



Senate of the Associated Students of the University of Nevada

90th Session, 2022-2023

AN ACT TO REBRAND DIVERSITY AND INCLUSION THROUGHOUT ASUN

Bill Number: 5

Authored By: Senators Gonzalez & Ngo on behalf of Director Wolfgang and Attorney General Schein

Sponsored By: 2022-2023 Student Government Assembly

Whereas, the current name Diversity and Inclusion is not sufficient to encompass all elements of the struggles that marginalized and underrepresented students face on campus;

Whereas, currently ASUN uses terms such as “Diversity and Inclusion” or “Diversity Equity and Inclusion” to describe their initiatives to serve marginalized and underrepresented students;

Whereas, the acronyms D&I and DEI are not entirely reflective of the future and goals of either the executive department of Diversity and Inclusion or the Senate Standing Committee on Diversity, Equity, and Inclusion;

Whereas, the open acronym IDEA allows for many interpretations, making it actively more inclusive and reflective of the Association’s goal to enhance critical thinking regarding diversity and inclusion;

Whereas, the open acronym IDEA has been supported in research and is cited to be crucial to any department that is attempting to advance their critical thinking of diversity and inclusion¹;

Whereas, the acronym IDEA can encompass terms including but not limited to Identity, Inclusion, Intersectionality, Diversity, Decolonization, Equity, Empathy, Ethnicity, Accessibility, Advocacy, Allyship, etc.;

¹ Tan, T. Q. (2019). Principles of Inclusion, Diversity, Access, and Equity. *Journal of Infectious Diseases*, 220, S30-S32. [jiz198]. <https://doi.org/10.1093/infdis/jiz198>

Be it enacted, the addendum attached to this legislation.

Be it further enacted, the wording throughout the Statutes of the Associated Students and the Senate Rules shall change any instances of “Diversity and Inclusion” or “Diversity, Equity, and Inclusion” to “IDEA.” This particularly applies to the Senate Rules and Chapter 507 of the Statutes of the Associated Students;

Adopted in Senate on June 22nd, 2022

Attest:

Andrew Thompson, Speaker of the Senate

Dionne Stanfill, President of the Associated Students

I certify that this Act originated in the Senate.

Wyatt Layland, Senate Secretary

ADDENDUM A

Chapter 206: Department of **IDEA Diversity and Inclusion**

Section 01: Establishment

There is hereby established a Department of (**IDEA**) **Diversity and Inclusion**, to be commonly known as ASUN **IDEA Diversity and Inclusion**, as an executive department of the Association. **The acronym IDEA includes but is not limited to Identity, Inclusion, Intersectionality, Diversity, Decolonization, Equity, Empathy, Ethnicity, Accessibility, Advocacy, Allyship, etc.**

Section 02: Mission

The primary mission of the Department is to:

- a) Create and maintain spaces for students, faculty, administration, and staff members to safely discuss and learn about diverse and under-represented populations
- b) Plan and program various events, initiatives and activities both on and off campus that divulge student learning on unique, diverse topics ranging from, but not limited to: race, culture, LGBTQIA+, internationalism, socioeconomic status, disabilities, and religion.
- c) To track University, local, state, and federal policy to ensure that under-represented students are represented fairly.
- d) Encourage activism of under-represented groups on campus to create a more accepting and positive campus culture for people of all backgrounds.
- e) Other matters properly relating thereto

Section 03: Structure

The Department of ASUN **IDEA Diversity and Inclusion** shall consist of a Director, one Assistant Director, and two (2) **IDEA Diversity and Inclusion** Commissioners.

Section 04: Director

- a) **IN GENERAL:**

There shall be a Director of **IDEA Diversity and Inclusion**, appointed by the president, with consent of the senate.

b) HEAD OF DEPARTMENT:

The Director is the head of the department and shall have direction and authority over it.

c) DUTIES:

- 1) The Director shall chair and oversee the Department of **IDEA Diversity and Inclusion**.
- 2) The Director shall chair and oversee the Diversity Advisory Board, composed of representatives both on and on campus that represent diverse segments of the community.
- 3) The Director shall develop relationships with and meet regularly with leaders ranging from, but not limited to multicultural, religious, and social justice related student organizations.
- 4) The Director shall provide advice and recommendations to ASUN officers to create a more inclusive environment within the Association.
- 5) The Director may delegate any of the Director's functions to any other officer, employee, or organizational unit of the Department.
- 6) The Director shall serve as an ex-officio, non-voting member of the Senate Committee on **IDEA Diversity, Equity, and Inclusion**, and may designate a different officer of the department to attend and serve in that capacity in their absence.
- 7) The Director shall present a new appointment to the Senate within the following two weeks of said committee or Senate meeting. If an executive appointment is reported unfavorably by the Senate committee on Oversight, if an appointee is not passed by the Senate, or if Director is unable to find a qualified candidate within two weeks, the Director must present to the Committee on Oversight and explain the circumstances.
- 8) The Director shall meet at least once per semester with the University's Chief Diversity Officer.
- 9) The Director shall appoint members of the Department to serve as liaison to the Center for Cultural Diversity, Disability Resource Center, Veterans Services, Office of International Students and Scholars, USAC, McNair Scholars, Dean's Future Scholars, Gear Up, and TRiO Scholars, and First in the Pack.
- 10) Oversee the planning and coordination of said events.

