



**SENATE RESOLUTION #2806**

**TITLE:** Diversity, Equity, and Inclusion (DEI) Initiatives for ASUW (2022-2023)

**DATE INTRODUCED:** April 19, 2022

**AUTHORS:** President Swilling; Director of Governmental and Community Affairs Brown; Director of Diversity and Inclusion Sapien; Student-at-Large Titus

**SPONSORS:** Senators Castronovo, Ewalt, Smith, and Rhymes

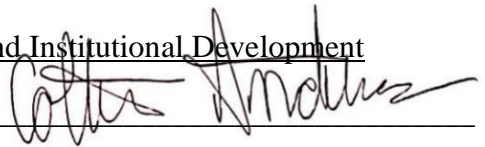
1. WHEREAS, the purpose of the Associated Students of the University of Wyoming
2. (ASUW) Student Government is to serve our fellow students in the best manner
3. possible; and,
4. WHEREAS, it is the ASUW's first and foremost priority to unequivocally and
5. wholeheartedly support students and represent them to the best of our ability; and,
6. WHEREAS, the ASUW Student Government has consistently supported and worked
7. towards achieving the goal of ensuring respect for all individuals' right to learn, work,
8. and live in an atmosphere free of discrimination; and,
9. WHEREAS, we have reaffirmed this commitment in the past through multiple pieces
10. of legislation including: our help with the creation of a Silent March in Support of
11. Tolerance, Nonviolence, and Diversity after the one-year anniversary of the death of
12. Matthew Shepard as shown by Senate Resolution #1923 in 1999; our support and
13. funding of the Minority Student Leadership Program as expressed through Senate
14. Resolution #1990; and,
15. Senate Bill #1996 in 2001 and 2002, our support for Discrimination Free Blood
16. Donation Drives in 2012 through Senate Resolution #2376, our support for making the
17. University of Wyoming (UW) a sanctuary campus in 2017 through Senate Resolution
18. #2552, support we reaffirmed and committed to more firm action with Senate Resolution
19. #2728, passed in 2020, and our support for the establishment and recognition of
20. Indigenous People's Day, passed through Senate Resolution #2729 in 2020; and,
21. WHEREAS, in the past ASUW has also financially supported underrepresented and
22. marginalized students, most notably through the James C. Hurst scholarship for Black,
23. Indigenous, and People of Color (BIPOC) students, our creation of the

24. DACA/International Student endowed scholarship, and our support of the United  
25. Multicultural Council, one of the programs of the ASUW Student Government; and,  
26. WHEREAS, despite our stated support for underrepresented and marginalized  
27. students at UW, the ASUW Student Government has not always lived up to our ideals,  
28. and at times we have spoken without taking action to support our statements; and,  
29. WHEREAS, this was a breach of trust on behalf of the ASUW Student Government, and  
30. we ought to commit to taking concrete action to support the most vulnerable students as  
31. opposed to making hollow promises; and,  
32. WHEREAS, Senate Resolution #2743 also outlines some of these facts and lists some  
33. policies that are necessary for the expansion of DEI at the University of Wyoming; and,  
34. WHEREAS, these recommendations and advocacy suggestions ought to be regularly  
35. updates; and,  
36. WHEREAS, in order to do this, ASUW needs to develop a concrete list of plans and  
37. recommendations to help coordinate DEI efforts at the University of Wyoming.  
38. THEREFORE, be it resolved that the Associated Students of the University of Wyoming  
39. (ASUW) Student Government commits to the actions and changes listed in Addendum A  
40. that are within our control; and,  
41. THEREFORE, be it further resolved that the ASUW Student Government formally calls  
42. upon University of Wyoming (UW) leadership to commit to the actions and changes  
43. listed in Addendum A and to work with the ASUW Student Government to consistently  
44. communicate with the student body the progress and steps that are being taken to  
45. achieve said changes.

