

**The University of Michigan
University Senate
Motion #041725-3**

Resolution to continue DEI initiatives that are in alignment with our university values, an extension of the mission of our schools, and legally compliant.

Whereas inclusion, equity, and diversity are three of the six core values adopted by President Ono in his statement on [U-M Workplace Values](#) in January 2023;

Whereas data-driven research has consistently shown that more diverse, equitable and inclusive environments have a positive effect on student learning, scholarly innovation and research excellence;

Whereas university-wide DEI initiatives have had demonstrated impact on increasing access to higher education for low-income and underrepresented students, including an 87% increase in Black student enrollment in the past 5 years;

Whereas a [collective of law professors](#) who study and teach anti-discrimination law, education law, employment law, constitutional law, and civil rights law have concluded that federally funded institutions should not interpret the DEI-related Executive Order—Ending Illegal Discrimination and Restoring Merit-Based Opportunity—and the Department of Education Dear Colleague Letter as requiring the elimination or curtailment of existing DEI initiatives;

Whereas Michigan’s Proposal 2, which bans preferential treatment based on race, ethnicity, gender, or national origin in public education, employment, and contracting, does not prohibit public institutions from seeking diversity, and only prevents them from using race as a factor in admissions or hiring decisions;

Whereas the University of Michigan’s DEI efforts are compliant with local, state, federal, and constitutional laws;

Whereas, despite this legality and the fact that inclusion, equity, and diversity are core values, the university chose to eliminate the Office of Diversity, Equity, and Inclusion, to fire staff (the majority of whom are Black women) dedicated to evaluating, assessing, and implementing our DEI programming and to building more equitable, diverse, and inclusive communities;

Whereas these firings and the closure of ODEI have created a hostile institutional culture that indicates to segments of the staff, faculty and students that they are not welcome at the University of Michigan;

Be it resolved that the faculty Senate urges the University of Michigan executive leadership and board of regents to retain the Office of Diversity, Equity and Inclusion (ODEI), to publicly acknowledge its legality and moral right, to issue a formal statement of affirmation of these values, and to commit to defend them;

Be it further resolved that the University of Michigan executive leadership and board of regents immediately rehire the ODEI and Michigan Medicine employees who were fired into their same positions. If any of these employees no longer wish to hold their position, offer them comparable employment or severance, and ensure that these positions are immediately filled;

Be it further resolved that we, the Faculty Senate, urge the University of Michigan executive leadership and board of regents to apologize to the members of our community whose livelihoods were threatened, professional lives disrupted, and contributions to our institution demeaned and denigrated;

Be it further resolved that the President commit to supporting broad dialogue about important decisions impacting the UM community through transparent means. This includes holding town hall gatherings before enacting change. This also includes the President holding meetings with legacy student groups (Black Student Union, LaCasa, SAFE, NASA, AAUO) at a frequency that meets the needs of these organizations.

Movants:

Stephen Ward, Arthur F Thurnau Professor, Associate Professor of Afroamerican and African Studies, Director Academic Program, Semester in Detroit Program in the Residential College, Associate Professor in the Residential College and Associate Director of Faculty, College of Literature, Science, and the Arts

Kevin Cokley, University Diversity and Social Transformation Professor, Associate Chair, Department of Psychology, Professor of Psychology, College of Literature, Science, and the Arts and Professor of Education, Marsal Family School of Education

John Carson, Associate Professor of History and Director Academic Program, History, College of Literature, Science, and the Arts