



UNM Staff Council 2020 Resolution #6

Name: Addressing Acts of Racism at UNM

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Adopted by Staff Council on September 15, 2020

1. Whereas, the University of New Mexico was founded in 1889 and sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide;
2. Whereas, as a Hispanic-Serving Institution of Higher Education, UNM is and should be committed to dismantling racism, nativism, and any form of discrimination and oppression on campus;
3. Whereas, serving UNM students and employees means enhancing the sense of belonging, engagement, identity, and personal knowledge of all minority communities;
4. Whereas, racist implementation of policy and racist actions will exist on campus, as everywhere, so long as whiteness is promoted in U.S. society, even in the presence of UNM policies;
5. Whereas, racist actions, even when unintentional, affect people of color by causing unsafe work environments, annoyance, humiliation, fear, anger, powerlessness, and resignation; and prevent employees and students from being their best selves in work and academics;
6. Whereas, unchecked acts of racism erode trust in the University especially when perpetuated by members or our own UNM community;
7. Whereas, the only way to undo racism is to consistently identify and describe it, and then work towards dismantling;
8. Whereas, recent racist postings on social media by employees within the University have made people of color feel unwelcome, angry, and unsafe, which has added to the continued divisions within our community;
9. Whereas, employees in positions of authority have the ability to impact the culture of the University, and that when racist, biased, and/or prejudiced behavior is conducted by individuals in such positions, it sends a message that is contradictory and has the potential to encourage that same behavior;
10. Whereas, the University Administrative Policies and Procedures Manual Policy 2240: Respectful Campus states within Section 2. Cornerstones of a Respectful campus that the University is committed to “a respectful campus calls for promotion of an environment in which:
 - Individuals at all levels and in all units value each other’s contributions and treat each other with respect;

- Individuals in positions of authority serve as role models by promoting courtesy, civility, diversity, and respectful communication;
- Individuals at all levels are allowed to discuss issues of concern in an open and honest manner, without fear of reprisal or retaliation;”

Additionally, Administrative Policies and Procedures Manual Policy 2720 prohibits discrimination.

11. Whereas, these events have illuminated the need to vigilantly bring attention to all unchecked racist acts and actions as learning opportunities and the need to support all members of the University, especially people of color;

12. Resolved, That the Staff Council condemns racism in all forms;

13. Resolved, That the Staff Council asks UNM employees to support each other and our student body by complying with UNM’s anti-racist policies, expressing one’s opinions respectfully, and actively calling out racist behaviors in the moment;

14. Resolved, That the Staff Council requests UNM administrators hold employees accountable for racist acts and ensure UNM does not tolerate racist behavior and attitudes;

15. Resolved, That the Staff Council supports UNM administrators in commending employees working to dismantle racism;

16. Resolved, That the Staff Council recommends UNM administrators provide offenders education in stopping racism and the opportunity to make amends to victims whenever possible;

17. Resolved, That the Staff Council endorses the wide distribution of administrators’ statements denouncing acts of racism using communication channels that reach all members of the community; and

18. Resolved, That the Staff Council asks UNM administrators to offer robust training opportunities about systemic racism to all employees.

Copies of this Resolution shall be sent to all UNM Staff; the UNM Board of Regents; Dr. Garnett Stokes, President of the University; Dr. James Holloway, Provost of the University; Teresa Costantinitis, Executive Vice President of Finance and Administration; Dr. Assata Zerai, Vice President for Equity and Inclusion; Dr. Valerie Romero-Leggott, HSC Vice Chancellor for Diversity; Dorothy Anderson, Vice President of Human Resources; and Dr. Finnie Coleman, President of Faculty Senate.