Executive Action Sheet for Senate Legislation

☐ Senate Bill 328-

Senate Resolution 328- 001

I, Anthony Joseph, President of the Student Assembly of William & Mary do hereby:

Approve

Veto

the Student Assembly Senate legislation:

Senate Resolution 328-001 The Diversity and Inclusion Action Step Resolution

DATE: July 13, 2020

Anthony Joseph
President of the 328th Student Assembly, William & Mary
A Resolution

The Diversity and Inclusion Action Step Resolution

To improve the quality of student life at the College of William and Mary, particularly in the areas of race, discrimination and inclusiveness

Sponsored by: Senator Peter R. Hayden (Business ‘21), Senator Patrick Salsburg (‘21), Senator Vicky Morales (‘22), Senator Owen Williams (‘23), Senator Rory Fedorochko (‘22), Senator Meghana Boojala (‘22)

Co-sponsored by: Zhanna Imel (Business ‘21)

Supported by: 2020-2021 Graduate Council, President Anthony Joseph (‘21), Vice President Kyle Vasquez (‘21), Chief of Staff Loni Wright (‘21), Class President Aria Austin (‘21), Tiffany Jones (Officer of Graduate Diversity, Business ‘21), Senator Jahnavi Prabhala (‘22), Senator Maheen Saeed (‘23)

WHEREAS, the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others have created a international outrage and a necessary conversation about ending systematic racism within the United States;

WHEREAS, the Black Lives Matter movement has taken a peaceful and sensible approach to have an international conversation about how the US, the UK, Australia, Canada, and many other countries can improve and resolve to fix issues of racism and discrimination in a constructive manner that includes dialogue, action steps, and empathy towards one another;

WHEREAS, the history of William and Mary has demonstrated a history of enslavement as well as a supporter of Jim Crow laws which we don’t tolerate in today’s American society;

WHEREAS, the United States government has perpetuated a system of abuse against American Indian tribes for centuries. American Indians were enslaved, removed from their lands, and killed in millions as a direct result of the brutality of the United States, such as the infamous Trail of Tears during the Jackson administration. The United States government has also broken various treaties protecting the territories American Indians reside on. The effects of this horror can be seen today in the absolute poverty of Indian reservations, in the corruption and mismanagement of the Bureau of Indian Affairs, and in popular culture where American Indians have often been wrongfully depicted;

WHEREAS, the Latinx community in recent years has been viewed as “foreigners”, “lazy”, “criminals”, etc. all of which is upheld by the William & Mary community through their actions, or
lack thereof. For years the voices and stories of Black and Indigenous Latinx have pushed aside and silenced. They have been at the forefront of violence and oppression in their native countries and continue to be at this institution. For many Latinx students that are children of immigrants, acculturation has become part of their “innovative” William & Mary experience. The history of the Latinx community on campus has poorly been documented; there is a lack of information on the first Latinx students to attend this institution. William & Mary continues to overlook the socioeconomic barriers, various immigration statues, and native-Spanish speaking, or indigenous language speaking populations. There is no current outreach; no bilingual tours, language inclusive pamphlets, and interpretation services implemented for English Learners or their families. Institutions of higher education have continuously failed to supply the Latinx community with the resources needed to adapt and succeed;

WHEREAS, the African-American, Latinx, and American Indian populations have been, and continue to be, crucial in the development of the United States of America in all aspects of our economy, government, arts, and sports;

WHEREAS, here at the William & Mary, we must strive to have an inclusive campus for every student, regardless of race, creed, or orientation, and must cultivate a community that respects and admires the unique differences that every student brings to our campus;

WHEREAS, the 328th Student Assembly, alongside administrators, faculty and staff can work together in full cooperation to improve diversity and inclusion through obtainable action steps in all aspects of student life;

WHEREAS, the Senate Resolution 328-001, is the Student Assembly’s response to improve campus life that ensures that we can work together to address these issues and improve the individual student to become a diligent defender of civil rights for all human beings;

WHEREAS, since we are acknowledged as the ‘Alma Mater of the Nation,’ it is our responsibility as students of William & Mary to set the tone and be the student leaders in the American university system and to continue to fight for all those brave men and women who ended slavery and marched for civil rights;

