

## **UMass Community Action Plan**

### **A Proposed Implementation of the Diversity Commission's Recommendations**

#### **Preamble**

The Commission on Campus Diversity presented its report "Diversity and Inclusion at UMass Amherst: A Blueprint for Change" to Chancellor Lombardi on March 1, 2005. This was to be followed by a proposal by Chancellor Lombardi as to how to implement the report. The Chancellor explicitly and publicly said that he would implement the Commission's recommendations within budgetary constraints. In addition, he promised that the entire process would be transparent and that the records of the Commission's meetings and text of its discussion would be released publicly. Yet, on March 12, 2005 the Chancellor issued a proposed "action plan" that consisted of a patchwork of agendas, few of which were concerned with diversity. His proposal is inconsistent with the letter and spirit of the Commission's recommendations, and rejects the Commission's main recommendation, as well as all of its recommendations concerned with student affairs. To date, the transcripts of the Commission's meetings have not been released.

After the release of the Diversity Commissions' report, the task of pushing forward the diversity agenda has fallen – as usual – to students and other concerned community members.

This alternative proposal was drafted by the two student members of the Commission on Campus Diversity, and drawing on the suggestions and feedback offered by many different members of the campus community. It has subsequently been revised in response to input from many sources. In addition, this proposal draws on the historical diversity demands found in the Living Document (1997) and on the values found in the university's mission statement. A central understanding that drives this proposal is the understanding that racism, classism, heterosexism, and gender discrimination are interlocking forms of oppression and many suffer marginalization from multiple positions. Thus, any effort to address one of these oppressions must address them all.

We realize that to support all forms of diversity at UMass will require more than the "review, modification, and adjustment" of the University's "programs and approach to supporting minority students on our campus." In addition, we recognize that it will require an analysis of the forces that have led to increased racial tensions and feelings of disenfranchisement on campus. Such an analysis cannot be addressed by a single document or a single commission. Rather, it requires the sustained engagement of the campus community. The Commission on Campus Diversity was one piece of this effort. This report suggests improvements to the campus that will facilitate this ongoing engagement, by improving the campus climate, revitalizing existing structures that support diversity, and creating new structures. We believe that the Academic Affairs recommendations of the Chancellor's proposed action plan are positive and support them in the proposals of the UMass Community Action Plan wherever possible.

We also recognize – as did the Diversity Commission -- that these proposals are not

cheap to implement, but the University can no longer make any excuses for its failure to address these issues in decades past. UMass has spent many, many millions on dysfunctional information technology systems, such as Peoplesoft and UMass Online, without concern for cost. We feel honoring the University's core mission to ensure accessible higher education to the people of the Commonwealth, regardless of their background, is worth the same commitment. Fortunately, implementing this proposal will cost a fraction of its investment in information technology.

In formulating our proposals, we have done our best to respect the voices of those who use the cultural centers, support services and agencies that promote diversity, social justice and the University's mission, as well as the staff of these offices, who have done a commendable job, despite dwindling resources in recent years. We are not experts but are honest, have no hidden agendas, and are dedicated to social justice and public education.

Guidelines:

The guidelines for our proposal are the following:

1. It is a proposal to promote the closely related values of diversity, social justice, and the University's mission of providing a high-quality education to all citizens of the Commonwealth. As such, it is written in the spirit of the Diversity Commission's emphasis on diversity and inclusion.
2. It is based on the recommendations of the Commission on Campus Diversity.
3. The funds necessary for implementing the proposal will not be generated in a way that is likely to promote division in the campus community and generate hostility towards diversity initiatives. Accordingly, it does not propose a tax on general operations.
4. The proposal is presented in the spirit of respect for all sections of the campus community.
5. The proposal incorporates the parts of the chancellor's proposal that we believe will improve diversity.

Eduardo E. Bustamante  
Student Government Association  
President

Uri Strauss  
Graduate Student Senate  
President

## **I. Actions**

We consider the Commission on Campus Diversity's recommendations to be extremely strong. However, many of their proposals must be extended to address forms of oppression that are not ethnically based. In this section, we propose that the University implement all 27 recommendations of the Diversity Commission. By contrast, Chancellor Lombardi's proposal only addresses 13 of the Commission's recommendations. This document will identify problems addressed by the Commission, note the Commission's recommendations and make proposals based on those recommendations.