**Referred to:** Advocacy, Diversity, and Policy; Program and Institutional Development

**Date of Passage:** April 26, 2022

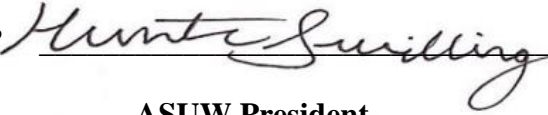
**Signed:**



**(ASUW Chairperson)**

**“Being enacted on April 26, 2022, I do hereby sign my name hereto**

PASSED 18-1

and approve this Senate action.”   
ASUW President

## **Addendum A**



### **Diversity, Equity, and Inclusion (DEI) Initiatives for ASUW (2022-2023)**

#### **List of Stakeholders:**

- Office of Diversity, Equity, and Inclusion (ODEI)
- Multicultural Affairs (MA)
- United Multicultural Council (UMC)
- Non-Traditional Student Council (NTSC)
- Residence Hall Association (RHA)
- Residence Life and Dining Services (RLDS)
- Multicultural and Identity-Based Student Organizations:
  - Bangladesh Students' Association at the University of Wyoming (BSA-UW)
  - Abilities
  - Anime Club at the University of Wyoming (AC-UW)
  - Arabic Language and Middle Eastern Culture Club (ALMECC)
  - Associated Students Interested in China (ASIC)
  - Black Student Alliance (BSA)
  - Best Buddies
  - Central Asian Student Association (CASA)
  - Ceramic Art Guild (CAG)
  - Chinese Students and Scholars Association (CSSA)
  - Dahoam in Wyoming
  - Define American @ University of Wyoming Chapter
  - Doctors Without Borders Student Chapter at the University of Wyoming (DWB-UW)
  - Engineers Without Borders (EWB)
  - Fellowship of Christian Athletes (FCA)
  - Friends of Nepal at University of Wyoming (FNUW)
  - Hillel at the University of Wyoming (Hillel)
  - Indian Students' Organization (Milaap)
  - International English Conversation Club (IECC)
  - International Student Association (ISA)
  - Japanese Learning Community at the University of Wyoming (JLC-UW)
  - Jazz Advocates of Wyoming (JAW)

- Keepers of the Fire (KOF)
- Knitting Club (KCUW)
- Laramie Human Rights Network (LHRN)
- Mountain Women Belly Dance Club (MWBDC)
- Movimiento Estudiantil Chicano de Aztlan (M.E.Ch.A.)
- Multicultural Law Students Association (MLSA)
- Multicultural Association of Student Scientists (MASS)
- Muslim Student Association (MSA)
- National Society of Black Engineers at University of Wyoming (NSBE@UW)
- Partners of the Americas at UWYO (UWYO POA)
- Persian Students Association (PSA)
- Photography Club at the University of Wyoming
- Queer Community Coalition (QCC)
- Sigma Delta Pi (SDP)
- Student Art League (SAL)
- Students for Life (SFL)
- The National Society of Collegiate Scholars (NSCS)
- Wyoming Advocacy for Refugee Resettlement (WARR)
- Wyoming African Students Association (WASA)
- Wyoming Society for International Law (WSIL)
- Wyoming Spanish Club (WSC)

### **Recommendations:**

Below is a list of actions and initiatives for ASUW to pursue in 2022-2023 to support diversity, equity, and inclusion within ASUW and on campus at the University of Wyoming. These recommendations were formed with consultations and discussion with multiple identity-based and multicultural groups on campus. This list is in no way conclusive, but offers a list of issues which ASUW ought to focus on during 2022-2023 to better DEI efforts internally and externally.

#### **1. Support the Office of Diversity, Equity, and Inclusion (ODEI)**

- a. Work with the interim Vice President for DEI, Kim Chestnut, to establish preliminary goals and opportunities that exist at UW surrounding DEI. Coordinate and help ensure that the DEI office becomes the coordinating and organizing entity for DEI efforts at UW, instead of the fractured efforts that exist at present, with, many different departments and entities pursuing their own ideas and plans with relatively little cross-coordination.
- b. Ensure diverse student representation on the hiring committee for the permanent Vice President for DEI. These should not be token student representatives, but involved and active student leaders who contribute to and help lead the discussions.
- c. ASUW ought to work with our student-centric stakeholders and partners to present a joint list of recommendations on the first tasks that the office should pursue to promote DEI at UW and make it a more welcoming place.