Now, therefore, be it

RESOLVED, that the Student Assembly of William & Mary:

1. Work with the Williamsburg and William & Mary Police departments to improve race relations, and create a safe environment for students built on mutual trust and accountability and ask that our Public Affairs committee takes ownership on this request during the school year;
2. Calls on the administration of William & Mary to guarantee that no student will face disciplinary action due to arrests made while protesting injustice;
3. Reaffirms the Student Assembly’s commitment to Diversity and Inclusion as a standard practice of William & Mary academic departments, as expressed in Recruiting Faculty of Diverse Backgrounds Memorandum, and urges the administration to implement the following:
   a. A Diversity and Inclusion statement from the candidate;
   b. Implicit bias training for new and current faculty;
c. A Diverse Faculty Network;
d. Campaigns oriented towards faculty promoting diversity and inclusion within their classrooms or office spaces.
e. Work on the continuous retention of faculty of diverse backgrounds
f. Work with administrators in obtaining, hiring and retaining a diversity and inclusion consulting services to assist us in these internal and external

4. Reaffirms the Student Assembly’s commitment to student rights as a foundational principle of free speech on campus and will continue to examine, but not limited to, the following:
   a. The differences in rights between traditional students, exchange and international students, and out-of-state students;
   b. The differences in rights depending upon police department;
   c. The creation of any materials that has information regarding student rights to be utilized by the student body.

5. Calls on the administration of William & Mary and the Student Assembly to establish an advisory group on police-student relations at William & Mary;
   a. This group shall be comprised of students, Student Assembly members, campus police and City police;
   b. The group’s work can include, but is not limited to:
      i. Adjusting diversity and inclusion training, anti-racial profiling training, fair and impartial policing training, and any other trainings or guidelines to state and/or federal expectations;
      ii. Implementing positive community policing policies and ideas;
      iii. Developing ideas for diverse police recruitment;
      iv. Analyzing, adjusting, and/or creating small trainings that will tailor diversity and inclusion training to William & Mary and the surrounding Williamsburg community;
      v. Encouraging Williamsburg and William & Mary Police to adopt deescalation training
   c. Further calls on the administration of William & Mary and the Student Assembly to help foster positive relationships between the police and marginalized communities on campus through community engagement opportunities;
   d. Further calls on the administration of William and Mary to work with the Williamsburg Police Department in collecting data on student arrested for nonviolent offences such as drinking and compare them per capita to other comparable universities;
   e. Further calls on for the following to be done in support of subsection d of Section 5:
      - request clarity into policing practices that may seek to target undergraduate students who present no harm to the community, including:
        - arresting, investigating, targeting, or stopping with the intent to cite or arrest young people walking home at night without shoes on or swaying;
        - arresting, investigating, targeting or stopping with the intent to cite or arrest young people sitting on public benches late at night;
        - choosing to arrest and prosecute students who may be intoxicated or drinking underage instead of escorting them safely to their places of residence;
        - officers' practice of promising students that the officers will not inform the College of a violation;
   f. Further calls on the Student Assembly, particularly the cabinet, to create a method for CHAPS to flag cases, where students experience harassment or victimization
from the police, so that the confidentiality provision remains intact and that students can receive some sort of support from the College of William and Mary;
g. Calls on the William and Mary Police Department to end their no-knock housing practices when it comes to on-campus housing—we respectfully request that the WMPD to warn students with appropriate measures before entering on-campus housing;
h. Calls on the administration of William and Mary to take an official stance on the decriminalization of marijuana due to the Governor's approval of its decriminalization;
i. Calls on the William and Mary legal counsel to file a motion in court to stop the Williamsburg practice of posting the mugshots of undergraduate and graduate students and the descriptions of crimes on social media and all other forms of media and that the police department creates an administrative process with corrective actions for officers who violate this request;
6. Calls on the administration of William and Mary to educate and bring awareness to the unjust practices against American Indians in the past through:
   a. Establishing an annual day to commemorate the history of indigenous education, akin to Charter Day, in order to converse about the equally important role of BIPOC on our campus
   b. Educating college tour guides on how to appropriately and considerately discuss the Brafferton School instead of mitigating the history behind it
   c. Educating the campus community about the importance and implications of the word, “Tribe,” instead of replacing the name and committing erasure of the school’s history
7. Supports the Provost's creation of a Task Force of students, faculty, and staff whose task is to find ways to expand curriculums to include race and ethnicity dynamics and studies within the respective departments and classes;
8. Requests that the financial aid office provide the DAR American Indian Scholarship
9. Requests that the school works to establish language inclusive tours and informational pamphlets to support students and families who are English learners.
10. Calls on the administration of William and Mary to increase equitability in college admissions and build a pipeline for minority high school students that makes them feel supported during the admissions process
11. Supports WMPD Police Chief Cheesebro’s decision to hold monthly Q&A sessions and to release statistics with demographic data on their arrests and citations;
12. Further supports any action taken by the President and/or the administration of William & Mary that combats systemic racism within the university and/or makes Diversity and Inclusion a constant practice;
13. Further calls on the William and Mary administration to create an avenue for anonymous reporting of instances of harassment by the William and Mary Police Department and the Williamsburg City Police Department
14. Further calls on William & Mary to provide support to members of the William & Mary community who have been arrested unlawfully due to political activity.
15. Calls on William & Mary to establish two study committees, in conjunction with the Lemon Project, the Center for Student Diversity, Student Assembly, and the Department of Diversity & Inclusion to do the following:
   a. Examine department and building names on campus for any connections they may have to the Confederacy or other racist origins;
b. Present their findings, with suggestions based on them

