

Connecticut State University System

Board of Trustees

BR# 95-67



RESOLUTION

concerning

POLICY ON AFFIRMATIVE ACTION

October 6, 1995

- WHEREAS, The Board of Trustees for the Connecticut State University System views affirmative action in employment and enrollment as an important set of strategies for the attainment of diversity, an essential component of excellence and quality education, and
- WHEREAS, Affirmative action is an effective tool in continuing the proud tradition of meeting the needs of the citizens of the state regardless of economic and social circumstances, and
- WHEREAS, Demographic shifts will continue to result in greater diversity among the very segment of our state which comprises the Connecticut State University System's natural constituency -- that of first-generation college students, and
- WHEREAS, The ability to interact and communicate with people from a variety of social and cultural backgrounds, an ability that is fostered by affirmative action, is increasingly a necessary skill for success in what is rapidly becoming a "global village," and
- WHEREAS, Affirmative action assists universities in their relevancy to business and industry which has discovered that a workforce that "looks like the world" serves best the needs of that business, and
- WHEREAS, The fundamental principle that much of student development occurs outside of class through the interaction of students with other students and that the more diverse that interaction is, the greater is the potential for growth, and
- WHEREAS, There is ample evidence of affirmative action successes where people who would otherwise be excluded from certain opportunity make the most of it for the ultimate benefit of greater productivity and contribution to the whole, and
- WHEREAS, The fuller participation of all who can benefit from education-- including those whose participation is facilitated by purposeful affirmative action -- is a widely accepted American value, and

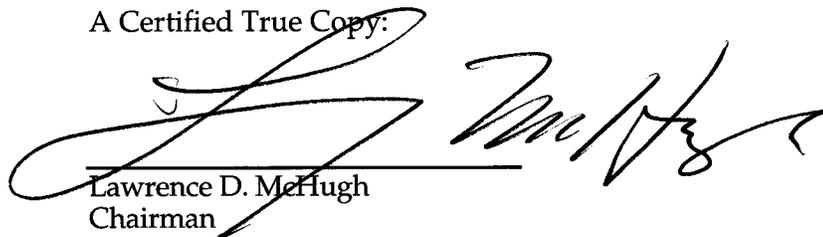
WHEREAS, Affirmative action is a valuable management tool that focuses on measurable outcomes rather than rhetoric and the notion that the goal of equal opportunity can be achieved by simply doing nothing, and

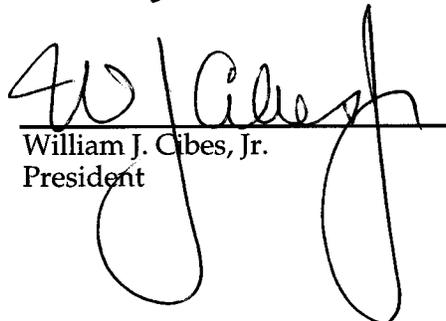
WHEREAS, No student or employee has been denied his or her rightful place in the Connecticut State University System because of the affirmative action that the system practices, therefore be it

RESOLVED, That the Board of Trustees for the Connecticut State University System reaffirms its support of, and commitment to, affirmative action as a valuable tool to promote diversity and full participation that goes beyond the obvious need to merely comply with state and federal law, and be it further

RESOLVED, That the Board of Trustees considers affirmative action to be a necessary strategy that goes to the very heart of the universalizing properties of a true university education.

A Certified True Copy:


Lawrence D. McHugh
Chairman


William J. Cibes, Jr.
President