

RESOLUTION ON FACULTY SUPPORT FOR DIVERSITY

Whereas, The University of Alabama Faculty is dedicated to the creation and maintenance of a learning environment which respects and enhances the potential of all members of its community, and

Whereas, the creation of this environment is central to The University of Alabama's mission to achieve excellence in research, teaching and service, and

Whereas both increasing international emphasis and increasing diversity are part of The University of Alabama's strategic plan, and

Whereas, The University of Alabama bears a special moral and ethical responsibility to promote diversity and inclusiveness, and

Whereas, acceptance of diversity in terms of race, ethnicity, religion, culture, gender, sexual orientation, or physical challenges is critical to responsible leadership and citizenship, and

Whereas, silence in response to individual and institutional racism, sexism, and bigotry, facilitates their perpetuation if not contagious expansion, and

Whereas race exclusive units and departments still exist at The University of Alabama, and

Whereas, all faculty at The University of Alabama have an ethical obligation to promote a positive learning environment in their roles as educators and mentors and to act in ways that develop mutual trust, shared power, equitable benefits, and positive results for all,

Be it resolved, that The University of Alabama Faculty Senate reaffirms its commitment to promote respect for and appreciation and celebration of diversity in all aspects of University life, and to dismantle racist structures and practices in all their forms, and

Strongly urges all faculty members to redouble their efforts towards these ends, including

Direct challenges to all instances of prejudice, racism, sexism and bigotry, and

The promotion of a healthy, inclusive and welcoming university community which attracts a diverse student body, faculty, and staff representative of our increasingly multi-cultural society, and

Endorsement and active support for all other initiatives toward these ends.

Adopted by the Faculty Senate, March 21, 2000