

SALISBURY UNIVERSITY FACULTY SENATE MOTION

Submit this form to the Faculty Senate President

TITLE: Adding a diversity statement and DEI definitions to the Faculty Handbook

SENATOR PROPOSING MOTION: Jeffrey Emmert

SENATOR SECONDING MOTION:

MOTION (this section alone will be recorded in the minutes):

Resolved, that the following be inserted after “Salisbury University’s Mission and Values” in Chapter 1 of the Faculty Handbook:

General Diversity Statement

Diversity, equity, and inclusion are fundamental to Salisbury University’s mission and are critical to Salisbury University’s achievement of academic excellence. Faculty, staff, and students are expected to commit to creating an environment that facilitates inquiry and self-expression while demonstrating diligence in understanding how others’ viewpoints may differ from their own. This environment should be free from prejudice and discrimination based on characteristics such as age, ancestry/national origin, color, disability, gender identity/expression, genetic information, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, and veteran status.

Diversity refers to the range of human interests, life experiences, perspectives, and values, which is impacted by factors such as age, ancestry/national origin, color, disability, education, gender identity/expression, genetic information, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, veteran status, and wealth.

Salisbury University believes that diversity enriches our workplace and learning environment.

Equity is the creation and proactive reinforcement of policies, practices, and attitudes that promote fair treatment, opportunities, resources, and outcomes for all. Whereas equality provides for all people equally, equity accounts for individual circumstances and provides each person with what is needed for success. To achieve equity, structural inequalities must be acknowledged and addressed.

Salisbury University endeavors to identify and eliminate barriers that have prevented the full participation of marginalized and minoritized groups. It seeks equity in the provision of opportunities for all groups, including those that have been historically underserved and underrepresented.

Inclusion is the act of creating opportunities that allow any individual or group to be welcomed, respected, supported, and valued so they can fully participate in and contribute to a community’s success.

Salisbury University strives to provide an environment in which all members of the campus community feel a sense of belonging and have a voice in university matters.

JUSTIFICATION:

Including these items in the Faculty Handbook communicates the university's commitment to diversity, equity, and inclusion. It establishes a rudimentary basis for developing policies, practices, and attitudes that work toward these ideals.

ANTICIPATED IMPACT:

Negative:

Positive:

Is this a recommendation to the Provost? Yes No

Is this a recommendation to someone else? No Yes, to _____

VOTE: Number of Senators Present:

Motion Passes or Fails: