

Resolution Regarding DEI Training Pause

Whereas the decision by James Madison University (JMU) to pause the student-employee training in diversity, equity, and inclusion (DEI) in response to public media criticism had a chilling and demoralizing effect on the campus community, undermined the university's commitment to DEI work, and failed to support JMU employees who adhere to the university's anti-racist and anti-discrimination agenda;

Whereas faculty and staff who advance DEI work across campus fear for their jobs and safety if public criticism is directed towards DEI initiatives in the future;

Whereas the administrative response to detractors has serious implications for faculty and staff hiring and retention and is not indicative of a national university with R2 status;

Be it therefore resolved that the administration develop support mechanisms for faculty, staff, and students for how to respond to online and other forms of external harassment and fully defend campus constituents to uphold academic freedom; and

Be it therefore resolved that the administration articulate clear policies specifying how the university should respond when aspects of the fundamental mission of the university are challenged by opposing forces.