



General Assembly Meeting

July 21, 2020

5:00 pm, Microsoft Teams

1. Roll Call
2. Announcements
3. Nominations
 - a. S.J Quinney College of Law- Marine Barjol
 - b. School of Medicine- Rainey Boateng
4. Debate
 - a. Joint Resolution #2- Mislá
 - b. Joint Bill #2- Hong

A Resolution in Support of the Black Student Union at the University of Utah

WHEREAS, the recent murders of George Floyd, Breonna Taylor, Ahmaud Arbery, Rashard Brooks, Tony McDade, Elijah McClain and many other Black individuals at the hands of systemic racism perpetrated by police brutality and community vigilantes have created a national reckoning of our nation's history;

WHEREAS, in November 2015, Black students and allies of color held a protest in the University Union addressing former University President Pershing and now current University President Watkins and other members of the administration with demands that formed 13 initiatives out of the Office of Equity and Diversity;

WHEREAS, the University of Utah has had multiple incidents of anti-black racism displayed across campus including racist posters against Black males in the summer of 2017, the "N" word spray-painted on the construction of the now Gardner Commons Building in the winter of 2017, "It's ok to be white" poster propaganda in the spring of 2018, white supremacist/nationalist banners and stickers were found in the spring of 2019. Black students consistently feeling unsafe due to the activity of white supremacist culture on campus. The University does not see racism as a safety issue;

WHEREAS, in 2017, Ben Shapiro was brought on campus by Young Americans for Freedom. The defense for having him on campus was that his presence on campus fell under the free speech protections of university policy. In addition to his presence creating an unsafe atmosphere for Black students and students who have experienced marginalization, the University of Utah used their funds to pay for the cost of extra police in riot gear to be at the event and to staff the peaceful protest from Black students and allies. This fosters an unsafe culture for Black students;

WHEREAS, Black people in Utah are more disproportionately likely to be killed by the police than any other state in the country. Black people make up 1.06% of the state population and are accounted for [10% of police killings over the past seven years](#);

WHEREAS, many Black students do not feel included in the University Greek community due to practices, traditions, and socialization that excludes Black students. Specifically, National Panhellenic sororities have cultivated an environment that is unwelcoming and makes it difficult for Black women to feel included during recruitment processes as well as during membership;

WHEREAS, the University Greek Office does not continuously educate members of the Greek community about the history of the National Pan-Hellenic Council and Multicultural Greek Council organizations contributing to appropriating practices and the further exclusion of students of color, Black students in particular. Currently, there are no active National Pan-Hellenic Council organizations (historically Black fraternities and sororities also known as the Divine 9);

WHEREAS, the University of Utah has failed to cultivate an environment that promotes the education and understanding of Black students. Although the University has made efforts and actions to try to better understand and unpack rape culture on campus, there has been no similar social, cultural, or financial investment in dismantling racism on campus;

WHEREAS, [Black students consistently make up just 1% of the student body population](#) (Office of Institutional and Budget Analysis);

WHEREAS, there are few institutional scholarships specifically for Black students outside of the newly created George Floyd Memorial Fund to financially support Black students at the University of Utah. Most scholarships available for Black students are either specifically for students of refugee status or are from third-party organizations;

WHEREAS, there is an insufficient and inadequate display of communications and advertisement of academic, financial, mental health, and other material and supportive resources that are available specifically for Black students on campus;

WHEREAS, although the University of Utah and various colleges advocate for diversity and inclusion, many Black students do not feel socially, emotionally, or financially supported at the University of Utah;

WHEREAS, [only 1% of all faculty from 2014-2018 at the University of Utah are Black](#) (Office of Institutional Budget Analysis);

WHEREAS, [2017 held the highest number \(35\) of Black faculty members that the University of Utah has had](#) (Office of Institutional Budget Analysis);

WHEREAS, the lack of Black staff in multiple departments, schools, and administration contributes to Black students feeling unsafe and unwelcomed going to many offices across campus;

WHEREAS, Black staff are critical to helping Black students navigate the University and access resources;

WHEREAS, Black students have noticed both the lack of retention and recruitment of Black faculty and staff members at the University of Utah;

WHEREAS, University professors often lack the ability to address racially insensitive and incorrect comments and discussions due to lack of training and inability to create community guidelines in classroom settings. Black students are frequently ignored and excluded in the classroom;

WHEREAS, existing and future work on anti-racism, anti-Blackness, and diversity, equity, and inclusion (more generally) do not include Black students as decision-makers. Administrators and staff are working on these hiring, programming, and administrative issues without input or decisions from Black students on campus;

WHEREAS, the previous Executive Director for Diverse Student Advocacy did not advocate for many Black students in the ways they felt necessary, including bringing two police officers, uninvited and unannounced, to a Black Student Union meeting;

