



FACULTY SENATE

UNLV Faculty Senate Sense of the Senate in Support of Diversity, Equity & Inclusion

Whereas the UNLV faculty stands in solidarity with all those who call for justice and action against systemic oppression and violence;

Whereas recent examples of persistent violence by government authorities which spurred unrest that has lasted through the summer have shaken our communities and leave us heartsick;

Whereas systemic racism and discrimination continue to plague our country, our community and our University;

Whereas our own biases, conscious and unconscious, must be confronted and resolved; and

Whereas Black Lives Matter;

The Faculty Senate of the University of Nevada, Las Vegas Resolves:

- 1) That all Senators, as a group, will undergo an IDI (Identity Development Inventory) assessment to confront our own biases and to inform our future governing actions;
- 2) That we will propose amendment of the bylaws of the Faculty Senate to create a standing committee on Diversity, Equity, and Inclusion. This committee will be charged with advising and providing input on Senate activities regarding faculty and staff diversity, hiring, and retention.
- 3) That the Chief Diversity Officer (CDO), as ex-officio, will assist and advise the Diversity, Equity, and Inclusion committee and the Senate on all current and planned initiatives in support of campus diversity and inclusion. Additionally, the CDO will gather data and report to the Senate regularly on the current racial/ethnic composition of the faculty, efforts to hire more diverse faculty, tenure/promotion, and retention of faculty of color;
- 4) That Senate representatives will work with the President's Advisory Committee (PAC) to ascertain what impediments inhibit members of underrepresented groups from participating in the Faculty Senate, its standing committees and other activities of faculty governance.
- 5) That we reaffirm our condemnation of hate speech and hate acts as stated in the *Sense of the Senate Denunciation of Hate Speech & Hate Acts (Nov 13, 2018)*.
- 6) That we are committed to building a university and a community that is inclusive, diverse and equitable.

Passed by the Faculty Senate on 8.18.2020