



THE SENATE

PRINCETON UNIVERSITY, PRINCETON, NEW JERSEY

Senate Resolution 48-2014

Submitted by SOL TAUBIN '16, U-Councilor

Resolution

Calling on the administration, faculty, and Council of the Princeton University Community to take certain actions relating to equity and diversity in the undergraduate experience at the University; and for other purposes.

Whereas issues of equity and diversity in the undergraduate experience at the University are of high importance to undergraduates; and

Whereas section 103(4) of the Senate Constitution provides that a key object of the Senate is to “discuss, deliberate, and take an official position on a question relating to or affecting undergraduate life or any other question of interest to undergraduates”: Now, therefore, be it

Resolved by the Senate of the Undergraduate Student Government,

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) **SHORT TITLE.**—This resolution may be cited as the “Equity and Diversity Resolution of 2014”.

(b) **TABLE OF CONTENTS.**—The table of contents of this resolution is as follows:

Sec. 1. Table of contents.

TITLE I—UNDERGRADUATE EXPERIENCE

Sec. 101. Academic program.

Sec. 102. Diversity programming during orientation.

Sec. 103. Reporting mechanisms; processes.

Sec. 104. Career Services programming.

Sec. 105. Diversity peers.

Sec. 106. Funding of activities.

TITLE II—FACULTY AND STAFF

Sec. 201. Faculty diversity.

Sec. 202. Cultural competency training.

Sec. 203. Associate Dean of Undergraduate Students for diversity.

Sec. 204. Residential College diversity staff.

TITLE III—DONATIONS, TRANSPARENCY, AND FURTHER EXAMINATION OF ISSUES

Sec. 301. Annual Giving and donations.

Sec. 302. Transparency in data.

Sec. 303. Examining equity and diversity generally.

TITLE IV—TRANSMITTAL

Sec. 401. Transmittal of resolution.

TITLE I—UNDERGRADUATE EXPERIENCE

SEC. 101. ACADEMIC PROGRAM.

The Senate calls on the faculty to establish—

(1) the Program in African American Studies, the Program in Latino Studies, the Program in Latin American Studies, and the Program in Gender and Sexuality Studies as formal undergraduate concentrations while maintaining their certificates of proficiency;

(2) certificate programs in Asian American Studies and Disability Studies; and

(3) a distribution requirement relating to topics of diversity and culture.

SEC. 102. DIVERSITY PROGRAMMING DURING ORIENTATION.

The Senate calls on the administration to expand programming relating to diversity during freshman orientation with input and guidance from undergraduates, the Carl A. Fields Center, the LGBT Center, the Women's Center, and the Office of Disability Services.

SEC. 103. REPORTING MECHANISMS; PROCESSES.

The Senate calls on the administration to work with undergraduates to create and institute transparent and accountable—

(1) reporting mechanisms for issues of discrimination, microaggressions, and bias incidents; and

(2) processes for investigating, addressing, and adjudicating these issues.

SEC. 104. CAREER SERVICES PROGRAMMING.

The Senate calls on Career Services to expand programming for undergraduates from underrepresented backgrounds.

SEC. 105. DIVERSITY PEERS.

The Senate calls on the administration to establish a peer educator program—

(1) to address issues of diversity and inclusion; and

(2) that is organized similarly to the Sexual Harassment/Assault Advising, Resources, and Education Peer program.

SEC. 106. FUNDING OF ACTIVITIES.

The Senate calls on the administration to examine and enhance funding for identity groups.

TITLE II—FACULTY AND STAFF

SEC. 201. FACULTY DIVERSITY.

The Senate calls on the administration to—

(1) improve outreach to prospective faculty members of various identities and backgrounds; and

(2) hire across all academic departments more faculty members of various identities and backgrounds.

SEC. 202. CULTURAL COMPETENCY TRAINING.

The Senate calls on the administration to institute mandatory cultural competency training for all University faculty, staff, adjudicators, preceptors, and teaching assistants.

SEC. 203. ASSOCIATE DEAN OF UNDERGRADUATE STUDENTS FOR DIVERSITY.

The Senate calls on the administration to hire an Associate Dean of Undergraduate Students whose portfolio and duties would be dedicated to topics of equity and diversity among the undergraduates.

SEC. 204. RESIDENTIAL COLLEGE DIVERSITY STAFF.

For each residential college, the Senate calls on the administration to hire a staff member whose portfolio and duties would be dedicated to topics of equity and diversity.

TITLE III—DONATIONS, TRANSPARENCY, AND FURTHER EXAMINATION OF ISSUES

SEC. 301. ANNUAL GIVING AND DONATIONS.

For Annual Giving and other opportunities to donate, the Senate calls on the Office of Development to allow alumni and other individuals to donate directly to affinity groups and cultural heritage programming.

SEC. 302. TRANSPARENCY IN DATA.

The Senate calls on the administration to—

(1) release disaggregated demographic data relating to undergraduate matriculation, including, without limitation, data for—

- (A) race and ethnicity;
- (B) socioeconomic background; and
- (C) legacy status;

(2) create and issue a survey with undergraduate input that—

- (A) collects data that is indicative of the undergraduate experience;
- (B) ensures a high response rate and a representative sample by rigorous survey design and incentive programs; and

(3) make the results of the survey described in paragraph (2) publicly accessible.

SEC. 303. EXAMINING EQUITY AND DIVERSITY GENERALLY.

The Senate calls on the Council of the Princeton University Community (“CPUC”) and the administration to continue working with undergraduates to examine issues of equity and diversity in the undergraduate experience generally.

TITLE IV—TRANSMITTAL**SEC. 401. TRANSMITTAL OF RESOLUTION.**

The Senate directs the Executive Secretary to transmit an official copy of this resolution to each of the following University officers:

- (1) President Christopher Eisgruber '83, President of the University and Chair of the CPUC.
- (2) Vice President Cynthia Cherrey, Vice President for Campus Life.
- (3) Vice President Elizabeth Wood, Vice President for Development.
- (4) Dr. Ann Halliday *78, Associate Secretary of the University and Secretary to the CPUC.
- (5) Provost David Lee *96 *99, Provost of the University and Chair of the Executive Committee of the CPUC.
- (6) Vice Provost Jed Marsh, Vice Provost for Institutional Research.
- (7) Vice Provost Michele Minter, Vice Provost for Institutional Equity and Diversity.
- (8) Dean Valerie Smith, Dean of the College.
- (9) Dean Deborah Prentice, Dean of the Faculty.
- (10) Professor Olga Hasty, Clerk of the Faculty.
- (11) Dean Kathleen Deignan, Dean of Undergraduate Students.
- (12) Dean Thomas Dunne, Deputy Dean of Undergraduate Students.
- (13) Dean Bryant Blount '08, Assistant Dean of Undergraduate Students.
- (14) Ms. Debbie Bazarksy, Director of the LGBT Center.
- (15) Ms. Tennille Haynes, Director of the Carl A. Fields Center.
- (16) Ms. Amada Sandoval, Director of the Women's Center.
- (17) Mr. Pulin Sanghvi, Executive Director of Career Services.
- (18) Ms. Eve Woodman, Director for Disability Services.

Approved December 7 , 2014.

MOLLY STONEMAN '16,
*Vice President of the Undergraduate Student Government and
Presiding Officer of the Senate.*

Attest:

ALEKSANDRA CZULAK '17,
Executive Secretary of the Senate.