



**SUNY
BROCKPORT**



350 New Campus Dr
Brockport, NY 14420
senate@brockport.edu

**Resolution # 31 2020-21
College Senate**

Supersedes Resolution #



To: Dr. Heidi Macpherson, College President
From: Cathy Houston-Wilson, College Senate President
Re:

- I. Formal Resolution (Act of Determination)
- II. Recommendation (Urging the Fitness of)
- III. Other, For Your Information (Notice, Request, Report, etc.)

SUBJ: Create Standing Committee on Equity, Diversity, and Inclusion (#32_20-21 EC)

Signed: Cathy Houston-Wilson Date: 4/26/21
(Dr. Cathy Houston-Wilson, 2020-2021 College Senate President)

Implementation of resolution requires final approval from:

SUNY Yes No NYS Dept of Education Yes No

Signed: Eileen Daniel Date: 5/17/21
(Dr. Eileen Daniel, Vice Provost, SUNY Brockport)

Decision and Action Taken on Formal Resolution (circle choice below)

- a. Accepted
- b. Deferred for discussion with the Faculty Senate
- c. Unacceptable for the reasons contained in the attached explanation.

Signed: Heidi Macpherson Date: 6/2/2021
(Dr. Heidi Macpherson, College President, SUNY Brockport)

Implementation Effective Date: _____

DISTRIBUTION:

The College Senate President will forward the signed resolution to the Vice Provost for determination as to whether the implementation of the resolution requires final approval from SUNY and/or the State Education Dept. The Vice Provost will then sign and forward the resolution with that designation to the College President. Upon approval, the College President will forward the resolution to an Administrative Assistant who will distribute the final resolution to the Senate Office. The Senate Office will scan the resolution and send to the Coordinator of Digital Commons where it will be posted to https://digitalcommons.brockport.edu/senate_resolutions/

**COLLEGE SENATE OFFICE
RESOLUTION PROPOSAL COVER PAGE**

DEADLINE FOR SUBMISSIONS: January 31

Incomplete proposals will be returned and proposals received after the deadline may not be reviewed until next semester.

See https://brockport.edu/support/college_senate/proposals.html for full details.
Complete this cover page. Email it along with all relevant files (individual .docx or .pdf files) to senate@brockport.edu. Your proposal will be made into an ADA compliant PDF, will receive page numbering and a routing number, and will be forwarded onto the appropriate committee chair(s).

Routing Number <i>Routing # assigned by Senate Office</i>	32_20-21 EC
This Proposal Replaces Resolution	
Revision Date(s)	
Anticipated Effective Date:	

Title of Proposal in Title Style

Proposal to create a Standing Committee on Equity, Diversity, and Inclusion

Brief Description of Proposal

Indicates need for and scope of Standing Committee's work and Committee composition

Budgetary Resources Needed

TBD

Student Learning Outcomes Assessment Data

N/A

Effect on Transfer Students

N/A

Proposer Information

Katherine Clark Walter and Amaury Samalot-Rivera, Senate EDI Ad Hoc Committee Co-chairs
kaclark@brockport.edu asamalot@brockport.edu

Senate Office Use Only

Standing Committee	Forwarded To	Dates Forwarded
<input type="checkbox"/> Executive Committee	Standing Committee	
<input type="checkbox"/> Engagement & Enrollment Planning & Policies	Executive Committee	
<input type="checkbox"/> Faculty & Professional Staff Policies	Senate	
<input type="checkbox"/> General Education & Curriculum Policies	Passed GED's go to Vice Provost	
<input type="checkbox"/> Graduate Curriculum & Policies	College President	
<input type="checkbox"/> Student Policies	OTHER	
<input type="checkbox"/> Undergraduate Curriculum & Policies	REJECTED -WITHDRAWN	

NOTES:

Rationale:

WHEREAS an August 18, 2020 study revealed “The rate of anxiety and depression was more pronounced among low-income students, students of color, LGBTQ+ students and those who are caring for loved ones” during the COVID-19 crisis and this study is applicable to members of staff and faculty representatives of these communities as well representatives of other under-represented communities,

