

**UNIVERSITY OF WISCONSIN-EAU CLAIRE
STUDENT SENATE RESOLUTION**

**IN SUPPORT OF THE EDITORIAL CHANGE TO UNIVERSITY OF WISCONSIN-EAU
CLAIRE'S AFFIRMATIVE ACTION OFFICES'S DISCRIMINATION, HARASSMENT, AND
RETALIATION POLICY**

1 WHEREAS, Student Senate is the official voice of the student body at the University of
2 Wisconsin-Eau Claire (UWEC); and
3 WHEREAS, the University of Wisconsin-Eau Claire is committed to promoting and supporting
4 equity, diversity, and inclusion (EDI) efforts; and
5 WHEREAS, UWEC's Affirmative Action Office has policies regarding discrimination, harassment
6 and retaliation; and
7 WHEREAS, the policy is as stated, (See attachment A); and
8 WHEREAS, this policy is very encompassing, the highlighted portion however lacks full
9 inclusivity; and
10 WHEREAS, Representative LaKeshia Myers and Senator Lena Taylor introduced SB 479/AB 440,
11 which is also known as the "Create a Respectful and Open World for Natural Hair (CROWN) Act;" and
12 WHEREAS, this piece of legislation would change various areas of the law to prohibit
13 discrimination based on an individual hair type and hairstyles from discrimination in places such as
14 schools, housing, and workplace; and
15 WHEREAS, two months after the introduction of this bill, WQOW news channel did a report and
16 interviewed students in UWEC's Black Cultural Center; and
17 WHEREAS, the students interviewed were in favor of the bill and hoped for the University to
18 take on the same policies; and
19 WHEREAS, on April 1st, 2020, SB 497/AB 440 failed to pass pursuant to Senate Joint Resolution
20 1; and
21 WHEREAS, due to the failing of this bill to pass, it did not change the current laws that do not
22 include all forms of discrimination, primarily that of hair texture and style; and
23 WHEREAS, this experience of discrimination disproportionately affects communities of color,
24 and predominantly women of color (See Attachment B and C); and
25 WHEREAS, the rhetoric of our current policy does not encompass all social stigmas and forms of
26 discrimination due to the limitation of the word "law"; and
27 WHEREAS, Wisconsin does not have protection against hair discrimination in schools, housing,
28 and workplace; and
29 WHEREAS, the current policy would not protect marginalized groups fully under the current
30 terminology; and

31 WHEREAS, to add an additional coverage of this policy by including rhetoric that acknowledges
32 the limitation laws pose to social discrimination, stigmas that are not prohibited by law but go against
33 our EDI initiatives; and

34 WHEREAS, updating this policy would be in align with “The UWEC Blugold Code clearly states
35 that “while many of UW-Eau Claire’s policies and regulations parallel federal, state and local laws, UW-
36 Eau Claire standards may be set higher.”¹;and

37 WHEREAS, the EDI Rapid Task Force put forth recommendations of updating polices of all
38 nature by; “Adding strong language to its codes of conduct is an opportunity for UWEC/UWECBC to be a
39 leader in creating the “meaningful, equitable, anti-racist change” that it sought in the last strategic
40 plan.”¹;and

41 WHEREAS, to begin this initiative is to accomplish the goal of the EDI Rapid Action Task Force by
42 completing these recommendations before semester ends; and

43 BE IT THEREFORE FURTHER RESOLVED, the Student Senate encourages, not only
44 the Affirmative Action Office, but all departments and facets of administration to update their policies
45 that deal with EDI and conduct; and

46 BE IT FURTHER RESOLVED, the Student Senate supports Representative LaKeshia Myers and
47 Senator Lena Taylor in fighting for anti-discrimination laws and more inclusive and equitable
48 communities; and

49 BE IT FURTHER RESOLVED, Student Senate will continue to push Administration to complete the
50 recommendations made by the Rapid Action Task Force; and

51 BE IT FURTHERED RESOLVED, Student Senate will continue to support EDI initiatives; and

52 BE IT FINALLY RESOLVED, that upon passage of this resolution, President Johnson will transmit a
53 copy to Dr. James Schmidt, Chancellor; Dr. Warren Anderson, Vice Chancellor, Equity, Diversity,
54 Inclusion and Student Affairs; LaRue Pierce, Dean of Students; Dr. Patricia Klein, Provost and Vice
55 Chancellor for Academic Affairs; Dang Yang, Director of the Office of Multicultural Affairs, Chris
56 Jorgenson, Director, Gender and Sexuality Resource Center; Teresa O’Halloran, Director, Affirmative
57 Action; Kristin Schumacher, Director, University Centers, Evan Weiher, University Senate, Vicky
58 Thomas, Director, Services for Students with Disabilities, Kim Wellnitz, Co-Chair, Commission on the
59 Status of Women, Rose-Marie Avin, Co-Chair, Commission on the Status of Women; Kelly Holzer, Staff
60 Council; Raymond Cross, President, UW-System; Miranda Ricci, Student Body President, UW-ECBC;
61 Michael Thomas, Student Services Coordinator, Office of Multicultural Affairs; Eleni Seyoum, President,
62 African Student Alliance, Miko Scott, President, Black Student Alliance, LaKeshia Myers, Wisconsin State
63 Representative, Wisconsin State General Assembly; Lena Taylor, Wisconsin State Senator, Wisconsin
64 State Senate, Caitlin Mai Chong Lee, Equal Opportunity Specialist, Affirmative Action Office.

SUBMITTED BY:

Jackie Buttafuoco, Off-Campus Senator