WHEREAS, Student Senate is the official voice of the student body at the University of Wisconsin-Eau Claire (UWEC); and
WHEREAS, the University of Wisconsin-Eau Claire is committed to promoting and supporting equity, diversity, and inclusion (EDI) efforts; and
WHEREAS, UWEC’s Affirmative Action Office has policies regarding discrimination, harassment and retaliation; and
WHEREAS, the policy is as stated, (See attachment A); and
WHEREAS, this policy is very encompassing, the highlighted portion however lacks full inclusivity; and
WHEREAS, Representative LaKeshia Myers and Senator Lena Taylor introduced SB 479/AB 440, which is also known as the “Create a Respectful and Open World for Natural Hair (CROWN) Act;” and
WHEREAS, this piece of legislation would change various areas of the law to prohibit discrimination based on an individual hair type and hairstyles from discrimination in places such as schools, housing, and workplace; and
WHEREAS, two months after the introduction of this bill, WQOW news channel did a report and interviewed students in UWEC’s Black Cultural Center; and
WHEREAS, the students interviewed were in favor of the bill and hoped for the University to take on the same policies; and
WHEREAS, on April 1st, 2020, SB 497/AB 440 failed to pass pursuant to Senate Joint Resolution 1; and
WHEREAS, due to the failing of this bill to pass, it did not change the current laws that do not include all forms of discrimination, primarily that of hair texture and style; and
WHEREAS, this experience of discrimination disproportionately affects communities of color, and predominantly women of color (See Attachment B and C); and
WHEREAS, the rhetoric of our current policy does not encompass all social stigmas and forms of discrimination due to the limitation of the word “law”; and
WHEREAS, Wisconsin does not have protection against hair discrimination in schools, housing, and workplace; and
WHEREAS, the current policy would not protect marginalized groups fully under the current terminology; and
WHEREAS, to add an additional coverage of this policy by including rhetoric that acknowledges the limitation laws pose to social discrimination, stigmas that are not prohibited by law but go against our EDI initiatives; and

WHEREAS, updating this policy would be in align with “The UWEC Blugold Code clearly states that “while many of UW-Eau Claire’s policies and regulations parallel federal, state and local laws, UW-Eau Claire standards may be set higher.”1; and
WHEREAS, the EDI Rapid Task Force put forth recommendations of updating polices of all nature by; “Adding strong language to its codes of conduct is an opportunity for UWEC/UWECBC to be a leader in creating the “meaningful, equitable, anti-racist change” that it sought in the last strategic plan.”1; and

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

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

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

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

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

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

SUBMITTED BY:
Jackie Buttafuoco, Off-Campus Senator