

## **Resolution on Anti-Racism and Justice**

WHEREAS, the Student Senators Council (SSC), representing New York University's 58,000+ students, realizes and experiences the racism and heteronormative bias that exists in the global NYU community;

WHEREAS, the SSC acknowledges that NYU has publicly condemned the continued racist attacks that have illuminated the injustices that the United States was founded on, and support the educational initiatives, resources, and programming offered by NYU's Office of Global Inclusion, Diversity, and Strategic Innovation (OGI) as well as the ongoing efforts of NYU's Office of Equal Opportunity (OEO) to address racism in the global NYU community;

WHEREAS, the SSC actively seeks to heed OGI's guidance about ways that educational institutions can avoid diversity and inclusion work that unintentionally dilutes the focus on systemic and structural racism, and equity & inclusion for the LGBTQ+ community;

WHEREAS, the SSC acknowledges that the the Tenured/Tenure Track Faculty Senators Council (T-FSC) with the Full-Time Continuing Contract Faculty Senators Council (C-FSC), and the Administrative Management Council (AMC), have, commendably, adopted resolutions on Anti-Racism/Justice and Anti-Racist Education, respectively;

WHEREAS, we support NYU's recognition<sup>1</sup> that dismantling discrimination and racism and creating justice requires sustained, proactive education and engagement as well as systemic change, individual responsibility and change; intentional action at micro- and macro-levels; and sustained commitment to avoid placing the responsibility for this work on already marginalized and disenfranchised groups, including, but not exclusively, Black, Indigenous, and People of Color (BIPOC), and the LGBTQ+ community;

WHEREAS, the SSC is committed to persistently act in solidarity with those who also dismantle the racism, hate, ignorance, and divisiveness that dissolve excellence and justice in operations, engagement, service, and the educational experience of students;

WHEREAS, the SSC desires to help eradicate the discrimination in the recruitment, retention, promotion, compensation, engagement, and accountability of faculty;

WHEREAS, the SSC desires to help eradicate the discrimination in the recruitment, retention, promotion, compensation, engagement, and accountability of administrators; and

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<sup>1</sup> [Anti-Racism Education, Programs, and Resources](#)

WHEREAS, NYU students have taken necessary first steps to making lasting change, including: the crafting of a Student Government Assembly (SGA) Handbook that focuses on how student leaders can be inclusive in thought and action; a commitment from SGA leadership to focus on racism through its membership-wide participation in the OGI's Justice Zone; support for programming offered by the SGA Diversity Committee; an effort to engage the NYU community in critically needed and often difficult dialogues through Town Hall meetings led by Senators at-Large; and other efforts initiated by students and meant to produce and sustain change in the entire NYU community;

NOW THEREFORE BE IT RESOLVED, that the University Senate create an Ad-Hoc Committee on Equity, Belonging, and Justice;

FURTHER RESOLVED, that the Ad-Hoc Committee on Equity, Belonging, and Justice be tasked with:

1. Reviewing all existing policies and practices regarding the university's recruitment, admission, retention, and accountability of students;
2. Reviewing all existing policies and practices regarding the university's recruitment, retention, promotion, compensation, engagement, and accountability of faculty and administrators;
3. Creating a report analyzing the aforementioned policies and practices;
4. Creating an action plan containing a set of recommendations for adoption on
  - a. Merging practices that have lenses of diversity, equity, belonging, and justice into institutionalized regulations of recruitment, admission, retention, and accountability of students, and
  - b. Merging practices that have lenses of diversity, equity, belonging, and justice into institutionalized regulations of recruitment, retention, promotion, compensation, engagement, and accountability of faculty and administrators;
5. Meeting at least three times a semester as a whole group to discuss progress and action;
6. Convening meetings of the committee by request of the Committee Chair(s) and/or at least 3 members of the committee to respond with a statement and an actionable plan when situations of hate targeted towards marginalized communities arise within the NYU Community;
7. Publishing readily accessible reports at the end of each semester detailing progress and further areas of study/action; and
8. Creating a webpage to publish all aforementioned reports/action plans;

FURTHER RESOLVED, that the committee shall consist of permanent representatives from each of the five University Senate councils, one student and administrator from each of the global campuses, and rotating membership of student, faculty, administrative bodies who have demonstrated significant leadership in and/or commitment to equity, belonging, and justice including but not limited to: the Office of Global Inclusion; the LGBTQ+ Center; the Center for

Multicultural Education and Programming; the Metropolitan Center for Research on Equity and the Transformation of Schools; and the Steinhardt Office of Equity, Belonging, and Community Action;

FURTHER RESOLVED, that the permanent representatives from each of the five University Senate councils also serve on their council's respective committee(s) tasked with driving initiatives related to equity, belonging, and justice; and

FURTHER RESOLVED, that NYU concretely hold offices, schools, and units accountable for implementing the aforementioned action plan when adopted.

*2021-2022 Academic Year: As proposed by Anthony Cruz (he/they), Presidents Council Vice Chair of the Student Government Assembly and President of the Steinhardt Undergraduate Student Government*

*2020-21 Academic Year: As Proposed by Anthony Cruz (he/they), Chief of Staff of the Student Government Assembly; and Reese Antoinette (she/her), Director of Diversity of the Student Government Assembly and Graduate Senator for the Tisch School of the Arts.*