- d. ASUW should advocate for an additional Campus Climate Survey, and assist with its distribution and promotion to students, in order to achieve a more robust turnout. The data received should help inform plans moving forward.
- e. Collaboration for this project could include:
  - i. Office of Diversity, Equity, and Inclusion (ODEI)
  - ii. Multicultural Affairs
  - iii. United Multicultural Council
  - iv. Black Studies Center
  - v. The School of Culture, Gender, and Social Justice
  - vi. The DEI Council

**2. Continue to fund and expand ASUW's Scholarship for DACA and International Students**

- a. ASUW during the 109<sup>th</sup> Administration instituted a scholarship for DACA and International Students, establishing an ASUW Endowment and awarding scholarships from this endowment for the first time. ASUW should continue to distribute this scholarship and increase both the funds distributed and available in the endowment.
- b. ASUW should increase the funds distributed annually from the scholarship from \$5,500 to \$10,000 annually. Making the amount distributed comparable with other ASUW scholarships.
- c. To increase funds available for the scholarship and the endowment, in 2022, ASUW should again seek funding for the annual giving day for the DACA and International Students Scholarship.
- d. Collaboration for this project could include:
  - i. University of Wyoming Giving Day
  - ii. Multicultural Affairs
  - iii. United Multicultural Council (UMC)
  - iv. International Students Association (ISA)
  - v. Members of the International Student Community

**3. Work to translate all ASUW documents into inclusive languages**

- a. Work to implement Tactic 2.4.3 of the 2022-2027 ASUW Strategic Plan which reads: "Translate all ASUW working documents into languages commonly spoken across campus. In particular, Spanish should be prioritized, with Mandarin and Arabic also considered. Other languages should be added as the need arises or is communicated from international students and UW stakeholders. Project Managers: ASUW Chief of Legislative Affairs, ASUW Director of Diversity and Inclusion"
- b. ASUW should continually evaluate which languages are in demand to translate our working documents including: ASUW Finance Policy and the ASUW by-laws as well as pamphlets and elections materials. ASUW should also encourage our programs to offer their documents in alternative languages as well.
- c. To start this translation project, all documents outlined above and listed by the ASUW Director of Diversity and Inclusion should first be translated into Spanish, then Mandarin and Arabic. In order to translate, ASUW should reach out to the International Students Association (ISA) to find native speakers of the desired languages and offer stipends to students to work with ASUW to translate.

- d. Collaboration for this project could include:
  - a. International Students Association (ISA)
  - b. United Multicultural Council (UMC)
  - c. Multicultural Affairs

**4. Advocate for more state and university funding for International Students**

- a. ASUW, alongside continuing to fund and expand ASUW's Scholarship for DACA and International Students, ought to advocate at the state level to the Wyoming State Legislature for increased funding for international students. International students are unable to receive Hathaway funding, FASFA funding, and many other revenues which other students can.
- b. To start this initiative for increased funding for international students, ASUW should plan to lobby during the Wyoming State Legislature Session. These advocacy efforts should be coordinated by the ASUW Director of Governmental and Community Affairs to start communicating in the fall with state legislators for this funding.
- c. Collaboration for this project could include:
  - i. International Students Association (ISA)
  - ii. Multicultural Affairs
  - iii. Members of the International Student Community

**5. Expand resolution basins and prayer rooms across campus for Muslim Students**

- a. Following the successful passage and work of an ASUW Special Project during the 109<sup>th</sup> Administration to fund the creation of a resolution basin in the Student Union for Muslim Students, ASUW ought to expand these resolution basins across campus. Additionally, ASUW should work to establish dedicated prayer rooms for Muslim Students with additional resolution basins, as a student may be unable to access the Student Union or another campus building five times during the day.
- b. ASUW should conduct research about where Muslim Students would find it most beneficial for additional resolution basins and prayer rooms, such as the Cheney International Students Center and/or the College of Engineering.
- c. ASUW could potentially pull funding from the Facilities Endowment or support another special project application to fund this initiative.
- d. Collaboration for this project could include:
  - i. Multicultural Affairs
  - ii. Muslim Students Association (MSA)
  - iii. United Multicultural Council (UMC)
  - iv. International Students Association (ISA)

