



RESOLUTION NO. 2020-01

**A RESOLUTION OF THE BOARD OF TRUSTEES OF
WESTERN WASHINGTON UNIVERSITY
AFFIRMING THAT BLACK LIVES MATTER**

WHEREAS, the Board of Trustees is responsible for ensuring that Western Washington University provides access to transformational higher education for the people of the State of Washington, pursues justice and equity in its policies and practices, and supports the dignity of all students, faculty, and staff; and

WHEREAS, over the past several weeks we have again been reminded that police brutality and disregard for the lives of Black people is not only tolerated, but historically and intentionally interwoven in the social fabric of the United States; and

WHEREAS, the violent deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and countless others who have come before them are connected to centuries-long systemic inequities for Black people in the criminal justice system, healthcare, housing, employment, and education; and

WHEREAS, the Board of Trustees recognizes that our Black students, faculty, staff and their loved ones experience the daily realities of these inequities, and that the trauma of these recent acts of racial violence has been compounded by the disproportionate impacts of COVID-19 on the Black community; and

WHEREAS, the Board of Trustees stands in solidarity with the Black community, and wants our Black students, faculty, and staff to know that we see you, we hear you, and we care deeply about your future; and

WHEREAS, the Board of Trustees maintains that affirming “Black Lives Matter” does not in any way diminish the value of other lives, but simply proposes the long overdue elevation of Black people’s lives to equal consideration with the lives of others; and

WHEREAS, the Board of Trustees supports the University Administration in its recent messages and actions to advance equity and inclusive success for Black students; and

WHEREAS, the Board of Trustees holds the University Administration accountable for making measurable progress on its stated strategic plan goals of increasing first-year retention and graduation rates for students of color and Pell Grant eligible students, increasing the overall percentage of students of color at Western to 30-35% and of faculty of color to 18-23% by 2025, and for increasing the representation of people of color among administrative and academic leadership;

NOW, THEREFORE BE IT RESOLVED that the Board of Trustees of Western Washington University affirms that Black Lives Matter, and that identifying and addressing the root causes of racial inequities in Western Washington University’s policies, procedures, and outcomes for our Black students, faculty, and staff is inseparable from the fulfillment of the institution’s mission and strategic plan, and to living up to its stated values and ideals.

PASSED AND APPROVED by the Board of Trustees of Western Washington University at its regular meeting on June 12, 2020.

ATTEST:

A handwritten signature in black ink that reads "Earl W. Overstreet II".

Earl W. Overstreet II, Chair

A handwritten signature in black ink that reads "John M. Meyer".

John M. Meyer, Secretary