

## **Resolution in Support of Instruction and Training on Diversity, Equity, Inclusion and Social Justice**

Whereas, University of Wisconsin-Madison's Institutional Statement on Diversity reads;

*Diversity is a source of strength, creativity, and innovation for UW–Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals. The University of Wisconsin–Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background — people who as students, faculty, and staff serve Wisconsin and the world.*

Whereas this statement was endorsed by the Academic Staff Assembly on October 10, 2016;

Whereas censorship of the uncomfortable facts of history -- a tool of oppression -- detracts from freedom of speech, comprehensive education, and UW-Madison's own policies on diversity, equity, and inclusion;

Whereas, it is a fact that at the time of this country's founding, the franchise was restricted to the 6% of the population that was White, male, and owned property;

Whereas, it is a fact in this country that Africans were brought here and enslaved, that Indigenous Peoples of North America were forcibly displaced to resource-poor locations, that Indigenous Peoples of Mexico were made foreigners in lands their families had owned for generations, and that the Chinese Exclusion Act and the Geary Act prevented many Asians from legally immigrating until the Acts' repeal in 1943;

Whereas, it is a fact that women were not permitted to vote in federal elections until 1920;

Whereas, it remains a fact that, following World War II, "redlining" prevented members of poor or minority communities from purchasing homes and building family wealth;

Whereas, it remains a fact that members of the LGBTQ+ community have faced discrimination historically and continue to confront active barriers to equal rights, including employment and healthcare;

Whereas, it remains a fact that members of majority and minority communities hold implicit, unconscious biases against women and members of minority communities based on stereotypes that are pervasive in American culture;

Whereas, it remains a fact that the previous facts continue to have negative impacts on all members of our institution, with disproportionate impacts on women and members of minority communities;

Whereas, the Executive Order “On Combatting Race and Sex Stereotyping” issued by President Trump on September 22, 2020, directly conflicts with the principles expressed by the Academic Staff Assembly in its resolution on May 9, 2016 supporting “comprehensive racial and cultural awareness and inclusion through professional development activities for all academic staff/faculty”;

Whereas, academic staff continue to believe that a safe, creative, and inclusive environment is essential to creating a respectful campus and to fulfilling the mission of the university;

Therefore, be it resolved that the Academic Staff Assembly supports the inclusion of--and engagement with--accurate accounts of historical injustices and their continuing impact in university discourse and culture;

Be it further resolved that the Academic Staff Assembly maintains that it is imperative that UW-Madison continue and expand its ongoing efforts in instruction and training of the principles of diversity, equity, inclusion, and social justice;

Be it further resolved that the Academic Staff Assembly calls on the administration of the University of Wisconsin-Madison to continue actively supporting and fostering training and programs that will help build a climate and culture of anti-racism and anti-sexism.