WHEREAS, the University of Utah uses general racial discrimination language interchangeably and inappropriately in place of anti-Blackness;

WHEREAS, Black Student Union, African Student Association, Black Graduate Student Association, National Society of Black Engineers, and other groups representing Black students on campus are not continuously given seats on hiring committees for staff level, director level, or higher positions;

WHEREAS, the Office of Orientation and Transition mandates discussions about sexual assault and alcohol at New Student Orientation, but not about racism or anti-Blackness;

WHEREAS, the University of Utah relies on the unpaid labor of Black students on campus for recruitment, retention, diversity, and inclusion efforts;

WHEREAS, the University of Utah does not compensate Black students for use of their likeness or images on promotional and marketing materials;

WHEREAS, BSU has made demands in the past and some of those demands that were agreed upon by administration have been undone or failed to ever be implemented;

THEREFORE BE IT RESOLVED by the 2020-2021 Associated Students of the University of Utah (ASUU) that the following recommendations be implemented by the University of Utah administration:

- 1) Design and implementation of mandatory anti-racism and anti-Blackness sessions at New Student Orientation, during a “prime time” slot (ie: not at 8am) starting with the Summer 2021 orientations. In addition, design, implement, and fund a Black Swoop Camp with the collaboration of the Black Cultural Center for incoming Black students and their parents, [which would be an additional opportunity for Black students to build community and connections with each other](#);
- 2) Financial and logistical support be provided to support the establishment, recruitment, and retention of National Pan-Hellenic Council (The Divine 9) fraternities and sororities at the University of Utah starting with the development of a strategic plan from the University Greek Directors with the consultation of local NPHC graduate chapters such as Omega Psi Phi Fraternity Inc., Delta Sigma Theta Sorority, Inc., and Alpha Kappa Alpha Sorority, Inc;
- 3) Changes to IFC fraternity and PHC sorority recruitment and membership practices to critically examine and dismantle racist practices;
- 4) Implementation of [diversity](#) curriculum that will create on-going trainings and conversations for all fraternities and sororities at the University of Utah;
- 5) Pay ~~Black~~ students hourly rates for participating in [diversity initiative](#) photoshoots for University marketing materials and an image use fee per use of picture in each promotional material;
- 6) Pay ~~Black~~ students stipends of at least \$8,000 per semester with full tuition waivers for leadership roles that encourage and support diversity, equity, and inclusion across campus ([for example, President and Vice-President of BSU, President and Vice-President of ASA, Director of Diversity and Inclusion for an organization, etc](#));
- 7) Create and develop more general funding through scholarships, grants, stipends, etc. ~~for~~ inclusive of Black students [from all backgrounds](#) at the University of Utah;
- 8) Create a board of students, faculty, and staff affiliated with the Black Cultural Center which will be charged with the sole discretionary ability to manage allocations from the George Floyd Memorial Fund;
- 9) Release strategic plan with timelines for hiring and retaining Black staff and faculty members, including but not limited to, recruitment at HBCUs, cluster hiring, teaching course releases, additional stipends for research support,

protection of time against service commitments, and other relevant initiatives no later than December 2020;

- 10) Allocate ~~no fewer than three seats~~ [at least 25% of the seats](#) on hiring committees for staff-level, [at](#) director level and higher level positions ~~for~~ [to](#) students who represent organizations affiliated with BCC and CESA effective immediately;
- 11) Add additional, appointed seats to ASUU's Senate and Assembly for the Black Student Union beginning no later than the 2021-2022 academic year;
- 12) Create and implement a strategic plan through the Office of Admissions for the recruitment and retention of Black students to increase the stagnant percentage of 1% Black students;
- 13) Implement mandatory training for faculty on how to address racial topics in the classroom and establish community guidelines
- 14) Create and implement a Black Community Advisory Committee in addition to the Presidential Anti-racism Task Force through the Office of the President to discuss issues the Utah Black community faces as a collective consisted of members from the Black community on campus and in the Greater Salt Lake community (ASUU, BSU, ASA, BSFA, Black student-athletes and coaches, NPHC Graduate chapters, respectable faith leaders in community, campus police, SLC police department, President's office, etc.)
- 15) [Require an African/African-American Experiences course for all majors as well as work with Black student leaders to update the diversity course requirements to ensure that Black culture is represented in at least 50% of the curriculum for the courses;](#) ~~Add a diversity course requirement to the general, required curriculum for all majors. Specifically, multiple courses on Black culture, in addition to the existing African/African-American Experiences course;~~
- 16) Require all instructors at the University of Utah to complete ongoing pedagogical development that is centered on diversity and inclusion in classrooms;
- 17) Add diversity, equity, and inclusion measures and requirements to tenure and promotion evaluation criteria;
- 18) Host public discussions about Black struggle only with leadership and facilitation by Black students, staff, and/or faculty members;
- 19) Revisit prior demands from the Black Student Union and [update plans to implement or reenact previously agreed actions from 2015;](#)
- 20) Allocate funding to have an African American Scholars and Residents program for each college on campus where speakers and experts in these fields are brought in for either a semester or year to teach on the black experience in that specific area;

