

A resolution for: University of Northern Iowa Senior Leadership

Sponsored by: Racial and Ethnic Coalition

First reading: April 29th, 2019

WHEREAS, students of color at the University of Northern Iowa organized a town hall to gather experiences and concerns about disparagements experience on campus; and

WHEREAS, in result, members of that community formed the Racial and Ethnic Coalition in order to more accurately advocate and organize student concerns; and

WHEREAS, the students within the Racial and Ethnic Coalition have recognized multiple issues within the University of Northern Iowa that doesn't take into account the impact and the procedure in which decisions that directly affect marginalized students are made; and

RECOGNIZING, per the University of Northern Iowa's Strategic Plan, Support Goal 1: Diversity and Inclusion, it states the university must provide a campus culture that reflects and values the evolving diversity of society and promotes inclusion; and

RECOGNIZING, Support Goal 1 also states the University of Northern Iowa must provide a diversity experience for all students and deliver programs, services, and events to educate for and celebrate diversity on campus; and

FURTHER RECOGNIZING, the University of Northern Iowa has failed to meet the Diversity and Inclusion strategic initiatives numbers 1 through 5, all of which they set forth, through their absence of active effort to collaborate and support students in the education, inclusion, and celebration of diversity ; and

FURTHER RECOGNIZING, the University of Northern Iowa continues to implement and uphold policy that doesn't reflect the interest of racial and ethnic students nor include their voices in the decision making processes ; and

BE IT THEREFORE RESOLVED, the Racial and Ethnic Coalition has gathered six short term goals the University of Northern Iowa must work on throughout and have implemented by the beginning of the 2019-2020 academic year; said short term goals are:

1. Have a script set up for admission tours for what they can say about the Center of Multicultural Education (CME) and Diversity Inclusion and Social Justice (DIS), distinguish upper level DIS on maps

2. Define where students go if a bias incident happens. CRT or bias report team
3. Publicity support from the school other than Northern Iowa Student Government (NISG) for multicultural organizations, for example during their history month/week
4. Officially define what the Senior Leadership Team's responsibilities are and who's on the Senior Leadership Team (on the office of the president web site)
5. Job description of university administration (President, VP student affairs, higher admin, etc)
6. Making the Multicultural Support Network and Resources page into a bigger poster and hanging it within
 - o Each residence hall, CME, Union, Library, Gilchrist, Student Health Services, WRC, Campus buildings

BE IT THEREFORE RESOLVED, there are issues that Racial and Ethnic Coalition has discussed which do not fit into short term goals. However, we would still like to address these concerns so that the university's administration is aware of these issues. Said concerns are:

1. The state and roles of the CRT remains ambiguous to the vast populus of the student body
2. The tokenization of students of color which creates an inaccurate depiction of diversity and inclusion on UNI's campus
3. The absence of a day that recognizes cultures that are present within the University and the nation

BE IT FURTHER RESOLVED, after the initial meeting of the Racial and Ethnic Coalition and members of the University of Northern Iowa's Senior Leadership Team on April 29th of 2019, copies of these documents will be sent to the President, the Vice President, the Chief Diversity Officer, Director of DIS, and those who are within the Strategic Plan Committee.