**TEMPLATE**

The highlighted parts of this document require you to add parts that are specific to your institution if you have questions visit difficult-discussions.com and send us an email.

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**Statute in Support of the Implementation of a Diversity and Inclusion Training for Student Organizations and Student Governance**

**Whereas:** the insert organization name Mission states that insert verbiage that establishes your organization’s commitment to diversity and inclusion (if no such verbiage exists delete this clause);

**Whereas:** insert a non-discrimination clause that you could find in your organization’s policy;

**Whereas:**a key component of our organization’s community consists of people who are from a variety of different backgrounds, experiences, and levels of exposure to different cultures;

**Whereas:** insert names of departments that are in support of this cause are all in agreement for actions that encourage safety and professional development of student organization leaders;

**Whereas:** according to the *Journal of Social Issues,* diversity training is a type of prejudice reduction and social inclusion intervention;

**Whereas:** there is a lack of university policies to ensure student organization leaders are equipped with the necessary tools to be inclusive;

**Whereas:** other leading universities such as University of South Carolina, Yale University, Brown University, Harvard University, Northwestern University, American University, University of Pittsburgh, Marquette University and several others require training on diversity and inclusion;

**Whereas:** this training will help students gain a better understanding of the importance of diversity and how to become better allies to other communities;

**Therefore it be resolved:** this statute will require two officers from each student organization to attend training in Diversity and Inclusion prior to recognition. The training will be valid for a period of one year;

**Therefore it be further resolved:** the training will inform students on the different dimensions of diversity and intersectionality, unconscious/implicit biases, microaggressions, gender expression, and identity;

**Therefore it be further resolved:** the training which will be conducted by insert name of department conducting the training will last for insert the duration of your training (we recommend 1 hour) and will be offered insert the number of times you would like it to be offered (we recommend 3-4 times a semester). If an organization cannot make any of these sessions they will have to find a time to get trained by the same department before the end of the semester;

**Therefore it be further resolved:** the Student Government Executive Branch, Chief Justice and Speaker of the Senate are also required to complete the training if your organization does not have this delete this clause;

**Therefore it be further resolved:** insert the names of the departments working on this project will work in a partnership to implement “insert the name of your organization Student Organization Diversity and Inclusion Training”;

**Therefore it be further resolved:** insert the name of the department that is running the training will be responsible for making the training available and tracking completion. insert the name of the department that is running the training will also be responsible for sharing this completion information with insert the name of the campus department that is in charge of student organizations in a timely manner;

**Therefore it be further resolved:** insert the name of the campus department that is in charge of student organizations will be responsible for informing student organization about the training and enforcing student organizations to complete the training;

**Therefore it be further resolved:** if student organization(s) do not complete the training by the set deadline, insert the name of the campus department that is in charge of student organizations will suspend all activities of the student organization(s) including but not limited to reservations, access to funding and all activities related to being a recognized student organization(s);

**Therefore it be further resolved:** Upon successful completion of the training and re-recognition requirements, student organizations will be fully recognized and active;

**Therefore it be further resolved:** The implementation of the training will follow the predetermined timelines and deadlines established by the insert the name of the campus department that is in charge of student organizations each semester;

**Therefore it be further resolved:** the insert the name of your institution and governing body that you are passing this through supports the implementation of the “insert the name of your organization Student Organization Diversity and Inclusion Training ”requirement for student organizations;

**Therefore it be finally resolved:** That upon passage, this statute be forwarded to insert list of necessary departments;

**Author:**

**Sponsor:**

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