**6. Develop a strategy for ASUW and partners to advocate for Hate Crime Legislation at the Wyoming State Legislature**

- a. ASUW, in Fall 2022, should work with student groups on campus including (but not limited to) Multicultural Affairs, Queer Community Coalition (QCC), United Multicultural Council (UMC) and other identity-based and/or multicultural student

organizations to develop a robust strategy to lobby the Wyoming State Legislature in Spring 2023 for the development and passage of Hate Crime Legislation.

- b. To start this initiative, the ASUW Director of Diversity and Inclusion with the ASUW Director of Governmental and Community Affairs in Fall 2022 should work with the aforementioned stakeholders to write a resolution which lays out an advocacy plan, inclusive of the stakeholders for Spring 2023.
  - c. In the Spring of 2023, the advocacy plan shall be enacted and ASUW should organize efforts by all campus groups to lobby the state legislature for this legislation, taking trips to the state capitol if necessary.
  - d. Collaboration for this project should include:
    - i. Multicultural Affairs
    - ii. United Multicultural Council (UMC)
    - iii. Queer Community Coalition (QCC)
    - iv. Wyoming Equality
- 7. Work with the Residence Housing Association (RHA) and Residence Life and Dining Services (RLDS) to ensure continuity of LGBTQIA+ residence application questions**
- a. ASUW ought to work with stakeholders in student living to ensure that members of the LGBTQIA+ community are placed in suitable living conditions with roommates who are accepting and welcoming of their identity. Currently, the Residence Hall housing contracts have a question which asks about a student's sexual orientation and their preferences for living with another member of the LGBTQIA+ community and also asks individuals who do not identify as a member of the LGBTQIA+ community if they are comfortable with living with a member of the community. These questions on both ends provide comfort and safety in living conditions. These application questions are not currently included in the housing contracts for on-campus apartments, and should be included in those applications.
  - b. To start advocating for these changes on the residence applications, ASUW needs to organize meetings with relevant stakeholders to evaluate the changes to be made to the applications for the housing contracts in 2023-2024.
  - c. Collaboration for this project could include:
    - i. Queer Community Coalition (QCC)
    - ii. Multicultural Affairs
    - iii. Residence Housing Association (RHA)
    - iv. Residence Life and Dining Services (RLDS)
- 8. Support The School of Culture, Gender, and Social Justice**
- a. Given attempts by some members of the Wyoming State Legislature during the Budget Session in 2022 to defund some programs and courses offered by the University of Wyoming's School of Culture, Gender, and Social Justice, it is crucial that ASUW supports the programs and academic independence of programs on campus.
  - b. To show ASUW's support for the School of Culture, Gender, and Social Justice, the senate ought to write and subsequently pass a resolution which affirms ASUW's support for the school and academic autonomy at the University of Wyoming. Additionally, ASUW should continually work to advocate on behalf of and alongside staff, faculty, and



students from the School of Culture, Gender, and Social Justice to UW Administration and/or the Wyoming State Legislature when necessary.

- c. Collaboration for this project could include:
  - i. The School of Culture, Gender, and Social Justice
  - ii. Multicultural Affairs
  - iii. Office of Diversity, Equity, and Inclusion (ODEI)
  - iv. Black Studies Center

**9. Collaborate with Disability Support Services (DSS) to increase ASUW accessibility and accessibility across campus.**

