

NSHE Board of Regents Anti-Discrimination Resolution

WHEREAS, the Board of Regents (“Board”) of the Nevada System of Higher Education (NSHE) is vested with the public’s trust in fulfilling NSHE’s core strategic mission and commitment to higher education, research, and public service in Nevada by advancing a systemwide equity platform and elevating inclusivity and accessibility of all persons participating in any NSHE-sponsored activities or events, including the Board’s public meetings; and

WHEREAS, the Board recognizes its resounding responsibility to the NSHE community, the State of Nevada, and its higher education families throughout the nation to denounce any words or actions with discriminatory intent or effect, and such efforts are exemplified by the leadership and representations of its Regents; and

WHEREAS, the Board celebrates its majority-minority student population with five degree-granting institutions federally designated as Hispanic Serving Institutions, three federally designated as Minority Serving Institutions, and one federally designated as an Asian American and Native American Pacific Islander Serving Institution; and

WHEREAS, the Board’s stated and practiced guiding principles confirm there shall be no difference in the treatment of any member of the NSHE community, including students, employees, and members of the Board of Regents because of race (including hair texture and protected hairstyles such as natural hairstyles, afros, bantu knots, curls, braids, locks and twists), ethnicity, color, national origin, religion, age, sex, gender, (including a pregnancy related condition), gender identity or expression, genetic information, sexual orientation, military status or military obligations, or physical or intellectual ability or disability, and there shall be no difference in the treatment of persons who file charges of discrimination or harassment, participate in a discrimination or harassment proceeding, or otherwise oppose discrimination or harassment (Board of Regents’ *Handbook*, Title 4, Chapter 8, Sections 1 and 13); and

WHEREAS, the Board has committed itself to the principles of equity through the establishment of the Board of Regents’ Inclusion, Diversity, Equity and Access (IDEA) Committee which recommends policies to the Board to create, enhance, promote, and support an educational and working environment that fosters cultural and ethnic inclusion, diversity, equity, and access for all students, faculty, and staff (Board of Regents’ *Handbook*, Title 1, Article VI, Section 3.d.); and

WHEREAS, the Board has further established the Chancellor’s IDEA Council comprised of the Chief Diversity Officers from each NSHE institution to encourage, research, communicate, advocate, and recommend goals, policies, practices, strategies, and accountability measures that promote inclusion, diversity, equity, and access among the students, faculty, and staff throughout the System (Board of Regents’ *Handbook*, Title 4, Chapter 8, Section 5); and

WHEREAS, the Board acknowledges, appreciates, and respects the experiences, challenges, and outcomes for historically underserved and marginalized groups, such as people of color; those who experience poverty, homelessness, or foster/kinship care; those who identify as LGBTQ+; those who are differently abled; those who experience immigration challenges; and those who experience neuro-divergent conditions; and

WHEREAS, the Board recognizes that racism, anti-Semitism, Islamophobia, xenophobia, misogyny, and other hateful ideologies based on race, ethnicity, national origin, religion, sex, gender, gender identity or expression, sexual orientation, age, or physical or mental ability; disregard of human dignity and life; derogatory references; and apathy regarding these inequitable experiences and outcomes perpetuate a system within which students, faculty, and staff from these historically underserved and marginalized groups are oppressed and attacked, through explicit racist or discriminatory actions, language, implicit bias, and microaggressions; and

WHEREAS, the NSHE community, the state of Nevada, and our nation's future requires that systemic bias and institutional discrimination be dismantled; and

WHEREAS, the Board's commitment to equity and inclusivity, and disavowal of discrimination, through the use of strengths-based language, training, research, and education will serve as key levers in dismantling systemic bias and discrimination and institutional racism, and increase cultural awareness, sensitivity, and training to ensure all members of the NSHE community are supported to thrive and excel; and

WHEREAS, the Board values its pledge to freedom of expression consistent with the First Amendment for open inquiry, debate, and discourse without interference, including the freedom to "criticize, contest, and condemn views expressed on campus [without] obstruct[ing], disrupt[ing], suppress[ing] or otherwise interfering with the freedom of others to express views they reject," and the Board's contempt for discrimination as set forth in this Resolution is not intended to discourage NSHE's "core function of promoting rational discussion, inquiry, discovery, and the dissemination of knowledge" (Board of Regents' *Handbook*, Title 4, Chapter 1, Section 38); and

WHEREAS, the Board strives to ensure a safe and inclusive campus and System environment for all students, faculty, and staff to learn, live, or work free from harassment on the basis of discrimination; now

THEREFORE BE IT RESOLVED, the Board strongly condemns all discriminatory and racist language, hate speech, references, and actions in all NSHE-sponsored activities and events, including public meetings; and

BE IT FURTHER RESOLVED, the Board and its Regents are dedicated to lifelong learning and teachings related to inclusion, diversity, equity, and access, and believe there is no better platform for these values than systems and institutions of higher education to denounce discrimination and laud inclusivity; and

BE IT FURTHER RESOLVED, students, faculty, and staff of the NSHE are encouraged and empowered to report any discriminatory incidents or actions without fear of retribution or retaliation; and

BE IT FURTHER RESOLVED, the NSHE Board members will uphold these principles and encourage education through anti-racist / anti-bias training for the Board and members of the NSHE community.

This Resolution is agreed to by:

PASSED AND ADOPTED on _____, 2022.

Chair
Board of Regents of the
Nevada System of Higher Education

(SEAL)
Attest:

Interim Chief of Staff to the Board of Regents and
Ex-facto Secretary of the Board of Regents