

Statement from the Faculty Senate Committee on the Status of People of Color

In light of recent calls from the UNT Student Government Association and various faculty affinity groups for, among other things, more racial awareness, institutional diversity, and inclusivity training for all faculty and staff at the university, the Faculty Senate Committee on the Status of People of Color would like to reiterate and support those calls for concrete action. While we appreciate that Chancellor Roe and President Smatresk have issued statements embracing diversity and inclusion in our community, we would like to see this support acted upon in specific, proactive ways that will address both the climate and practices of every unit in the university.

While the recent incident of racial insensitivity by a university system employee may have been the catalyst for the current action, we recognize that these are long-standing issues in the community that have gone unaddressed for far too long. Faculty of color, as well as students and staff, experience discrimination, bias, micro-aggressions, and insensitivity on a daily basis, and this fact of their experience has negative impacts on their work, their relationships with colleagues and students, their scholarship and teaching, and their personal well-being. It is no longer enough to simply have “conversations” about diversity, but rather, it has become necessary for us as a community to take action.

We therefore support the “Resolution on Diversity and Inclusion Training” recently introduced to the Faculty Senate Executive Committee and urge the Faculty Senate as a whole to adopt this resolution. We also support the efforts of the SGA and other student, faculty, and staff organizations on campus to see more progress in recruitment, hiring, and retention of students, staff, and faculty of color (and other marginalized groups), equitable treatment in salaries, promotion, and tenure decisions, and increased attention to issues of cultural sensitivity, hate speech, and explicit or implicit bias and discrimination on campus.

On behalf of the [Faculty Senate Committee on the Status of People of Color](#).

December 4, 2019

Resolution on Diversity and Inclusion Training

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, trainings 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.

Respectfully submitted by:

Senator Kimberly Moreland, At-Large
Senator Jennifer Lane, Group VIII
Senator Erin O’Toole, Group II
Senator Jacqueline Walker, Group II