

## Faculty Senate Resolution #13-35

Approved by the Faculty Senate: March 19, 2013

Approved by the Chancellor: April 17, 2013

### Resolution on Annual Report from the Office of Equity and Diversity

- Whereas, Creating a diverse and representative faculty is important for an environment supportive of diversity, inclusion, and tolerance; and
- Whereas, A diverse and representative faculty is important for providing role models for a diverse student body and training all students in cultural competence; and
- Whereas, diversity and inclusion are vital in creating a welcoming environment for all employees and students at ECU and helps to build a community that values cultural competency\*; and
- Whereas, ECU defines diversity to include the representation, integration, and interaction of different races, genders, ages, ethnicities, cultures, national origins, abilities, religions, sexual orientations, gender identity, veteran status, socio-economic status, intellectual positions, and perspectives; and
- Whereas, ECU desires a pluralistic academic community where teaching, learning, and living occur in an atmosphere of mutual respect in pursuit of excellence; and
- Whereas, ECU is committed to enriching the lives of students, faculty, and staff by providing a diverse academic community where the exchange of ideas, knowledge, and perspectives is an active part of living and learning; and
- Whereas, ECU seeks to create an environment that fosters the recruitment and retention of a more diverse student body, faculty, staff, and administration; and
- Whereas, ECU considers diversity, the opportunities afforded by a diverse learning environment, and the authentic interaction among people from various backgrounds and persuasions to be essential elements in achieving excellence in academia.

Therefore Be It Resolved, that beginning with the 2013/2014 academic year, the Office of Equity and Diversity deliver an annual report to the Faculty Senate with statistics on diversity in the faculty and administration (to include gender and other historically underrepresented groups) of East Carolina University.

Therefore Be It Further Resolved, that the annual report to the Faculty Senate include a report on any initiatives at East Carolina University designed to improve faculty representation of such groups and trends in employment and promotion rates.

\*some text describing the rationale in this document is quoted or paraphrased from Office of Equity and Diversity website