



## Statement of Dedication to Equity, Diversity, and Inclusion

We, the faculty, staff, and students of shared governance at the University of Wisconsin-Stevens Point, collectively affirm our commitment to foster a campus environment that values and celebrates equity, diversity, and inclusion. As a community of scholars, learners, and creators, we recognize that there is unity in diversity. When our differences unify us rather than divide us, we grow stronger together. An inclusive and equitable learning and working environment is essential for the holistic development of our community. Diversity is a source of strength. It fosters innovation, creativity, and cultivates a vibrant intellectual climate. We celebrate the multitude of cultures, ethnicities, genders, sexual orientations, abilities, and socioeconomic backgrounds that make up our university community. By embracing diversity, we enhance our collective learning experience and prepare ourselves for a globalized world.

We implore the University of Wisconsin-Stevens Point administration to ensure EDI systems remain in place. These systems must continue to provide students with the support they need to not only learn in an inclusive community, but to feel a sense of safety and belonging. It is our collective responsibility to ensure that every member of our university community has access to the resources, support, and respect necessary to thrive academically, personally, and professionally.

Inclusion is the active and intentional effort to create an environment where every individual feels valued and respected. We recognize that achieving equity, diversity, and inclusion is an ongoing process that requires continuous reflection, education, and action. We are dedicated to promoting a culture that respects and values the unique contributions of every individual, regardless of their race, ethnicity, gender, sexual orientation, socio-economic status, ability, nationality, religion, or any other characteristic that defines who they are. As faculty, staff, and students, we pledge to engage in meaningful conversations, embrace civil dialogue, challenge stereotypes and biases, and work together to build a university community that is truly reflective of the world in which we live.

We are dismayed by the recent negotiation between the Universities of Wisconsin and the Wisconsin Legislature to obtain raises that were legally committed to our employees but withheld by the legislature. We insist that any reductions our campuses suffer do not increase the workload on the hard-working and dedicated faculty, staff, and student employees on our campuses. We are disappointed but not surprised by the political attacks on the innocent employees and students of the Universities of Wisconsin. The Wisconsin legislature has used these employees and students as pawns while showing how little they value the people of Wisconsin who strengthen our workforce and change lives. The UWSP Common Council and UWSP Student Government Association will remain fierce and committed advocates for all our students, faculty, and staff. As such, we will develop a resolution to call upon UWSP administration to ensure our implementation of the negotiated agreement is a collaborative effort that includes Common Council and the Student Government Association. Together, we stand united in our dedication to build a university community that values and celebrates the rich tapestry of human diversity. Through our collective efforts, we aspire to create a more just, equitable, and inclusive future for all members of the University of Wisconsin-Stevens Point community and beyond.

Common Council and Student Government Association, 12/18/2023

Approved at a meeting of the Common Council on 12/18/2023 by a 17-3-6 vote (17 voted yes, 3 voted no, and 6 abstained).