- 21) A revision of the Policy 1-007: University Speech Policy to exclude white supremacists and people associated with hate groups against the Black community or other marginalized communities from campus;
- 22) A financial regulation that bars the use of state, student, or university funds to be used for white supremacists and people associated with hate groups against the Black community or other marginalized communities.

THEREFORE BE IT ENACTED that upon the passage of this resolution, the Office of the President must make a written response within 30 days;

THEREFORE BE IT FURTHER ENACTED that upon the passage of this resolution, ASUU will distribute this resolution to following offices parties within 30 days:

- 1) The Office of the President;
- 2) The University of Utah Athletics Department;
- 3) The Office of the Dean of Students
- 4) The Office of Equity, Diversity, and Inclusion;
- 5) The Dean's Office for all 18 colleges at the University of Utah;
- 6) The Director of Student Leadership and Involvement;
- 7) The University of Utah Alumni Association;
- 8) The University of Utah Board of Trustees;
- 9) The Utah Board of Higher Education;
- 10) The Associate Vice President of Faculty;
- 11) University Marketing and Communications;
- 12) The Center for Ethnic Student Affairs (CESA);
- 13) The Black Cultural Center (BCC)
- 14) The Utah Student Association (USA)
- 15) Office of Fraternity and Sorority Life

WHEREAS there have been several name changes for the Campus Relations/Academic Affairs board over the last few year;

WHEREAS there is currently use of both names in Redbook;

WHEREAS this inconsistency leads to confusion regarding the role of this board and its director;

WHEREAS the "Campus Relations Board" was meant to help regulate and communicate with student organizations;

WHEREAS there are now over 300 registered student organizations, and they are being organized by the Student Org coordinator and his staff;

WHEREAS the Student Org coordinator has asked that all language relating this board and student organizations be eliminated to reduce role confusion;

WHEREAS this leaves the board and its director with only duties that relate to Academic Affairs, including but not limited to serving as an ex-officio to the ASUU Senate and ASUU Assembly, filling student positions in University Committees, and serving as a voting member of the Academic Senate;

WHEREAS these positions put the director of Academic Affairs in a unique position to assist with the writing and proposal of academic policies;

THEREFORE be it enacted by the 2020-2021 ASUU Senate and ASUU Assembly that the following changes be made to Redbook:

Redbook

Section 4: **The Academic Affairs Board**

1. Purpose
 - 1.1. **To promote student involvement and engagement on campus; To facilitate student engagement with University Committees and Boards;**
 - 1.2. To engage students with University administrators;
 - 1.3. **1.3 To serve as a liaison between the ASUU Government and recognized University student organizations.**
2. Director of **Academic Affairs**
 - 2.1. Duties

- 2.1.1. To chair and hold meeting of the [Academic Affairs](#) Board, as necessary;
 - 2.1.2. To serve as a voting member of the Academic Senate;
 - 2.1.3. To appoint student members of the University Boards and University Committees in coordination with the [University](#) President, [ASUU Presidency](#), and the Academic Senate;
 - 2.1.4. To sit on the [Committee of Student Affairs](#), if appointed by the [ASUU President](#);
 - 2.1.5. To attend [ASUU Senate](#) and [ASUU Assembly](#) as an ex-officio member as needed;
 - 2.1.6. To coordinate [an annual State of ASUU event in coordination with the President](#) [an event for the Presidency to address ASUU and vice versa](#); and
 - 2.1.7. To facilitate [regular](#) meetings between [a diverse range of](#) students and [University Administration](#). [both the Vice President for Student Affairs and Senior Vice President for Academic Affairs](#).
3. Associate Directors of [Academic Affairs](#)
- 3.1. Duties
 - 3.1.1. To perform such duties as may be requested by the [ASUU President](#) or the Director of the [Academic Affairs](#) [Campus Relations](#) Board, and;
 - 3.1.2. To serve as proxy for the Director of Academic Affairs as necessary.
4. Powers and Duties of the [Academic Affairs](#) Board
- 4.1. To communicate with student members of University Boards and University Committees;
 - 4.2. To facilitate student involvement with University Boards and University Committees;
 - 4.3. To engage students in discussions regarding University policies, procedures, and regulations; and
 - 4.4. To assist the [ASUU Presidency](#) with potential policy proposals.