c. Rename buildings, areas of campus, and awards that currently named after people who served in the Confederate Army, owned slaves, or supported slavery or a racist society (Ewell, Taliaferro, Tazewell, Andrews, Spotswood, Camm, Stith, Dawson, etc.).

d. Implement a student review board of WMPD and commit to more transparency.

e. Hire and retain a more diverse faculty.

f. Encourage the Government Department and the Africana Studies Department to offer more indigenous studies courses

g. Encourage the Reves Center for International Studies to offer more study abroad programs related to indigenous studies and to offer more programs in non-Western countries.

h. Create steps for student organizations to adopt diversity and inclusion plans

i. Educate current and future students about the complete history (both good and bad) of William & Mary.

j. This committee will be comprised of students affiliated with Student Assembly, at-large members of the student body, administrators, and faculty;

16. Strongly encourages the five graduate schools (Business, Law, Education, Arts and Sciences, and VIMS) to host at least two diversity and inclusion and or systematic racism related events during each academic year, preferably in the fall and spring semester, to encourage conversations, education, and/or internal improvements in respect to diversity and inclusion. These can be hosted by student organizations within the individual graduate schools. Additionally, we encourage each graduate program to coordinate with either the Graduate Council and/or the Officer of Graduate Diversity.

17. Encourages the College of William & Mary, in conjunction with the Honor Code Annual Report release date, to release their report on discrimination, ethics, and racial misconduct. This report must detail what corrective actions were taken in those instances in order to hold the involved parties accountable. Additionally, this report must follow all privacy guidelines similar to the Honor Code Annual Report.

18. Encourage the creation of a Anti-Discrimination Pledge to be administered to all new and current students, similar to the Honor Code Pledge. The pledge may read as the following: “As a member of the William & Mary community, I pledge on my honor not to act in any discriminatory manner in my student or personal life and to approach everyone with a sense of empathy and understanding. I understand that such acts violate the Anti-Discrimination Pledge and the William & Mary community which we must strive to be stewards.” We ask that this pledge be voted on before or on the last Senate meeting of the Fall Semester and ask for the assistance of the Student Rights Committee in its creation;

19. Calls on the Undergraduate and Graduate Secretaries and Undersecretaries of Diversity to dedicate their school year to achieve the above clauses set forth in this resolution and to work with all established committees, faculty, staff, administrators, Senators and student organizations to do so;

20. Calls upon the Student Assembly of William & Mary to oversee the implementation of the relevant clauses of this resolution and report upon them at the end of the 328th session;

21. Calls upon the Student Assembly of William and Mary to oversee the implementation of relevant clauses of this resolution and report upon them at the end of the 329th session, if more time is needed to accomplish these clauses.