Virginia Commonwealth University Faculty Senate Resolution on Commitment to Diversity and Inclusion

Whereas VCU’s commitment to diversity and inclusion has been expressed in word and in action through the Quest for Distinction Strategic Plan, the Division for Inclusive Excellence and associated advisory groups (i.e. the Council for Inclusive Excellence and Equity, Inclusive Learning Council, Diversity Groups, President’s Action Group on Diversity & Inclusion), plus several other organizations and initiatives;

Whereas VCU is a highly diverse institution with half of the VCU student body reporting as minority race/ethnicity (http://www.collegedata.com/cs/data/college/college_pg01_tmpl.jhtml?schoolId=1565) and with 1,600 international students representing 108 countries (http://international.admissions.vcu.edu/);

Whereas VCU encourages global education through programs such as VCU Globe: A Global Education Living-Learning Community and VCU Qatar; and

Whereas VCU seeks to recruit, train, and maintain diverse faculty through efforts such as iCubed (Institute for Inclusion, Inquiry and Innovation) and Building Inclusive Communities; now, therefore, be it

Resolved, that the VCU Faculty Senate:

1. applauds the message of President Rao to “reaffirm our commitment to inclusion, to ensuring that every person who comes to VCU is respected and emboldened to succeed. We reaffirm that we will always be a place of the highest integrity, accountability, and we will offer an unyielding commitment to serving those who need us;”

2. will undertake as needed and encourage appropriate actions to ensure the rights of all individuals, including but not limited to any group, regardless of race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, family medical and genetic information, sexual orientation, gender identity, gender expression, disability, or immigration status, to pursue their educational goals with human dignity and in safety;

3. promotes the core values of respect, civility, equality, open-mindedness, and the free spirit of inquiry, and denounces all acts that create a climate of fear and hatred, bigotry or misogyny. Such acts threaten VCU’s mission as a public research university to advance knowledge and student success; and

4. affirms our commitment to lead efforts and initiatives that strive for inclusive excellence.

Passed by unanimous vote of all those present at Faculty Senate November, 29, 2016