support for diversity, equity, and inclusion into concrete and committed action; and
WHEREAS the Faculty Senate recognizes that we must do better to: 1) promote and ensure diversity, equity, and inclusion if we are to fulfill the SIUC mission and honor our time-honored commitment to serving all students; 2) provide the rich resources necessary to prepare our students to excel and participate in the diverse communities and workplaces of the future; and 3) create a welcoming, safe, and nurturing environment for all students, staff, and faculty regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion, socio-economic status, or other bases of prejudice without bias; and
WHEREAS the Faculty Senate recognizes the best approach to address systemic racism and the institutional biases preventing us from achieving our goals affecting diversity, equity, and inclusion is a holistic one that begins with each of the Standing Committees accepting responsibility for identifying specific, objective, and measurable goals within their committees' missions as well as identifying the resources necessary to achieve them;

THEREFORE BE IT RESOLVED that the SIUC Faculty Senate supports the actions proposed by the SIU System President to: 1) ensure ongoing conversations are occurring; 2) enhance the educational experience of our students, so that no student graduates without an understanding of systemic racism and its impact; 3) enhance efforts to recruit and retain minority students, faculty, staff, and university leadership; 4) build a pipeline for future students, faculty, staff, and university leadership; 5) create a culture of accountability; and 6) recommit the SIUC campus to its mission as an access institution; and
BE IT FURTHER RESOLVED that the SIUC Faculty Senate charges each Standing Committee to identify measures that can be taken to foster greater inclusivity and produce

Date of Approval: 07/14/2020 **Semester:** SUMMER

Marcus D. Odom
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Date: 2020.07.17 01:25:12 -05'00'

President, Faculty Senate

07/17/2020
Date