

Senate Recommendation to the Provost

Originating Body: Faculty Senate

Originator: Jeffrey Emmert

Date Submitted: 11/8/2022

Requested Effective Date: immediate

Recommendation:

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, immigration status, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, and veteran or military 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, immigration status, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, veteran or military 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.

Date Approved by the Faculty Senate: 11/8/2022

Jennifer M. Martin

11/8/2022

President, Faculty Senate

Date

Action Taken by Provost

Date: 1/16/23

Recommendation Accepted*

Recommendation Not Accepted

Recommendation returned to the Originating Body for further review (see attached)

Disposition for Approved Recommendation:

President

VP Student Affairs

Faculty Senate President

VP Finance

Consortium Chair

School Deans

Webmaster

Graduate Council

Catalogue Editor

Provost Council




1/16/23

Provost

Date

*When adding this to the Faculty Handbook, we will note that this is a statement by the Faculty Senate because this has not gone to all governance bodies.