

UNH FACULTY SENATE
MOTION # XXI-M5
resolution on inclusion

1. Motion presenter: Deb Kinghorn, on behalf of the Agenda Committee

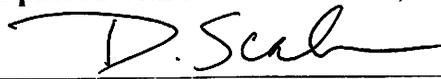
2. Date of Faculty Senate discussion: 12/5/2016

3. **Rationale:** The University of New Hampshire website contains several important statements on the necessity and desirability of an inclusive and diverse community. (See addendum). Indeed, it is one of the values of our Strategic Plan.

Yet recently incidents of racist and sexist aggression have increased on our campus. The President and Provost have begun addressing this, but it is imperative that faculty, administration, staff, and students alike stand together and as one in repudiating such behavior. Our ideals will mean nothing if we tolerate any act of bias, prejudice, hatred, or intolerance towards anyone on the basis of race, ethnicity, culture, religion, sexual orientation, gender, gender identity, or physical or mental ability. In addition, one of the hallmarks of academic life is a commitment to civil discourse and free speech, in which we honor varying opinions and points of view. We must continue to uphold and value a civil, respectful climate on our campus and in our discussions.

4. **Motion:** The Faculty Senate pledges to do all within its power to uphold the values of tolerance, inclusion, diversity, civil discourse, and free speech and to speak out forcefully against any and all acts of prejudice or intolerance within the UNH community. We do this because we respect these ideals and believe that our students are best taught by our example.

5. **Senate action:** The motion passed with 59 votes in favor, 2 votes opposed, and 3 abstentions.

6. Senate chair's signature: 

Forwarded to the following on December 8, 2016

President Mark Huddleston,

Provost Nancy Targett

P.T. Vasudevan, Interim Senior Vice Provost for Academic Affairs

All college deans

All department chairs

Jonathan Dean, Student Body president

Drummond Biles, Graduate Student Senate chair

Julie Williams, Sr. Vice Provost for Engagement + Academic Outreach

Addendum

From the Six Visions and Values of the Strategic Plan 2020:

A Culture of Inclusion and Diversity

“UNH values, and is deeply committed to, enhancing and supporting an inclusive and diverse community of faculty, staff and students. We recognize the need to be open to innovative, nontraditional and highly proactive strategies that can contribute to the results we seek in our initiative of “Making UNH More Inclusive.” At the same time, we will look for ways to increase UNH’s engagement internationally through curriculum, research, service and engagement.”

President’s Statement on Diversity

“At the University of New Hampshire, we expect our students, our faculty and our staff not only to embrace diversity, but to celebrate it. Indeed, UNH thrives on diversity. We have students at UNH who are drawn from across this country and throughout the world, representing the full spectrum of racial, ethnic, cultural, and religious backgrounds, sexual orientations and gender identities. Each brings unique insights and experiences that enrich the entire campus community. Our faculty and staff add to that richness with the breadth of their own backgrounds and interests.

Our deep commitment to diversity, and to the values of civility and inclusiveness that nurture diversity, is central to who we are. In fact, diversity is at the core of one of the five principles that frame our Academic Plan: "Our commitment to community demands effective governance, the creation of a civil, respectful climate, and the pursuit of more diverse students, faculty, and staff to better reflect the rapid demographic changes in New Hampshire and beyond." We are leaders in breaking down the barriers that continue to face so many in our culture, particularly members of groups that have been historically underrepresented in higher education...

It is up to all of us to make UNH a fully inclusive community.”

Faculty Statement on Diversity

“In the same way in which UNH seeks to provide students with exposure to a diversity of subjects, international cultures, athletic activities, and arts, UNH has an obligation to offer its students exposure to that multicultural diversity that comprises our nation. Were UNH situated in a state with a diverse population, the normal processes of recruitment might naturally provide an educational experience which reflected the desired diversity. Alas, this is far from our situation. UNH faces special challenges. For example, UNH serves a state in which minorities are not present in large numbers: in 2000, New Hampshire had a non-white population that is one-eighth the national average. As a result, the vast majority of native New Hampshire students at UNH have had very little exposure to a plurality of voices which comprises approximately 25% of our nation's population (in 2000).² Thus it is essential that UNH take significant affirmative action to recruit and retain students, faculty, and employees from such underrepresented groups. Absent this effort, we have left a serious gap in the educational program which we offer our students.

With it, we may yet fully achieve our ideal of the sort of diverse educational community that is optimal for inquiry and that facilitates the emergence of cosmopolitan graduates.

People of Color, LGBTQ+ people, people with disabilities, women, people of different religions: all deserve our support.”

Statement on Diversity from the Counseling Center

“Diversity is a community value at the University of New Hampshire. We are committed to supporting and sustaining an educational community that is inclusive, diverse, and equitable. The values of diversity, inclusion, and equity are inextricably linked to our mission of teaching and research excellence, and we embrace these values as being critical to an individual’s development, learning, and success. We expect nothing less than an accessible, multicultural community in which civility and respect are fostered, and discrimination and harassment are not tolerated. We will ensure that underrepresented groups and those that experience systemic inequity will have equal opportunities and feel welcome on our campus. We accept the responsibility of teaching and learning in a diverse democracy where social justice serves as a bridge between a quality liberal education and civic engagement. As such we fully support UNH Inclusive Excellence Initiatives.

As a Counseling Center, our policies, procedures, activities, relationships and interactions with each other, and individuals and groups in the campus community are consistent with these values. As a staff, we are committed to celebrating the diversity that gender, gender identity, gender expression, race, ethnicity, culture, sexual orientation, age, religious orientation, social class, appearance, abilities and other differences bring. We are committed to confronting prejudice, discrimination, and oppression, and facilitating healing in our lives and in the lives of those we serve and train. As such, we are deeply committed to confronting aspects of our own privilege.

Discrimination and harassment are not tolerated in the Center (see grievance procedures). The hiring of staff and selection of interns are consistent with the University Affirmative Action Guidelines.”