TO:        Dr. John R. Halstead, College President

FROM:     The College Senate: November 29, 2010

RE:        I. Formal Resolution (Act of Determination)

II. Recommendation (Urging the Fitness of)

III. Other, For Your Information (Notice, Request, Report, etc.)

SUBJ:     Guiding Principles for Diversity at the College at Brockport
           (routing #67_09-10EC)

Signed: 

Date: 11/02/10

(Jose R. Torre, 2010-11, College Senate President)

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

TO:        Jose R. Torre, College Senate President

FROM:      John R. Halstead, College President

RE:        I. Decision and Action Taken on Formal Resolution (circle choice)

a. Accepted - Implementation Effective Date: May 2011
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: 12/14/10

(Dr. John R. Halstead, President, The College at Brockport)

DISTRIBUTION

Upon approval, the College President will forward copies of resolutions to his 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.
DEADLINE FOR SUBMISSIONS: FEBRUARY 28
Incomplete proposals or proposals received after the deadline may not be reviewed until next semester.

INSTRUCTIONS – please, no multiple attachments – submit each proposal electronically as one Word document.
- Submit only complete proposals. Include support letters from department chair and dean. Signed documents can be submitted as hard copies.
- Proposals must be prepared individually in Word format using committee guidelines available at brockport.edu/collegesenate/proposal.html.
- Fill out and insert this cover page into each proposal as page 1. (college senate/proposal.html)
- Locate the Resolution # and date this proposal will replace on our “Approved Resolutions” page on our Web site.
- Merge/insert all attachments/sections into one Word document. Do not send your proposal as a .pdf file.
- Email your proposal as one attachment to senate@brockport.edu. Signed pages can be sent/faxed as hard copies.
- All revisions must be resubmitted to senate@brockport.edu with the original cover page including routing number.
- Questions? Call the Senate office at 395-2586 or the appropriate committee chairperson.

1. PROPOSAL TITLE: Please be somewhat descriptive, i.e. Graduate Probation/Dismissal Proposal rather than Graduate Proposal
Guiding Principles for Diversity at the College at Brockport

2. BRIEF DESCRIPTION OF PROPOSAL:
The Diversity Committee seeks a College Senate resolution endorsing the Guiding Principles for Diversity at The College at Brockport

3. WILL ADDITIONAL RESOURCES AFFECTING BUDGET BE NEEDED? _X_ 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.

5. HOW WILL THIS EFFECT TRANSFER STUDENTS:

6. ANTICIPATED EFFECTIVE DATE: ____________ May 2010

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

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<th>First Submission</th>
<th>Updated on</th>
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<tbody>
<tr>
<td>4/7/10</td>
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<td>10/19/10</td>
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8. SUBMITTED BY: (contact person)

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
<td>Joel Frater</td>
<td>Rec/Leisure</td>
<td>5338</td>
<td><a href="mailto:jsfrater@brockport.edu">jsfrater@brockport.edu</a></td>
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9. COMMITTEES TO COPY: (Senate office use only)

<table>
<thead>
<tr>
<th>Standing Committee</th>
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<tr>
<td>Executive Committee</td>
<td>Standing Committee</td>
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<tr>
<td>__Enrollment Planning &amp; Policies</td>
<td>Executive Committee</td>
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<td>__Faculty &amp; Professional Staff Policies</td>
<td>Passed GED’s to Vice Provost</td>
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<tr>
<td>__General Education &amp; Curriculum Policies</td>
<td>Senate</td>
<td>4/19/10, 5/3, 11/15/10 (first read)</td>
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<td>College President</td>
<td>OTHER</td>
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<td>__Student Policies</td>
<td>REJECTED - WITHDRAWN</td>
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<td>__Undergraduate Curriculum &amp; Policies</td>
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NOTES: See the Minutes from May 3, 2010 College Senate.
10/19/10: blue portion added - “but not limited to”
October 18, 2010

To: Jose Torre  
College Senate President

From: Joel Frater  
Assistant Provost for Diversity

Re: Guiding Principles for Diversity

At the May 3, 2010 College Senate Meeting, President Lewis presented to the Senate, proposal #67 09-10 EC: Diversity Guidelines. The following dialog took place on the floor of the senate:

“A motion to amend the proposal was made by N. Sarrazin to add “but not limited to,” after including in the third sentence, and seconded. The amendment passed unanimously. T. Davidson: Should military science have an exception to this policy, given the “Don’t ask don’t tell” federal policy. R. Kincaid: Federal funding is contingent on not discriminating against having a military presence on campus. J. Georger: The work that the diversity committee did on this was extensive; could they meet with the military science department to discuss this? A motion to send this proposal back to committee was made by J. Georger and seconded. President Lewis acknowledged S. Seem, past co-chair of the diversity committee, who also recommended that it be sent back to committee. J. Torre: This seems to be a legal issue. The motion was approved unanimously”. The proposal was sent back to committee.

The Diversity Committee met with the Military Science department on May 7, 2010. Discussion ensued centering on whether or not there really is a “technical” conflict between the wording of the “Guiding Principles…” and Army policies that do exclude certain individuals based on certain characteristics (e.g., age, but also their “Don’t Ask Don’t Tell” policy regarding sexual orientation). Consensus was that there really is not a conflict. First of all, the statement suggests “Guiding Principles”, not college policy. Second, federal policy would supersede such principles. Lastly, technically, such exclusion may not constitute discrimination per se since some of these qualities are applied to everyone and are required for the “job”. It was agreed that the chair of the Diversity Committee will communicate to the College Senate that there was a discussion and consensus that those in the military science program felt it was ok that the “Guiding Principles…” statement be brought back to the Senate for endorsement.

Please reintroduce the proposal to the College Senate for consideration.

Thank you.
Whereas, a commitment to diversity and inclusion is part of the mission of The College at Brockport, State University of New York, and

Whereas, institutional commitment is critical to promoting diversity and inclusion in an academic community, and

Whereas, the Diversity Committee has developed Guiding Principles for Diversity based on campus-wide input as a catalyst for guiding the College’s diversity initiatives.

Be It Resolved that

We, the members of the College Senate endorse the following Guiding Principles of Diversity developed by the Diversity Committee and vetted by the College Senate and Brockport Student Government.

**Guiding Principles for Diversity at The College at Brockport**

As members of The College at Brockport, we are part of an academic community committed to fostering integrity, civility, and justice. We affirm that the dignity of our Brockport community is protected when free speech, academic freedom and individual rights are expressed within a climate of civility and mutual respect. Striving to learn from each other, we reject all forms of prejudice and discrimination including, but not limited to, those based on race/ethnicity, age, socio-economic status, gender/gender identity, sexual orientation, national origin, and disability, as well as cultural, political, religious, spiritual or other affiliations. We value human diversity because it enriches our lives and it is fundamental to the College’s commitment to teaching, learning, scholarship and service leading to student success.