

Anti-Caste Statement and Resolution
2022-09-26 SA Vote of Approval

**DEFINITION OF SOUTH ASIAN CASTE SYSTEM AND ANTI-CASTE DISCRIMINATION
LANGUAGE**

A caste system is a class structure that is determined by birth and pre-determines all aspects of one's life and future. The caste-system as practiced in the South Asian nations of India, Pakistan, Bangladesh, Nepal and others have a three-thousand-year history and may determine what kind of work descendants can perform, what opportunities they have for professional and social growth and advancement, etc.

Unfortunately, the Indian caste system has become part of the diaspora and when people of South Asian descent migrate to other nations, they bring their caste-system to places such as the United States, where they discriminate against other south Asians based on caste. This takes the form of harassment, denial of job opportunities and advancement to name a few.

Therefore...

Whereas the caste-based discrimination cuts across religious identities and continues to be pervasive.

Whereas the leading institutes of higher education in the United States have recognized the need to proactively provide safeguards against caste-based discrimination and to include caste as a protected category.

Be it resolved that the University of Michigan join our peer institutions in explicitly recognizing caste as a protected category and provide safeguards to address any form of discrimination based on race, color, caste, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.