WHEREAS this issue is compounded by that which has been illuminated by the October 15, 2020 SUNY University Faculty Senate Resolution 186-01-01: the “recent killings of Ahmaud Arbery, Breonna Taylor, [Tony McDade] and George Floyd [and most recently in close proximity to our campus within Rochester, NY, Daniel Prude] and many others by police have once again highlighted racial inequities in policing and the criminal justice system in the United States, and the COVID-19 pandemic has affected BIPOC (Black, indigenous, and people of color) communities in disproportionate rates, demonstrating the racial inequities in our health care and education systems”, and

WHEREAS in a May 28, 2020 email to the campus, SUNY Brockport President Macpherson has emphasized the CDC diagnosis of racism as a public health threat in 2019—“racism has damaged our public health. The success of students, faculty, and staff of color requires us to address these issues head on”, and

WHEREAS consistent with President Macpherson’s position we recognize that the health of our institution, faculty, staff, and students depends on improving our campus climate and best practices concerning EDI, in particular anti-racism, and

WHEREAS our campus and the SUNY System has recognized the need to address the expression, underlying causes, and impact of micro-aggressions and implicit bias, and to improve cultural competence pedagogies in faculty classrooms and faculty and staff professional training, and

WHEREAS we concur with SUNY and the national higher education position that such improvement of climate and practices is essential for the retention of faculty, staff, and students, and

WHEREAS SUNY University Faculty Senate approved a resolution calling for “Senators to work with campus shared governance to develop and implement (or expand upon existing) curriculum and all-campus programming dealing with the issues of Racial Equity and Social Justice” and

WHEREAS the College Senate’s Equity, Diversity and Inclusion ad-hoc Committee seeks to play an integral role in these efforts, we propose that current Ad Hoc EDI Committee change its status from ad-hoc to Standing, and

WHEREAS consistent with the College's Goal 3 of the 2016-2021 EDI Strategic Plan—"Ensure that curriculum, programming, and/or trainings educate all incoming students, faculty, and staff are available to current students, faculty, and staff in issues of social equity and the ability to speak to each other across differences as part of the College's commitment to inclusive community, diverse engagement, academic excellence, and self-transformation", and

WHEREAS consistent with the College's Goal 3 of the 2016-2021 EDI Strategic Plan campus-wide EDI efforts require material resources for training, programming, and curricular development from the College (e.g. Office of EDI, Office of the President and Cabinet, Offices of the Provost and Deans), and

WHEREAS consistent with the College's Strategic Plan for Equity, Diversity, and Inclusion (2016-2021), updated on 10-27-2020, Goal 1—"Achieve a balance of representation in faculty and staff in line with student population and national, state, and regional demographics; and maintain a commitment to retention and promotion of...underrepresented faculty and staff", and the specific recognition on p 18 that demarcates "committee-related work for [marginalized] faculty and staff in hiring, diversity and policy making" constitutes substantial "extra service work," and

WHEREAS we recognize the College's Strategic Plan for Equity, Diversity, and Inclusion (2016-2021), updated on 10-27-2020, "Goal 2 Achieve a balance of representation in student body population in line with state demographics; and maintain a commitment to retention, completion, and academic success of ...underrepresented students", and

WHEREAS we recognize the College's Strategic Plan for Equity, Diversity, and Inclusion (2016-2021), updated on 10-27-2020, "Goal 4 Continue to build and maintain an inclusive and positive campus climate for every member in which to foster internal and external community building on the campus, local, regional, and international levels in which diversity is valued and inclusion and equity are shared", and

WHEREAS we intend that a Standing Senate EDI Committee will help the College tactically address the strategic plan, in order to create and sustain a culture of belonging and an anti-racist climate for all students, staff, and faculty, especially those community members who identify as BIPOC (Black, Indigenous, and People of Color).



