



Resolution of Commitment to Anti-Racist Practices and Policies for Midland University

WHEREAS, Midland University is a liberal arts college affiliated with the Evangelical Lutheran Church in America (the ELCA); and,

WHEREAS, the ELCA has called upon all of us to “confess the sin of racism, condemn the ideology of white supremacy, and strive for racial justice and peace....”; and,

WHEREAS, we believe racism to be antithetical and repugnant to our Core Institutional Values of Faith, Quality, Respect, Stewardship and Learning; and,

WHEREAS, we as the Board of Directors for Midland University stand firmly against all acts of individual and systemic racism; and,

WHEREAS, we are committed to openly and truthfully talk, challenge and confront racism; and,

WHEREAS, there is a long history of racism, discrimination and segregation within our country, which has adversely impacted economic outcomes for many racial groups, specifically black citizens; and,

WHEREAS, American history’s lasting detrimental impact on the educational outcomes of black students and others through curriculum, codes of conduct and climate is apparent; and,

WHEREAS, we seek to end injustices, inequity and violence and unequivocally declare that Black Lives Matter and that an injustice to one is an injustice to all; and,

WHEREAS, we believe that institutions of faith and higher education do play a vital role in dismantling systems that have marginalized students, staff and families of color; and,

WHEREAS, we believe that educators are change agents for student development and need the necessary resources and talent to facilitate discussions of race and racism, to help students understand the fullness of American history and our collective humanity as a democratic republic; and,

WHEREAS, the Board acknowledges that our students, as a diverse body of people, represent and identify with a broad range of ethnicities, socioeconomic groups, and diverse experiences; and,

WHEREAS, the Board will ensure appropriate actions are taken and holistic policies are in place recognizing all students who are entrusted in our care; and,

WHEREAS, as a Board and as an institution we value each and every student, family and staff member and are committed to civil rights and creating an equitable and antiracist system that honors and elevates all.



NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of Midland University that we believe all students, faculty and staff should enjoy a welcoming, open and safe environment at our campus/location and in the cities, which are our partners; that equity and access to the full Midland experience is every student's right; that diversity, equity and inclusion are part of our strength; and that building strong relationships increases trust and positively impacts learning. To those ends, the Board directs Midland University leadership as follows:

1. To create opportunities to openly and truthfully talk, challenge and confront racism and inequities.
2. To engage with the university community to create a University "Anti-Racism Statement" for Board adoption in order to acknowledge and address the effects of racism and inequities on those marginalized students, faculty and staff.
3. To join and support the ELCA's "Anti-Racism Pledge" calling upon all of us to "study, prayer and action" in support of the anti-racist movement.
4. To identify policy updates and/or recommend additional policies to end inequity and injustices within our University.
5. To explore integrating content and resources that are racially and culturally relevant, into the University's course of offerings.
6. To commit to partnerships with families and communities to help students achieve their full potential and succeed.
7. To engage community leaders and stakeholders to address policies or practices that are inequitable or unjust within the communities where our students learn, live and contribute.
8. To implement bias awareness, self-awareness and antiracist training across the University.
9. To ensure that all reports of discriminatory language, attitudes, behaviors, and action are responded to following our Code of Conduct and Policies, and we commit to educating students and staff, through restorative practices, on the impact of their actions and seeing to their full understanding of the harm they have committed.

BE IT FURTHER RESOLVED, that, the Board commits to its own work as individuals and our collective work governing the University, to become equitable and antiracist in behaviors, actions, and policies. We are committed to participatory actions in changing the system and will integrate this resolution in the annual review of the Board of Directors and University leadership.