WHEREAS, the University of Wisconsin-Eau Claire’s (UW-Eau Claire) mission is
“fulfill[ed] through a pervasive university commitment to provide […] an inclusive campus
community that challenges students to develop their intellectual, personal, cultural, and social
competencies”; and

WHEREAS, on Sunday, September 15th of this year, a Red Lake Chippewa Nation of
Ojibwe student living within the Department of Housing and Residence Life’s care was subject
to an act of targeted, racist vandalism on the door of their residence; and

WHEREAS, the 2018-2019 annual report of the Bias Incident Response Team
(BIRT) shows over 80 occurrences of prejudicial bias towards members of the campus
community with identities that have been historically marginalized; and

WHEREAS, the Bias Incident Response Team acknowledges that the annual report is
only a fraction of the incidences of bias that occur at UW-Eau Claire; and

WHEREAS, the 2018-2019 annual report of the Bias Incident Response Team shows
instances of targeted, hateful, racist speech in over ten different University Owned and Operated
facilities; and

WHEREAS, UW-Eau Claire states goal within their administrative division of Equity,
Diversity, and Inclusion of "provid[ing] an exceptional experience for students and a campus
community where all members of UW-Eau Claire thrive and succeed"; and

WHEREAS, the Department of Housing and Residence Life at UW-Eau Claire states that
its mission is “to promote student learning and success through engagement in diverse
educational and social experiences, and supports residents by providing well-maintained, safe,
and inclusive communities”; and

WHEREAS, the Department of Housing and Residence Life at UW-Eau Claire’s
Inclusivity Statement states that the department is “dedicated to creating a safe, equitable,
and nurturing environment for all members of [their] residence life community”; and

WHEREAS, the Inclusivity Statement further states that “each individual
has the right to feel welcomed, valued, and included with appreciation for one’s age, ability,
color, creed, cultural heritage, ethnicity, gender identity or expression, national origin, race,
spiritual affinity, sexual orientation [..and] uphold[s] the belief that there is no
place for harassment, intimidation, threats, ridicule, or violence toward any member of [their] co-
munity”; and
WHEREAS, on Wednesday, September 18th of this year, the UW-Eau Claire Inter-Tribal Student Council hosted an informational panel to discuss the presence of racism within our campus community, specifically highlighting the experiences of Native students; and

WHEREAS, on Wednesday, September 18th of this year, administration of the UW-Eau Claire Department of Housing and Residence Life failed to attend the informational and educational panel provided by the University of Wisconsin-Eau Claire Inter-Tribal Student Council; and

WHEREAS, this instance of targeted, racist vandalism has generated a city-wide, statewide, and nationwide discourse on targeted racist speech; and

WHEREAS, UW-Eau Claire is recognized as a Predominantly White Institution with over 88% White student enrollment; and

WHEREAS, it is recognized that this instance of targeted, hateful, racist speech is only one product of a much further expansive context of oppressed individuals in a country with roots deeply engrained in institutional and systemic racism, among several other forms of discrimination; and

WHEREAS, this institutional and systemic oppression continues to affect the lives of those individuals and groups on a daily basis with regards to disparity of wages, accessibility to education, fairness within the criminal justice system, acclimating to predominantly white communities, representation within governments, bias perpetrated in representations through mainstream media, and accessibility to positions of power; and

WHEREAS, the hateful rhetoric perpetrated is exercised deliberately to negatively impact the psychological health of this and other Students of Color and instill fear for their safety;

BE IT THEREFORE RESOLVED, the Student Senate at the University of Wisconsin-Eau Claire calls upon its administration to re-evaluate its current campus climate within the framework of advancing towards a diverse, equitable, and inclusive environment; and

BE IT FURTHER RESOLVED, UW-Eau Claire Student Senate calls upon its administration to take deliberate and decisive action that seeks to provide education and resources that exposes students to diverse backgrounds and can foster an inclusive and equitable environment for its students, faculty, staff and administration; and

BE IT FURTHER RESOLVED, that the Student Senate at the UW-Eau Claire will continue to demand accountability from its administration regarding the cultivation of a shared space that can allow all the students within its institution to be successful; and

BE IT FURTHER RESOLVED, if the perpetrator(s) of the racist incident on September 15th of this year is or are identified, the Student Senate at the UW-Eau Claire calls upon its administration to execute immediate sanctions, whereby expulsion should be considered from our campus community in order to prioritize the safety of those who identify as traditionally underrepresented over the education of a racist; and

BE IT FURTHER RESOLVED, that the Student Senate at the UW-Eau Claire will not tolerate instances of targeted hate speech toward the members of their campus community; and
BE IT FINALLY RESOLVED, that upon passage of this resolution, President Johnson will transmit a copy to Dr. James Schmidt, Chancellor; Dr. Patricia Kleine, Provost and Vice Chancellor for Academic Affairs; Holly Hassemer, University Senate; Chris Jorgenson, Director, Gender and Sexuality Resource Center, BIRT Committee; Teresa O’Halloran, Director, Affirmative Action, BIRT Committee; Albert Colom, Vice Chancellor, Enrollment Management; Kristin Schumacher, Director, University Centers; Dang Yang, Director, Office of Multicultural Affairs, BIRT Committee; Demetrius Smith, Program Director of EDI, BIRT Committee; John Haven III, Vice Chancellor, Finance and Administration; Quincy Chapman, Housing and Residence Life Director; Deborah Newman, Housing and Residence Life Associate Director, BIRT Committee; LaRue Pierce, Dean of Students, BIRT Committee; Mike Knuth, Integrated Marketing and Communications, BIRT Committee; Jay S. Dobson, University Police

SUBMITTED BY
Stephanie Hoeksema, Equity in Student Matters Director
Lauren Becker, Student Office of Sustainability Director
Travis DuChene, Academic Affairs Director
Austin Gulbrandson, Intergovernmental Affairs Director
Grace Luloff, On-Campus Senator
Mary Stoutenburg, On-Campus Senator
Pazoua Vue, Off-Campus Senator
Anna Ziebell, Vice President