

Resolution to Create an *Ad Hoc* Faculty Committee to Promote Anti-Racism Initiatives This Year (PARITY)

*WHEREAS* the Faculty Senate passed a resolution in June 2020 committing to a position of solidarity with the Black Lives Matter movement; students, alumni, staff, and faculty of color; and continued efforts toward the erasure of racial inequity and oppression; and

*WHEREAS* that resolution resolved that SUNY Old Westbury would dedicate the 2020-2021 Academic Year to the curricular and co-curricular (e.g. dialogue or lecture series, panel discussions, teach-in) exploration of topics related to racial (in)equity, (in)justice, and movements for social change; and

*WHEREAS* faculty and staff are currently organizing an array of different initiatives related to the spirit of this resolution and to challenging racism on campus and beyond, and faculty governance can only be strengthened by creating a formal space for these efforts; and

*WHEREAS* the work of anti-racism initiatives often falls on faculty and staff of color, whose important labor might go unrecognized for purposes of reappointment, promotion, and tenure unless they are serving on a formally constituted committee;

Therefore be it

*RESOLVED* that an *Ad Hoc* Faculty Committee to Promote Anti-Racism Initiatives be constituted to:

- Gather and disseminate information on faculty- and administration-led anti-racism initiatives at SUNY Old Westbury and within the SUNY system;
- Identify and implement initiatives to advance the June 2020's dedication of this academic year to a curricular and co-curricular exploration of topics related to racial (in)equity, (in)justice, and movements for social change;
- Advocate for support for relevant initiatives from the administration;
- Collaborate with key stakeholders on campus and within the SUNY system, such as the Student Government Association, the administration, the SUNY Black Faculty and Staff Collective, University Faculty Senate, UUP, CSEA, and others to identify and implement anti-racism initiatives; and, be it further

*RESOLVED* that the membership of the *Ad Hoc* PARITY committee shall consist of a minimum of five members, drawn from faculty and staff, appointed by the Senate Chair with consent of the Senate. Committee can add additional members as necessary to complete its work. To encourage maximum participation, all meetings will be open to all in the campus community. Decisions will be made by consensus among all attendees whenever possible. If the chair of the committee determines that a vote must be held, only formally recognized members of the committee will be entitled to vote; and, be it further

*RESOLVED* that the *Ad Hoc* PARITY Committee shall be charged to recommend to the Faculty Senate such policies and procedures as it deems suitable for the success and continued development of initiatives pertinent to the June 2020 resolution, and, be it further

*RESOLVED* that the Senate shall assess the continued role for this *Ad Hoc* committee in early fall 2021, including determining whether a continued need for this type of work might justify a bylaws revision to reconstitute this *Ad Hoc* committee as a standing committee in the future.

Submitted October 21, 2020 by:

Sponsored by the Community of Practice on Race and Racism

The Proposal approved by the Faculty Senate by unanimous consent on 10/23/2020.