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