

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
FACULTY SENATE

Sense of Senate Resolution (SSR) Number: SSR1221S  
Date of Senate Approval: 4/29/2021

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APC Sense of the Senate Resolution 12:

**IDC 3:**

**Sense of the Senate Resolution to Address Biases against  
AAPI (Asian, Asian American, Pacific Islander) Communities**

**Whereas**, UNC Asheville holds as its core values diversity and inclusion, racial justice, innovation, and sustainability; and

**Whereas**, UNC Asheville unequivocally condemns acts of violence, and equally and importantly the racism, bias, bigotry, misogyny and xenophobia that may have prompted these acts; and

**Whereas**, UNC Asheville seeks to adequately address the challenges that confront AAPI students, staff, and faculty on campus, and strives to provide critical support to AAPI communities who experience macroaggressions at the institutional and systemic levels; and

**Whereas**, Asian employees rated their experiences disproportionately lower than other races in the the 2020 employee engagement survey in such areas as Shared Governance, Teaching Environment, Supervisors/Department Chairs, Senior Leadership, Communication, Professional Development, and Fairness;

**Therefore, Be It Resolved** that the following recommendations are made to address biases against AAPI communities:

- Senior leadership makes a clear statement that AAPI students, staff, and faculty are recognized as part of diversity group, and presents demonstrable evidences as the outcome of such recognition, including, but not limited to, recruitment plan, faculty hire, and staff hire
- The Director of Institutional Equity and Vice Chancellor for Admission be invited to give an annual report on efforts to recruit and retain historically underrepresented populations, including but not limited to AAPI students, faculty, and staff

- The University regularly surveys our students with specific questions for those who identify as AAPI and asks them what they would like to see happening on campus for it to be more inclusive and to address and condemn microaggressions and discrimination
- An event be hosted by the Student Affairs and other affinity groups at the beginning of each semester welcoming AAPI students to campus with invitations to AAPI faculty and staff
- Learning circles on AAPI history and culture be offered for faculty and staff members, potentially with the assistance of CTL.
- Hire a specialist in the Health & Counseling Center who is professionally trained and experienced to form racial healing and support circles that support AAPI communities and their specific concerns
- The university, through the university police department and/or other organizations, offers service to protect the safety of all faculty, students, and staff on campus, such as walking people to their parking lot after dark, free self-defense courses, after-hour shuttle between university buildings and/or parking lots
- Explore the establishment of a standing committee composed of faculty, staff, students, and administration that is dedicated to issues regarding diversity, inclusiveness, and equity