University of Wisconsin-Milwaukee  
School of Information Studies  

Diversity & Equity Committee  

Monday, February 6, 2017, 9:00am  
NWQ-B, Room 2450  

Draft Minutes  

Present: M. Zimmer, R. Babu, N. Kozak  
M. D. Hassan (PhD rep), S. M. Vue (MLIS rep)  
L. Henderson (ex-officio)  

Absent: T. McGhee, M. Haigh (ombudsperson)  

1. Meeting called to order at 9:04am  

2. M. Zimmer elected as new chair (MZ, NK; 4-0)  

3. Minutes from December 12, 2016 meeting approved with minor edits (NK, SV; 3-0-1)  

4. Discussion of ALISE Statement Regarding Recent Presidential Executive Order  
   a. Motion to endorse ALISE statement and send to Faculty for full School endorsement with short preamble (MZ, NK; 5-0)  

5. Discussion of Faculty Senate's sanctuary campus resolution (to be sent to Faculty for informational purposes)  

6. Other business  
   a. Discussion of importance of Title IX training  
   b. Brainstormed ideas for holding School-wide discussions on diversity and equity
University of Wisconsin-Milwaukee
Faculty Senate: December 15, 2016
Sanctuary Campus Resolution

WHEREAS extraordinary potential threats to existing safeguards on academic freedom, campus inclusivity, and student, faculty and staff wellbeing now exist at the state and federal level; and
WHEREAS the process of education best takes place in an environment of maximum trust, freedom, and security; and
WHEREAS, under the Wisconsin Idea, the public university is mandated to foster intellectual creativity and serve any and all people in the state; and
WHEREAS UWM aspires to become a Hispanic Serving Institution, hence broadening our service to the Latinx population of Wisconsin; and
WHEREAS A Department of Homeland Security (DHS) memo issued on October 24, 2011, indicates that U.S. Immigration and Customs Enforcement (ICE) officers are subject to certain restrictions upon entering college and school campuses and should avoid targeting students for immigration enforcement, except under extraordinary circumstances. This memo is available at the following link:
https://www.ice.gov/doclib/ero-outreach/pdf/10029.2-policy.pdf; and
WHEREAS, the term “Sanctuary Campus” bears tremendous symbolic, rather than particular legal guidance, and therefore sends an important message to the UWM community regarding collective wellbeing and support;

BE IT RESOLVED THAT the Faculty Senate of the University of Wisconsin, Milwaukee directs the Chancellor to support our campus by adopting the following Sanctuary Campus provisions:

➔ REAFFIRM UWM’s commitment to diversity and inclusiveness by proclaiming, highlighting and strengthening our campus policy to protect those who have been and may be targeted by hate speech, bullying, and harassment specifically based on race, gender, gender expression, sexual orientation, national origin, religion and/or immigration/citizenship status; and

➔ CREATE a campus policy in consultation with the UWM Police Department to do everything possible to support our immigrant and international students including: to decline to assist federal ICE authorities in deportations or immigration raids; and to assure the entire UWM community that UWM Police will not engage in helping the federal government with deportations or with inquiries regarding the immigration status of students; except in the case a legal warrant is presented; and

➔ TAKE A STAND, now and in the future, against any federal registry of Muslim Americans or other targeted groups; and

➔ MAKE legal clinics and “know your rights” trainings available for, particularly but not exclusively undocumented and international individuals; and
ASSIGN an administrative resource center with the responsibility for counseling undocumented and Deferred Action for Childhood Arrival (DACA) students on their education status on a strictly confidential basis, potentially with financial support from UW-Milwaukee student segregated fees; and

SECURE resources for students whose legal status may change and/or who may be unable to travel to campus to finish their educational programs. These resources may include: access to online courses, additional tuition remissions, or other provision, as necessary (see the federal Education Department Resource Guide for Undocumented Students); and

PROVIDE specific training for staff, faculty, and counselors on the needs of undocumented, DACA beneficiary, and marginalized students; and

PROTECT the privacy of all university records unless a legal process is in place and compels otherwise.

ENSURE that the UWM Police Department and UWM faculty and staff are aware of student privacy policy, including FERPA and USCIS policy.

PROTECT student information under FERPA and abide by current USCIS policy not to share information about a DACA applicant and their family with ICE, unless there are serious criminal, fraud, or national security issues per the 2011 USCIS memo, or unless under subpoena.

PREVENT law enforcement agencies from conducting raids on campus without a warrant, and decline to take on the responsibility of enforcing immigration law.