

Label: Resolution

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Committee: Inclusive Campus Initiative

Draft: Final

Inclusive Campus Initiative

Whereas, the University of Houston-Clear Lake (UHCL) Student Government Association (SGA) believes in the inherent dignity and worth of all faculty, staff, and students and understands that we grow through relationships;

Whereas, the UHCL SGA seeks to create a Culturally Engaging Campus Environment (CECE)^[i] encompassing the intersections of all protected classes as defined by the University of Houston System's Anti-Discrimination Policy^[ii];

Whereas, the commitment found in the *Student Code of Conduct* the University of Houston-Clear Lake^[iii];

Whereas, the University of Houston System's policy statement on Equal Employment Opportunity And Affirmative Action Program^[iv];

Whereas, the University of Houston-Clear Lake states that its core values consist of concepts including 'integrity,' 'service,' 'innovation,' 'diversity and inclusion,' 'learner-focused';

Whereas, institutions that "focus on mattering and greater student involvement will be more successful...^[v];"

Further, whereas, “faculty members’ curricular decisions and pedagogy, including their individual interactions with students, can foster inclusive climates. Also, students report that it is important for them to see themselves reflected in the faculty and curriculum to which they are exposed to create a sense of belonging and inclusiveness” (U.S. Department of Education, 2016);

Further, whereas, “[vi]...emerging research on different communities that have not traditionally been approached for fundraising--including Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) alumni, African Americans, Latinos, graduate students, young alumni, women, and faculty donors[vii]”;

Whereas, the UHCL SGA understands that the UHCL Administration is currently undergoing strategic planning sessions in order to further develop our university.

Therefore, be it resolved by the Student Government Association of the University of Houston-Clear Lake:

That we call upon the University of Houston-Clear Lake Administration to act in good faith by setting the standard to create an inclusive campus environment beginning Spring 2020, and continue conversations with the student body to exchange ideas during and after the strategic planning process;

Be it further resolved:

That we request each UHCL Student Affairs office and department to perform outreach and programming that builds trust and develops relationships with historically and systematically oppressed groups;

Be it further resolved:

That we request UHCL Administration to encourage and provide support for each UHCL academic office and department to create and offer courses

that are not combined into a ‘diversity course’ but are stand-alone courses (e.g., queer studies course in the Spring of 2019) and to further establish coursework in all classes that is inclusive, builds trust, and develops relationships with historically and systematically oppressed groups;

Be it further resolved:

That we recommend such coursework, outreach, and programming enable those sitting in areas of historical and systemic power to gain the skills necessary to become active and educated allies thus creating an inclusive campus, community, in preparation of becoming global leaders in our respective fields.

ii McShay, 2017

iii “class[es] of persons who are protected under applicable federal or state laws against discrimination and harassment on the basis of race, color, sex (including pregnancy), genetic information, religion, age, national origin, disability, veteran status, or any other legally protected status. Additionally, for purposes of this Policy, the term ‘Protected Class’ includes sexual orientation, gender identity, and gender expression”

iiii UHCL “as an educational institution, has a special set of interests and purposes essential to its effective functioning. These include; (a) the opportunity for students to attain their educational objectives, (b) the creation and maintenance of an intellectual and educational atmosphere throughout the University, and (c) the protection of the health, safety, welfare, property, and human rights of all members of the University, and

the property of the university itself. In the area of student conduct, the University has a clear responsibility to protect and promote the pursuit of its goals”

[iv] “It is the policy of the University of Houston-Clear Lake to hire the best-qualified people to perform the numerous and varied tasks associated with providing quality educational services. As an essential part of this policy, the University is dedicated to equal employment opportunity for all employees and does not discriminate because of race, color, sex (including pregnancy), religion, national origin, disability, age, veteran status, genetic information or sexual orientation. Additionally, the System prohibits discrimination in all aspects of employment on the basis of sexual orientation, gender identity or gender expression. This policy applies to advertising, recruiting, and hiring, and to compensation, promotion and transfer, selection for training, eligibility to participate in fringe benefits programs, and termination of employment, including layoffs and recalls from layoff”

[v] “in creating campuses where students are motivated to learn, where their retention is high, and ultimately, where their institutional loyalty for the short- and long-term future is ensured” (Schlossberg, Lynch, and Chickering, 1989)

[vi] “Traditionally, institutions have relied on wealthy white men to reach their fundraising goals. But as state investment in public higher education lessens and institutions look to philanthropy to move from excellence to eminence, advancement offers continually need to engage all populations, including many that have historically been excluded from fundraising strategies” (Drezner, 2013)

[vii] (Drezner, 2013)