

## Senate Recommendation to the Provost

**Originating Body:** Faculty Senate

**Originator:** Jeffrey Emmert

**Date Submitted:** 11/8/2022

**Requested Effective Date:** immediate

### **Recommendation:**

Resolved, that the following be inserted after “Salisbury University’s Mission and Values” in Chapter 1 of the Faculty Handbook:

#### **General Diversity Statement**

Diversity, equity, and inclusion are fundamental to Salisbury University’s mission and are critical to Salisbury University’s achievement of academic excellence. Faculty, staff, and students are expected to commit to creating an environment that facilitates inquiry and self-expression while demonstrating diligence in understanding how others’ viewpoints may differ from their own. This environment should be free from prejudice and discrimination based on characteristics such as age, ancestry/national origin, color, disability, gender identity/expression, genetic information, immigration status, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, and veteran or military status.

**Diversity** refers to the range of human interests, life experiences, perspectives, and values, which is impacted by factors such as age, ancestry/national origin, color, disability, education, gender identity/expression, genetic information, immigration status, marital status, parental status, political affiliation, race, religion, sex, sexual orientation, veteran or military status, and wealth.

*Salisbury University believes that diversity enriches our workplace and learning environment.*

**Equity** is the creation and proactive reinforcement of policies, practices, and attitudes that promote fair treatment, opportunities, resources, and outcomes for all. Whereas equality provides for all people equally, equity accounts for individual circumstances and provides each person with what is needed for success. To achieve equity, structural inequalities must be acknowledged and addressed.

*Salisbury University endeavors to identify and eliminate barriers that have prevented the full participation of marginalized and minoritized groups. It seeks equity in the provision of opportunities for all groups, including those that have been historically underserved and underrepresented.*

**Inclusion** is the act of creating opportunities that allow any individual or group to be welcomed, respected, supported, and valued so they can fully participate in and contribute to a community’s success.

*Salisbury University strives to provide an environment in which all members of the campus community feel a sense of belonging and have a voice in university matters.*

**Date Approved by the Faculty Senate:** 11/8/2022

Jennifer M. Martin

President, Faculty Senate

11/8/2022

Date

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**Action Taken by Provost**

**Date:** 1/16/23

- Recommendation Accepted\*  Recommendation Not Accepted  
 Recommendation returned to the Originating Body for further review (see attached)

**Disposition for Approved Recommendation:**

- |  |  |
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| <input checked="" type="checkbox"/> President                | <input checked="" type="checkbox"/> VP Student Affairs |
| <input checked="" type="checkbox"/> Faculty Senate President | <input checked="" type="checkbox"/> VP Finance         |
| <input type="checkbox"/> Consortium Chair                    | <input checked="" type="checkbox"/> School Deans       |
| <input type="checkbox"/> Webmaster                           | <input checked="" type="checkbox"/> Graduate Council   |
| <input type="checkbox"/> Catalogue Editor                    | <input type="checkbox"/> Provost Council               |

Karen Quate

Provost

1/16/23

Date

**\*When adding this to the Faculty Handbook, we will note that this is a statement by the Faculty Senate because this has not gone to all governance bodies.**