

**Resolution Addressing Repeated Violence Against Underrepresented and Historically  
Marginalized Communities**  
**Approved by Faculty Senate on April 13, 2021**

**Whereas** this nation has been grappling with the continued legacy of violence against Black, Indigenous, and other People of Color, the most recent being the killings in [Atlanta, GA of eight people, including six Asian and Asian American women](#), and

**Whereas** the K-State community has been affected by this national violence, and

**Whereas** K-State has experienced repeated incidents targeting underrepresented populations from individuals espousing this national violence, and

**Whereas** these incidents disrupt the work of teaching and learning at K-State, and

**Whereas** K-State's President and Provost have condemned this violence and have supported the development of diversity, equity, and inclusion work on campus, and

**Whereas** the university has an [action plan for a more inclusive K-State](#), and

**Whereas** K-State has a Chief Diversity and Inclusion Officer in the Office of Diversity to lead this work, and

**Whereas** we have a team in the Diversity Multicultural Student Affairs office supporting underrepresented students across campus, and

**Whereas** we can leverage the voices of our alumni, and

**Whereas** we have campus expertise in difficult dialogues, equity and inclusion, cultural competencies, anti-racism and anti-hate work, and

**Whereas** we have the capacity to tap into national best practices for the recruitment and retention of underrepresented faculty and staff, and

**Whereas** some of these best practices include diversity committees in departments and units, hiring committees, and professional development, and

**Whereas** representation of underrepresented faculty and staff is vital to the success of our University, including our students, and

**Whereas** as Audre Lorde explains, "When we speak we are afraid our words will not be heard or welcomed. But when we are silent, we are still afraid. So it is better to speak,"

**Be it resolved that** the Faculty Senate calls for 1) the continued practice of anti-racism, inclusion, and equity in governance, including representation of underrepresented faculty and staff in the spaces where decisions are made, 2) mandatory training for faculty and staff on how to engage in difficult dialogues, 3) university-wide provision for professional development for our faculty and staff to learn and talk about race, ethnicity, gender, sexuality, ability, and other underrepresented categories, and 4) support for the counting of diversity, equity, and inclusion work in the tenure and promotion of faculty and staff.

Signed by:

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