

November 10, 2016

RESOLUTION CONCERNING CREATING INCLUSIVE LEARNING AND RESEARCH ENVIRONMENTS: KEY CONCEPTS AND RECOMMENDATIONS FROM THE CREATING AN INCLUSIVE CLASSROOM SUBCOMMITTEE OF THE DIVERSITY, EQUITY, & INCLUSION CURRICULUM INITIATIVE AT THE UNIVERSITY OF CINCINNATI

- 1. WHEREAS** the University of Cincinnati is currently engaged in extensive conversations with faculty, students, staff, alumni, and affinity groups concerning our aspirations for enhancement of our curriculum in support of diversity, equity and inclusion; and
- 2. WHEREAS** there is support for statements regarding inclusion and inclusive learning fostering equity and respecting diversity and inclusion for all students in course syllabi at the University; and
- 3. WHEREAS** the proposed enhancements to course syllabi and consideration of diversity, equity and inclusion when developing learning objectives for courses is consistent with and in support of our University's strategic plan and our University's goals of improving inclusion, equity and diversity in the goals for courses stated in student learning objectives on syllabi; and
- 4. WHEREAS** the University supports learning efforts to broaden student knowledge and reflection about issues related to universities situated in urban areas and other national and international areas or regions facing equity issues, including issues of diversity, safe zones, equity and inclusion to promote inclusive practices for in-class and online activities to establish an accepting and inclusive classroom environment; and
- 5. WHEREAS** there is a need for faculty development of competencies in the areas of diversity, inclusion and equity in class experiences, research mentoring, and professional and designing experiential learning experiences to connect our students' learning to issues related to equity in our nation and beyond; and
- 6. WHEREAS** Interim President Davenport and Interim Provost Landgren have set the Diversity, Equity, and Inclusion Curriculum Initiative as a continued priority and have supported an advisory group composed of diverse students, faculty, staff, and administrators to explore diversity and inclusion in the curriculum; and
- 7. WHEREAS** faculty should strengthen all aspects of learning and the curriculum at the University of Cincinnati in support of the general education undergraduate core competencies, which emphasize goals such as enhancing critical reflection, knowledge, and social responsibility and justice related to diversity, equity and inclusion; and
- 8. THEREFORE**, be it resolved that the University of Cincinnati Faculty Senate endorses faculty implementation of the recommendations in the document titled, "Creating Inclusive Learning and

Research Environments: Key Concepts and Recommendations” from the Creating an Inclusive Classroom Subcommittee at the University of Cincinnati distributed to faculty on August 30, 2016.