

1-30-2017

## Resolution endorsing the Strategic Plan on Equity Diversity and Inclusion

The College at Brockport, College Senate

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The College at  
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Resolution **#04 2016-2017**  
**College Senate**

Supersedes Res #: \_\_\_\_\_

TO: Dr. Heidi Macpherson, College President

FROM: The College Senate: **11/28/16**

RE: **→** I. Formal Resolution (*Act of Determination*)  
II. Recommendation (*Urging the Fitness of*).  
III. Other, For Your Information (*Notice, Request, Report, etc.*)



SUBJ: **Resolution endorsing the Strategic Plan on Equity Diversity and Inclusion (#12\_16-17EC)**

Signed:  Date: 01/18/2017  
(Sharon Lubkemann Allen, 2016-17 College Senate President)

**Please fill out the bottom portion and follow the distribution instructions at the end of this page.**

TO: Dr. Sharon Lubkemann Allen, College Senate President

FROM: Dr. Heidi Macpherson, College President

RE: **→** I. Decision and Action Taken on Formal Resolution (circle choice)  
a. Accepted - Implementation Effective Date\*\*: Immediately  
**\*\*Implementation of resolution requires final approval from SUNY- State Education Department.** YES  NO  
b. Deferred for discussion with the Faculty Senate on \_\_\_/\_\_\_/\_\_\_  
c. Unacceptable for the reasons contained in the attached explanation

II, III. Response to Recommendation or Other/FYI

a. Received and acknowledged \_\_\_/\_\_\_/\_\_\_  
b. Comment:

Signed:  Date: 1/30/17  
(Dr. Heidi Macpherson, President, The College at Brockport)

**DISTRIBUTION:**

Upon approval, the College President will forward copies of resolutions to his/her staff who will, in turn, forward copies to their staff. The College Senate Office will post resolutions to the College Senate Web at <http://www.brockport.edu/collegesenate/resolutions>.

**COLLEGE SENATE OFFICE  
RESOLUTION PROPOSAL COVER PAGE  
DEADLINE FOR SUBMISSIONS: FEBRUARY 28**

Incomplete proposals will be returned and proposals received after the deadline may not be reviewed until next semester.

<b>Routing Number</b> <i>Routing # assigned by Senate Office 2016-2017</i>	<b>#12_16-17EC</b> <i>Use routing number and title in all reference to this proposal.</i>
<b>This Proposal Replaces Resolution</b>	

**INSTRUCTIONS**

- Use committee guidelines available at [brockport.edu/collegesenate/proposal.html](http://brockport.edu/collegesenate/proposal.html).
- Prepare ONE complete document in **Word format**: include this proposal cover page, proposal, attachments and support letters from your department chair and dean if applicable.
- **Locate the Resolution # and date this proposal will replace at our "Approved Resolutions" page on our Web site.**
- Email completed proposal to [senate@brockport.edu](mailto:senate@brockport.edu). (General Education Proposals and questions go to [dlamphro@brockport.edu](mailto:dlamphro@brockport.edu) in the Vice Provost's Office first.)
- Make revisions on the paperwork emailed to you from the Senate office that shows the assigned routing number on top. Submit updated document to [senate@brockport.edu](mailto:senate@brockport.edu).
- Questions? Call the Senate office at 395-2586 or the appropriate committee chairperson.

1. **PROPOSAL TITLE:** Please be somewhat descriptive, ie. *Use a course number and/or title, indicate if for GED code, etc.*

Endorsement of the Strategic Plan on Equity, Diversity, and Inclusion

2. **BRIEF DESCRIPTION OF PROPOSAL:**

On behalf of the Faculty and Professional Staff, the College Senate endorses the new Strategic Plan for Equity, Diversity, and Inclusion at The College at Brockport. We endorse the collaborative process through which this Strategic Plan for Equity, Diversity, and Inclusion was developed. We recognize in this Strategic Plan the intentional intensification of the College Senate's long commitment to cultivating diversity, equity, and inclusion at The College at Brockport. We commit to continued engagement for the effective implementation of the Goals, Strategies, and Metrics delineated in the Strategic Plan for Equity, Diversity, and Inclusion.