- 11) Serve on university committees relating to campus diversity and inclusion.
- 12) Convey to the Senate of the Associated Students information and data related to the status of minority student enrollment and participation in campus activities.
- 13) To have a report read or spoken into record at minimum every other Senate meeting.
- 14) Responsible to attend all ASUN retreats, and trainings as decided by the President and the Chief of Internal Affairs.

Section 05: Assistant Director

a) IN GENERAL:

There shall be an Assistant Director of **IDEA Diversity and Inclusion**, nominated by the Director, with the consent of the Senate

DUTIES:

The Assistant Director Shall:

- 1) Help coordinate and oversee the logistics, programming, research, and policy analysis of the Department.
- 2) Run department meetings in the absence of or at the request of the Director.
- 3) In the case of the vacancy in the Office of the Director of the Department of **Diversity and Inclusion**, the Assistant Director shall act as Director until the appointment of a new Director.
- 4) Assist members of the Department in the planning and implementation of all Department events and initiatives.
- 5) Plan, organize, and execute the curriculum of the **IDEA Diversity and Inclusion** Internship program to include:
 - i) Producing the education components to include sentiments such as: multicultural awareness, student activism, event planning, policy analysis, data analysis, time management, and leadership skills.
 - ii) Presentations or guest speakers that increase the learning mission of the program.
 - iii) Coordinating a system where interns will report to the officer in the Department of **IDEA Diversity and Inclusion** that the Assistant Director deems appropriate.
- 6) Will serve as oversight and liaison to **IDEA Diversity and Inclusion** Interns

- 7) Review candidates for the IDEA Diversity and Inclusion Internship for eligibility with the assistance of the administrative faculty of the Center for Student Engagement.
- 8) Responsible to attend all ASUN retreats, and trainings as decided by the Director of IDEA Diversity and Inclusion and the Chief of Internal Affairs.

Section 06: Commissioners

a) IN GENERAL:

There shall be three IDEA Diversity and Inclusion Commissioners, nominated by the Director, with the consent of the Senate

- 1) There shall be a Commissioner of Social Justice and Policy
 - i) There shall be a Commissioner of Social Justice and Policy, nominated by the Director, with the consent of the Senate.
 - ii) The Commissioner of Social Justice and Policy shall track University, local, state, and national policy that affect students, as well as research diverse and inclusive initiatives happening at other institutions. The Commissioner of Social Justice and Policy shall research and analyze policy and provide data for the Director to present to the Senate.
- 2) There shall be a Commissioner of Projects and Events
 - i) There shall be a Commissioner of Projects and Events, nominated by the Director, with consent from the Senate.
 - ii) The Commissioner of Projects and Events shall coordinate and organize any events, initiatives, and efforts to educate students, faculty, and staff on diverse topics, and to empower under-represented students.
- 3) There shall be a Commissioner of Marketing and Outreach
 - i) There shall be a Commissioner of Marketing and Outreach, nominated by the Director, with the consent of the Senate.
 - ii) The Commissioner of Marketing and Outreach shall plan, and coordinate events directed at gauging opinions and student interests ranging from, but not limited to: race, culture, LGBTQIA+, internationalism, socioeconomic status, disabilities, and religion, as appointed by the Director.

- iii) The Commissioner of Marketing and Outreach shall aid the Commissioner of Projects and Events in the promotion of campaigns and events as well as serve as a liaison between the department and InkBlot.
- 4) Responsible to attend all ASUN retreats, and trainings as decided by the Director of **IDEA Diversity and Inclusion** and the Chief of Internal Affairs.

b) ADDITIONAL DUTIES:

- 1) Commissioners shall act as liaisons between students that identify in diverse groups ranging from, but not limited to: race, culture, LGBTQIA+, internationalism, socioeconomic status, disabilities, and religion, as appointed by the Director.
- 2) Commissioners shall be responsible for highlighting and addressing issues to their specific breaches and plan their own events catering to their designated groups of people.
- 3) Commissioners shall be required to attend scheduled Department of **IDEA Diversity and Inclusion** meetings unless the presiding officer grants an excused absence prior to the meeting convening.
- 4) Commissioners shall mentor and educate **IDEA Diversity and Inclusion** Intern(s) that the Officers may be assigned to.

Section 07: Authorization of Appropriations

There is hereby authorized to be appropriated such sums as may be necessary for the support of the Department.