- a. Work to implement Tactic 2.4.4 of the 2022-2027 ASUW Strategic Plan which reads: “Ensure Americans with Disabilities Act compliance within the ASUW website. Run regular reports and quickly address issues as they arise. Ensure CMS-trained employees are comfortable with making their pages ADA-compliant. Beyond this, further create an inclusive ASUW by adding closed captioning options to all ASUW videos, including orientation and training content. Also work to require ASUW-funded events, such as Homecoming, to be fully accessible and have disability accommodation provided to those in need by default, instead of using an opt-in system. Project Managers: ASUW Office Associate, ASUW Director of Diversity and Inclusion, ASUW Student Organization Funding Board.”
- b. ASUW on a regular basis should evaluate its compliance with the American with Disabilities Act by working with experts to evaluate the physical accessibility of the ASUW Business Office and events as well as the accessibility of the ASUW website and student hub among other online sources.
- c. To start this project to evaluate the accessibility of ASUW, experts in Disability Students Services (DSS) should be contacted.
- d. ASUW should also work to include an interpreter at events both held in person and remotely to ensure accessibility and inclusion as well as work to add closed captioning to any and all online content.
- e. Collaboration for these projects could include:
  - i. Disability Students Services (DSS)
  - ii. UW Website Accessibility Team

**10. Collaborate with other campus stakeholders for DEI and LGBTQIA+ education efforts and trainings across campus**

- a. ASUW should collaborate with groups to create and share DEI and LGBTQIA+ education efforts and training across campus. Currently, many groups on campus are working to develop and deliver these trainings, but ASUW should try and collaborate with these groups for efficiency and shared messaging across campus.
- b. To start this initiative, ASUW and ASUW’s Director of Diversity and Inclusion should collaborate with Multicultural Affairs’s Student Circles, UMC, CPH, and IFC to host listening sessions across campus to generate ideas for how to best educate and train employees and professionals across campus.
- c. Collaboration for this project could include:
  - i. Queer Community Coalition (QCC)

- ii. United Multicultural Council (UMC)
- iii. Multicultural Affairs
- iv. College Panhellenic (CPH)
- v. Interfraternity Council (IFC)
- vi. Residence Hall Association (RHA)
- vii. Residence Life and Dining Services (RLDS)

**11. Work to create a centralized name-changing process across campus**

- a. Currently, there are several names change processes on campus both legal and non-legal routes (listed below). LGBTQIA+ UW students, specifically trans and non-binary students have commented on their frustration with the number of different processes and specifically the HR system that will override other systems which can lead to deadnaming and outing of students.
- b. Non-Legal Route (Preferred Name Change)
  - i. Office of Registrar (UW email, can generate a new username, WyoCourses, WyoRecords (registration, grades, etc.)
  - ii. Students fill out the Name Change Request Form and turn it into the Office of Registrar
- c. Information Technology (WyoCourses)
  - i. Works with the Office of Registrar student name change form
  - ii. Students email wyocourses@uwyo.edu with what their name currently is, as well as what they want their displayed name to read. It will generate a work order with IT to make name changes on WyoCourses.
- d. Human Resources (preferred name change system)
  - i. In HCM, there is a place to put preferred name into the system.
  - ii. Can override other name change University of Wyoming systems
  - iii. It's on the student to go back and re-change their name in other systems that was affected by becoming a student employee in the HR system.
- e. Legal Route
  - i. ASUW & Civil Legal Services Law Clinic
  - ii. Students who would like to use this service must contact the Civil Legal Services Clinic. The process is to have them email the clinic. From there, a student will do a short intake form before being sent an official application. Students do not have to be Wyoming residents; they just must meet the income eligibility and are a student at the University of Wyoming.
- f. ID Office (WyoOne ID)
  - i. Once a student's legal name change has been processed through the Registrar's system, it automatically updates through the university, including in the ID creation program. Meaning their name should be correct. Students can bring in their old card with the incorrect name to the office, and can be exchanged free of charge.
- g. Recommendations to better the name-changing process:
  - i. Create a centralized name change application system, that provides all information about name change process and only has UW students go through this process once.
  - ii. Work to better the HR name changing process.

- h. In addition to advocating for changes in the process in which students change their names in UW systems to a more centralized and efficient system; ASUW should work with partners to address education across campus regarding “deadnaming”, the use of preferred pronouns, and the challenges which “authorized users” may pose for students on WyoCourses who are not comfortable or safe changing their names or pronouns on campus systems with visibility from their parents or guardians.
- i. Collaboration for this project could include:
  - i. Queer Community Coalition (QCC)
  - ii. Multicultural Affairs
  - iii. Residence Life and Dining Services (RLDS)
  - iv. Among others within UW Administration