

### UNT Faculty Senate Resolution

Whereas a core value of the University of North Texas (UNT) is to “promote a culture of diversity, respect and dignity that values individuals and people's differences”;

Whereas UNT commits to “conduct ourselves in a respectful, courteous manner and treat people fairly and equitably”;

Whereas these statements express our determination to create and nurture a caring climate that welcomes and includes individuals of diverse identities;

Whereas climate issues related to racism, ethnicity, nationality, language, gender, sexual orientation, and disability persist at UNT that run counter to our values;

Whereas mandatory training currently does not exist for all faculty, staff, and administrators on these vital issues; therefore be it

Resolved, that the UNT Faculty Senate:

1. urges that the University President and Provost institute mandatory, preferably in-person, training options that vary in scope and delivery to enhance faculty, staff, and administrators’ awareness and appreciation of the varied racial and ethnic identities at UNT;
2. urges that this training address climate issues meaningfully through historical perspectives, narratives, and self-examination, and enhance understanding of the negative impact of implicit bias and identity-based micro-aggressions;
3. urges that the President and Provost consider creative ways to incentivize this training for faculty, staff, and administrators, and to implement measures of accountability for this training.

*Approved by the Faculty Senate of UNT on December 11, 2019*