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## STAFF RESOLUTION

July 9, 2020

This UNC Greensboro Staff Senate Resolution is in support of the welfare of our Black UNC Greensboro students, staff, and faculty.

**WHEREAS**, the UNC Greensboro Staff Senate is the duly-elected governance body representing the staff of UNC Greensboro; and

**WHEREAS**, the UNC Greensboro Staff Senate is charged with: Developing proactive, progressive recommendations and advocating these to the administration and the staff; Providing effective communication between the administration and the staff; Fostering an open, positive campus environment; and Sustaining a diverse University community; and

**WHEREAS**, UNC Greensboro staff are integral stakeholders in supporting and carrying out the Chancellor's and University's shared vision; and

**WHEREAS**, Chancellor Gilliam addressed the UNC Greensboro community about our shared values in his message dated May 31, 2020; and

**WHEREAS**, the staff acknowledges the structural and systemic racism that has created vast inequities in all aspects of national and everyday life- social, economic, political, cultural- for Black people in the United States and that this racism continues to exist, which underlies anti-racist demonstrations through the country;

**WHEREAS**, the staff is appalled by, and condemns, the state-sanctioned murders that have been committed against Black people in America under the color of law; and

**WHEREAS**, the staff recognizes these long-standing injustices and is filled with sadness, anger, frustration, disappointment, and rage - and the Staff Senate stands in solidarity with our Black students, staff, and faculty; and

**WHEREAS**, the staff acknowledges the imperative to oppose and dismantle systemic racism through open but demanding dialogue, concrete institutional action, and meaningful structural change.

**NOW, THEREFORE IT BE RESOLVED**, that the staff commits: A) to our shared fate as a University, regardless of race, ethnicity, sexual orientation, and party affiliation or other protected classes; B) to doing, anti-racist work within our departments and in collaboration across the institution to ensure that all of our students, faculty, staff, and visitors are treated equitably and justly; C) to being better listeners and supporters of our students and colleagues who are victims of racism; and finally, D) our will and resolve to do so.

**BE IT FURTHER RESOLVED**, that in order to attract, recruit, and retain outstanding University personnel and students and effectively carry out the mission of the Staff Senate of advocacy, communication, and fostering an open, positive campus environment, the Staff Senate will:

1. Dedicate the 2020-2021 Staff Senate term to increasing awareness, education, self-interrogation including an in depth review of our own processes and procedures, and community action about racism;
2. Engage and partner with our constituents, constituent groups, and across the University through meetings, coordinated community events, workshops, and other opportunities as allies in anti-racism/anti-racist work while amplifying the voices of marginalized groups;
3. Participate in and host difficult conversations related to the content of this resolution; and
4. Appoint a Staff Senator to serve on the Chancellor's Advisory Committee on Equity, Diversity, and Inclusive Excellence to ensure that Staff Senate is maximizing available resources in support of Black staff members.

Further, to drive and sustain our actions against racism, the Staff Senate will establish a standing committee charged with engaging in and supporting the equity, diversity, and inclusion work of the University. The Staff Senate also calls on all Colleges, Schools, Departments and Units, in collaboration with their staff, to develop and to implement action plans to create equitable, diverse, and inclusive learning and working environments, to report the results of their plans each year to the University, and to make these plans and reports publicly accessible.

**BE IT FURTHER RESOLVED**, this resolution be preserved in the records and minutes of the UNC Greensboro Staff Senate and a link to it prominently displayed on the UNC Greensboro Staff Senate website.

Adopted this 9th day of July 2020, by the majority vote of UNC Greensboro Staff Senate.

Megan Cayton  
Murphie Chappell  
Co-Chairs, UNC Greensboro Staff Senate