WHEREAS, the Student Senate of the University of Wisconsin- Eau Claire (UW-Eau Claire) is the official voice of the student body; and
WHEREAS, UW-Eau Claire is committed to providing a vision and strategic direction moving toward an environment of equity, diversity, and inclusion (EDI) for all its members; and
WHEREAS, in 2015, UW- Eau Claire started to provide EDI Professional Development in three Tiers for its faculty and staff through the Center of Excellence in Learning and Teaching (CETL); and
WHEREAS, all faculty and staff at UW-Eau Claire are required to complete only the first Tier of EDI training which “requires a time commitment of 60 minutes (online)”; and
WHEREAS, UW-Eau Claire states that “all faculty and staff are encouraged to complete additional professional development throughout the year”; and
WHEREAS, Tier Two EDI training requires attendance for 10 EDI centered workshops, totaling 10-20 hours of time; and
WHEREAS, Tier Two EDI training provides “the conceptual framework, opportunities for self-reflection and group discussion, and skill-building experience necessary for being an effective advocate for equity and diversity”; and
WHEREAS, Tier Three training requires creating a plan to incorporate what they have learned from Tier One and Tier Two and create a project; and
WHEREAS, faculty and staff at UW-Eau Claire hold a position of power over the minds of the students that their work serves, and
WHEREAS, Resident Assistants at UW-Eau Claire complete 14 hours of EDI training during preliminary training each semester, followed by additional training of over 2 hours per semester; and
WHEREAS, students in the College of Business are required to take Business Administration300(BSAD300) as a part of their BusCore curriculum; and
WHEREAS, BSAD300 is a six week class totaling 21 hours; that “develops the awareness and sensitivity of students to issues of race, religion, culture, age, gender, sexual orientation, and disabilities in the workplace;” and

WHEREAS, the institution recognizes that microaggressions and language that promotes derogatory, hostile, and negative messages occurs every day, whether it be intentional and unintentional; and

WHEREAS, that these trainings would help create a more inclusive and equitable campus climate to benefit students’ experiences at UW- Eau Claire: and

WHEREAS, the expansion of the EDI Professional Development training will contribute to Chancellor Schmidt’s 2024 goal of 20 percent enrollment of students of color and elimination of the opportunity gap; and

WHEREAS, the Student Senate at UW-Eau Claire unanimously passed a resolution following a high-profile incident of targeted, racist, hate speech calling upon its “administration to re-evaluate its current campus climate within the framework of advancing towards a diverse, equitable, and inclusive environment”; and

WHEREAS, the resolution passed unanimously further states that 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 THEREFORE RESOLVED, that the Student Senate at UW-Eau Claire calls upon its administration to require their faculty and staff to complete all three tiers of EDI Professional Development training in order to be awarded tenure; and

BE IT FURTHER RESOLVED, that the Student Senate at UW-Eau Claire calls for a restructuring of the EDI Professional Development process to better accommodate the increase of faculty and staff that would need to participate in the EDI Professional Development trainings, the UW- Eau Claire student body; and

BE IT FURTHER RESOLVED, that the Student Senate will continue to push UW- Eau Claire administration to pursue innovation and excellence in the areas of equity, diversity, and inclusion; 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; Angie Stombaugh, Director, Center for Excellence in Teaching
and Learning; Holly Hassemer, University Senate; Chris Jorgenson, Director, Gender and Sexuality Resource Center; Teresa O’Halloran, Director, Affirmative Action; Albert Colom, Vice Chancellor, Enrollment Management; Dang Yang, Director, Office of Multicultural Affairs; Demetrius Smith, Program Director of EDI; John Haven III, Vice Chancellor, Finance and Administration; Quincy Chapman, Housing and Residence Life Director; Deborah Newman, Housing and Residence Life Associate Director; LaRue Pierce, Dean of Students; Dr. Peter Hart-Brinson, University Senate; Kelly Holzer, Chair, University Staff Council, Vicky Thomas, Director, Services for Students with Disabilities

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