**SUNY
BROCKPORT**

January 4, 2021

College Senate

Faculty and Staff of Color Interest Group Letter of Support

It is my pleasure to submit a letter of support, on behalf of the Faculty and Staff of Color Interest Group (FSOCIG), for the Senate EDI Ad Hoc Committee on Equity, Diversity and Inclusion to become a Standing EDI committee.

A part of the mission of the FSOCIG is to enhance the academic and professional success of faculty and staff of color through advocacy. Having the Senate EDI Ad Hoc Committee on Equity, Diversity and Inclusion become a Standing EDI committee will allow the FSOCIG to have a place where we can advocate for the needs of our members on campus.

In conclusion, we fully support the Senates proposal for a Standing EDI committee. It is through great partnership and working together we can achieve our goal of equity, diversity and inclusion on our campus.

Sincerely,

Gena Willis (On behalf of the Faculty and Staff of Color Interest Group) Chair, Faculty and Staff of Color Interest Group



Department of Kinesiology, Sport Studies and Physical Education

January 6, 2021

Dear College Senate Review Committee:

Please accept this letter of support for the proposal to create a College Senate Standing Committee on Equity, Diversity and Inclusion. As College Senate President, I have been steadfast in my commitment to have greater inclusivity on issues surrounding Senate at SUNY Brockport. A Senate Standing Committee allows for the Chair of that committee to serve as a member of the Executive Committee of Senate which can provide an additional lens for proposals and resolutions that come before the college body.

In addition, the University Faculty Senate passed a resolution in 2019 re-affirming SUNY's commitment to EDI and encouraged every SUNY to establish an EDI committee.

(http://www.sunyufs.us/uploads/1/1/6/9/116933050/183-02-01_eid_campus_senate_eid_committees.pdf)

College Senate has a long history of being the voice on campus for advocacy and action. This Committee, I believe, will have a strong voice and the backing of the College Senate to make appropriate systemic changes that will impact the culture at Brockport and to help create an environment of equity, diversity and inclusion. This committee will work in conjunction with the Senate Executive Committee as well as the Office on Equity, Diversity and Inclusion to set agenda, prepare and/or support proposals and resolutions and to ensure EDI remains in the forefront of all activities that take place on campus. In addition, all Senate committees participate in shared governance with campus leadership ensuring that the work of this committee is done in a collaborative and transparent manner.

I commend the members of the ad hoc committee for putting together a comprehensive proposal to move this action forward.

Thank you for your consideration.

Sincerely,

Cathy Houston-Wilson

Cathy Houston-Wilson Ph.D.
College Senate President
Professor & Chair, KSSPE



**SUNY
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Department of Women and Gender Studies

December 28, 2020

Dear Senators:

I am writing in support of the proposal to amend the bylaws of College Senate to include a new standing committee on Diversity, Equity and Inclusion (DEI) with the additions listed in the proposal. While a senate committee cannot be solely responsible for DEI work on campus, and while it is necessary to incorporate the College's DEI goals into ALL senate committees, it is also essential that shared governance have an official body responsible for overseeing and tactically addressing the goals of Brockport's DEI strategic plan.

Brockport, as is true of many colleges and universities, is deeply in need of coordinated, strategic, educated, active, and sustained efforts to become a less racist and more actively anti-racist, less ableist and more actively anti-ableist, less sexist and cissexist and more actively anti-sexist and anti-cissexist, less homophobic and more actively anti-homophobic institution. We find ourselves in a deep debt to interrelated, interpersonal and structural inequities. To make this committee a permanent part of our shared governance at the very least acknowledges this debt and at best, if supported and enacted well, provides a centralized mechanism for working to pay off these debts. Sustained and current work is the only way to become a truly more equitable institution, and we must have consistency in practice with formal acknowledgement and structural roles that are supported by the college.

The department of Women and Gender Studies is committed to continued work toward better and more effective anti-racist practices and to dismantling all current oppressive and inequitable structures and practices. We strongly support the amendment to make the Senate DEI Committee a standing body as one more important step in this work.

Sincerely,

Milo Obourn
Chair, Department of Women and Gender Studies