

Faculty Senate approved the following motion on November 7, 2023

The Faculty Senate supports the newly added DEIB language in the UPI contract Article 3 (highlighted below) as well as recommendation #18 from the [Quality Initiative on Diversifying Faculty and Staff for Student Success](#): “In consultation with the UPI membership, encourage departments to consider revisions to the Departmental Application Criteria (or DACs) that value the additional labor invested by faculty in mentoring faculty and students from underrepresented groups and recognize all faculty for sustained participation in associated programs.”

UPI Contracts Article 3: In accordance with applicable Federal and Illinois State law, neither the Board nor the Union shall discriminate against any employee on the basis of that employee's race, color, religion, sex, age, national origin, physical or mental disabilities, membership or nonmembership in the Union, political affiliation, sexual orientation, gender identity, marital status, or veteran status. Complaints involving discrimination or sexual harassment shall be reported to the Office of Civil Rights and Diversity. Findings of the Office of Civil Rights and Diversity and action taken as a result shall be subject to the grievance process (Article 15). **The Board and the Union support colleagues and students from underrepresented groups. Faculty and academic support professionals’ participation in diversity, equity, inclusion, and belonging programming will be encouraged and recognized by the board.**