



Resolution No. 1516-07

A Resolution in Support of Effective Diversity and Inclusion Training

BE IT ENACTED BY THE GENERAL ASSEMBLY HERE GATHERED THAT:

- WHEREAS,** on October 8th former Chancellor Loftin announced that there will be a diversity and inclusion training for all faculty, staff, and students; and
- WHEREAS,** Graduate and Professional students greatly benefit from working in a diverse environment, and understanding how to promote inclusive excellence in our teaching and research will help create a better environment for ourselves, as well as the faculty, staff and students we interact with on a daily basis and vice versa; and
- WHEREAS,** overt acts of discrimination based on race, nationality, religion, gender, gender identity, sexual orientation, as well as unconscious bias, microaggressions, and bullying towards faculty, staff, and students on the University of Missouri campus prevents an inclusive environment where a diverse population can feel safe and accepted, and such acts are harmful to those targeted and the climate of this university, and contradict the core values of the University of Missouri: Respect, Responsibility, Excellence, and Discovery; and
- WHEREAS,** multiple offices exist on campus to provide support for diverse populations including but not limited to; Academic Retention Services, Accessibility and ADA Education, Adaptive Computing Technology Center, Asian Affairs Center, Gains/Oldham Black Culture Center, Cambio Center, The Center on Religion and the Professionals, Center for Studies in Oral Tradition, Center for the Digital Globe, Center for Dispute Resolution, Center for the Study of Organizational Change, Chancellor's Diversity Initiative, Coalition for Cultural Competency, Disability Center, MU Equity Office, EXPRESS Program, Intensive English Program, International Center, International Teaching Assistant Program, LGBTQ Resource Center, Mizzou Alternative Breaks, MU Global Connect, Multicultural Center, Relational and Sexual

Violence Prevention Center, Thompson Center for Autism and Neurodevelopmental Disorders, Trans* at Mizzou, Veterans Center, Vice Provost for International Programs, Vietnam Institute, Women's Center; and

WHEREAS, these resources exist, yet the cultural climate of the university remains unacceptable; and

WHEREAS, voluntary campus diversity training and facilitations are available for faculty, staff, students, and campus organizations such as: Cultural Competency and Leadership Development Program, Diversity 101, Workplace Diversity Series, Diversity Peer Educators, Green Dot Training, Safe Space Training; and

WHEREAS, MU Faculty Council Diversity Enhancement committee is actively working on curricular changes to incorporate diversity and cultural competency in general education curriculum for undergraduate students; and

WHEREAS, Graduate student, Faculty, Administrator, and Staff training programs have not yet been publicly proposed; be it

RESOLVED, that the Graduate Professional Council supports initiatives on campus that promote inclusion and creating a better environment for a diverse population, including strengthening and supporting existing programs while supporting the creation of new programs as needed; and be it

RESOLVED, that the Graduate Professional Council suggests Diversity and Inclusion training requirement be in person, rather than online to promote efficacy of such training; and be it

RESOLVED, that the Graduate Professional Council would like representation in development of such training; and be it

RESOLVED, that the Graduate Professional Council suggests that any instructional staff for courses fulfilling a diversity requirement have adequate job protection and training, and that funding for these positions not place an undue financial burden on existing academic units; and be it

RESOLVED, that the Graduate Professional Council strongly urges the University Administration to provide adequate resources to those charged with developing Diversity and Inclusion Training, as well as adequate resources above and beyond the training to promote ongoing educational events and campaigns that combat unconscious bias, celebrate diversity, to show true

commitment to making our campus climate better for diverse populations of students.

SUBMITTED,

Maria Jones

General Assembly Representative from Biological Sciences