3. **WILL ADDITIONAL RESOURCES AFFECTING BUDGET BE NEEDED?**  NO  YES **EXPLAIN YES**

4. **DESCRIBE ANY DATA RELATED TO STUDENT LEARNING OUTCOMES ASSESSMENT USED AS PART OF THE RATIONALE FOR THE REQUESTED SENATE ACTION.**

n/a

5. **HOW WILL THIS AFFECT TRANSFER STUDENTS:**

All students will engage more effectively in all aspects of life and work at The College at Brockport.

6. **ANTICIPATED EFFECTIVE DATE:**

Endorsement immediately effective.

7. **SUBMISSION & REVISION DATES:** PLEASE DATE ALL REVISED DOCUMENTS TO AVOID CONFUSION.

<i>First Submission</i>	<i>Updated on</i>	<i>Updated on</i>	<i>Updated on</i>
11-09-16			

8. **SUBMITTED BY: (contact person)**

<i>Name</i>	<i>Department</i>	<i>Phone</i>	<i>Email</i>
Sharon Lubkemann Allen, College Senate President	on behalf of the College Senate Executive Committee	395-5828	slallen@brockport.edu

9. **COMMITTEES: (Senate office use only)**

<b>Standing Committee</b>	<b>Forwarded To</b>	<b>Dates Forwarded</b>
X_ Executive Committee	Standing Committee	11-09-16
__ Enrollment Planning & Policies	Executive Committee	11/7/16
__ Faculty & Professional Staff Policies	Senate	11/14/16, 11/28/16
__ General Education & Curriculum Policies	Passed GED's go to Vice Provost	1/12/17
__ Graduate Curriculum & Policies	College President	01/30/17
__ Student Policies	OTHER	
__ Undergraduate Curriculum & Policies	REJECTED -WITHDRAWN	

NOTES: APPROVED- RESOLUTION #04

Whereas the College Senate has a long record of commitment to respecting diversity, ensuring equity, and cultivating inclusion at the College, ranging from the development and reaffirmation of the College's Better Community Statement, to the institution and ongoing recertification of local General Education requirements in Diversity, Perspectives on Women and Gender, and Other World Cultures, to more recent collaborations with our Brockport Student Government, leading to passage of joint anti-racism and gender-inclusive resolutions,

Whereas the Strategic Plan for Equity, Diversity, and Inclusion incorporates and intensifies ongoing efforts by the College Senate to promote equity, diversity, and inclusion at the College in areas of both curriculum and policy

Whereas College Senate representatives have contributed significantly to recent dialogues around diversity, equity, and inclusion, as active members of the President's Diversity and Inclusion Committee (PDIC) and its subcommittees on recruitment, retention and outreach, professional development, and diversity initiatives, as participants in Community Conversations, as members of search committees for Chief Diversity Officer, as leaders in the College Strategic Planning process, as participants and presenters in SUNY voices conferences, and as initiators of recent curricular and policy innovations around diversity, equity and inclusion,

Whereas the College Senate has been actively committed to and engaged in extensive and intensive deliberations directly informing our new Strategic Plan for Equity, Diversity and Inclusion and recognizes the exemplary embrace of the principles of shared governance in its development,

Whereas at all stages of development, faculty and professional staff represented by the College Senate and members of the College Senate Executive Committee have contributed to the Strategic Plan for Equity, Diversity, and Inclusion—collaborating with student leaders in SUNY Voices workshops, collaborating with faculty, staff, and administrators in day-long campus workshops, drafting sections of the Strategic Plan, participating actively in PDIC review and revision of drafts, and coordinating goals, strategies, and metrics of the Strategic Plan for Equity, Diversity, and Inclusion with those of the larger institutional Strategic Plan for The College at Brockport

Therefore, be it resolved that the College Senate fully endorses both the process and product of our Strategic Plan for Equity, Diversity and Inclusion at The College at Brockport. We are committed to its aims and prepared to pursue the strategies it lays out for ensuring an increasingly engaged and transformative, diverse and inclusive community devoted to academic, creative, professional and civic excellence.