

Title: Faculty Senate Resolution on Diversity, Inclusion, Academic Freedom, and Freedom of Speech and Artistic Expression

To: The Faculty Senate Executive Committee

From: The Faculty Senate Academic Planning & Assessment Committee

Date Proposed: 29 January 2016

First Reading to the Faculty Senate: April, 2016

Second Reading to the Faculty Senate: May 3, 2016

Approved by the Faculty Senate on May 3, 2016

Rescind/Amend/Revote by the Faculty Senate on November 15, 2016

Whereas, considering recent events with regard to charges of racism and discrimination on campuses across the country, and the events surrounding a performance art exhibit on our campus that, regardless of intent, was hurtful to many and,

Whereas, the University at Buffalo faculty reaffirms that our university aspires to be a community of diversity and inclusion governed by responsibility, tolerance and mutual respect, where discrimination is met with disapproval and dealt with in accordance with applicable laws, policies, and regulations, and

Whereas the University at Buffalo is a public forum of ideas, some of them unpleasant to many and many of them unpleasant to some,

Therefore be it resolved that hidden and unacknowledged issues of racism and discrimination against any group should be brought to the surface by appropriate study with evidence-based conclusions so they can be examined and addressed, and

Therefore be it resolved that all issues should be addressed through thoughtful discussion and education and the application of applicable laws, policies, and regulations, and

Therefore be it resolved, as a community and as individuals we must uphold academic freedom and freedom of speech and artistic expression in accordance with the United States Constitution and the laws of the land and UB policies; at the same time we encourage discursive and behavioral respect across differences, and

Therefore be it resolved, in this public forum of ideas, we ask that all ideas be presented in a respectful manner, considering that members of our community come from varied backgrounds and nations and have varied experiences within such backgrounds and nations.