

Senate Advisory Committee on Diversity 2017-18 Brief Summary

This year, we started by finishing off a charge given to us by Bob Flores in spring of 2017 (which we had unanimously accepted that semester).

SACD Charge from Bob:

Essentially, the SACD had the charge of making the non-discrimination policies at the U consistent.

The University of Utah's Non-Discrimination Policy 1-012

<https://regulations.utah.edu/general/1-012.php>

is now in place, thanks to the General Counsel's office. However, there are at least six other policies on campus, including the following.

- 5-102 (Section IV-A) <https://regulations.utah.edu/human-resources/5-102.php>
- 6-316 (Section 4) <https://regulations.utah.edu/academics/6-316.php>
- 6-400 (Section II-E) <https://regulations.utah.edu/academics/6-400.php>
- 6-404 (Section III-4) <https://regulations.utah.edu/academics/6-404.php>
- 5-106 (Section III-A-2) <https://regulations.utah.edu/human-resources/5-106.php>
- 6-011 (Section III-2-B) <https://regulations.utah.edu/academics/6-011.php>

All of the above policies have their own non-discrimination statements that may differ from policy 1-012.

Our committee went through several discussions and proposals about how to accomplish, or possibly add to, this task. Here is the recap of those discussions/ideas.

- 1) Some members of the committee felt strongly that citizenship, and possibly marital status and parental status, should be added to the list of protected classes in the University's non-discrimination policy. To follow up on this idea, Cliff Rosky and Kelly MacArthur met with Phyllis Vetter at Office of General Counsel (OGC). After some conversation, it was clear that adding any of these groups of people as a protected class is neither advisable nor feasible, for a variety of reasons.
- 2) The committee then agreed that we will proceed with the original charge, namely to get all non-discrimination policies in line with the University of Utah policy (Policy 1-012), and not move forward to introduce additional protected classes.
- 3) Additionally, if a unit/department wants to add a protected class to their own non-discrimination policy, we're not completely sure how to advise them. If a department/unit adds a protected class to their own policy, then the real question is: how does that get enforced, since it's not a university-wide policy? Perhaps they should seek advice from General Counsel on how to proceed, as that would then be a departmental/unit issue. This is something the Executive Committee possibly needs to decide and then communicate that to the departments/units on campus.

Requests for Executive Committee:

1. The official request, from SACD, for this EC committee is to make all non-discrimination policies on campus consistent with Policy 1-012. It is up to the EC committee to decide how contact the various departments/units to accomplish this goal. We're happy to do work in this regard as well, if empowered to do so.
2. Along those lines, we need to decide how to proceed if a department/unit on campus wishes to add a class of people to the university's official list of protected groups.
3. Lastly, we have spent the last couple months asking different people on campus about possible charges for next year. We have a group of committed members of this committee who would like to contribute meaningful work toward diversity efforts on campus.