Among the concerns raised by administrators is the need for reforming the structures, policies and practices of the Student Government Association. While we agree that Student Government is in need of reform, we believe that this discussion is outside the scope of a Diversity Commission discussion. Further, we believe that it is not the place of senior administrators to dictate the terms of that reform.

### **1. Campus Climate:**

The first problem identified by the Diversity Commission was campus climate. Acknowledging the importance of diversity to an academic environment as a core goal for UMass is long overdue. While the Chancellor may (periodically) mention diversity as one of UMass' values, we propose that diversity – in all its forms – become a central philosophical and pedagogical tenet of UMass education and community life. The Commission's recommendations seem to concur with our feelings: The following are the Commission's recommendations regarding climate and our proposals for implementation:

*Commission's recommendation 1a: "first and foremost, senior administrators, deans and leaders at all levels must possess a particular leadership style that sends a clear message that the concepts of diversity and inclusion are core values for the entire campus community. Administrators at all levels must be respectful of and responsive to the diverse populations on the Amherst campus. Student voices must be valued and the integrity of student government and its agencies respected as the campus pursues diversity and inclusion goals."*

*Commission recommendation 1b: "The Commission believes that the University Police Department should report to the Vice Chancellor for Administration and Finance."*

Proposal 1a: The campus will propose a change to the University's mission statement. The University's new mission statement should note a commitment to anti-racism, anti-oppression, multi-cultural, equal opportunity, and social justice.

Proposal 1b: The University will enact a policy that defines diversity in its broadest sense, including issues of race, ethnicity, class, sexuality, gender, ability, and religion.

Proposal 1c: The University will enact a policy that states that support for diversity, social justice and the University's mission are core criteria in selecting among candidates for administrative positions.

Proposal 1d: The University will produce a written document stating that it will allow the Student Government Association and the Graduate Student Senate to allocate their budgets as they see fit (including on student controlled agencies), as long as the allocations are legal and not in violation of Board of Trustees policy or student government policy.

Proposal 1e: The administrative chain of command will be changed, so that the University Police will report to the Vice Chancellor for Administration and Finance.

Proposal 1f: To ensure the protection of the checks and balances in the UMass governance process as stipulated in the Wellman Document, and to ensure that the University honor the promises it makes, the Board of Trustees should restore the right of students/faculty to use trust fund resources to sue the school as safety valve to ensure university compliance and to protect their political power.

## **2. Coordination of Diversity Matters:**

An additional problem identified by the Commission was the lack of Coordination between Diversity efforts. The following are the Commission's recommendations and our proposal. In addition to a change in the stated mission of the University, we wish to establish the infrastructure to reflect that. We have to assure that UMass adhere to its mission even in times when students are not present to pressure the administration. The Commission on Campus Diversity recommended an office similar to the one we propose here:

*Commission recommendation 2a: "The Commission recommends that a senior level administrator be appointed to oversee and coordinate the implementation of initiatives relating to diversity and inclusion on the Amherst campus."*

Proposal 2a: The University will create an Office of Diversity, Social Justice and University Mission, and create the position of Associate Chancellor for Diversity, Social Justice and University Mission to be in charge of this office. The Associate Chancellor's responsibilities will include reviewing and coordinating diversity, social justice and university mission activities on campus; collaborating with the Provost and Vice Chancellor for Student Affairs to develop appropriate programs and plans, including incentive and reward systems for individuals and units who initiate special efforts to advance these values; collaborating with appropriate administrators to ensure funding for initiatives such as "pipeline" programs that reach out to high schools and community colleges with the goal of increasing the enrollment of undergraduate students of color on campus, particularly those from lower-income backgrounds; advocating for diversity, social justice and the university mission campus-wide; and making an annual report to the Chancellor and the campus on progress towards achieving these goals. The

appointment of this Associate Chancellor should not substitute for the expectation that all other individuals on campus practice and promote these values; rather, it should enforce this expectation. The campus will commit to a minimal annual budget of \$2 million to support the Office's operations and the Associate Chancellor's salary, and set additional and significant moneys aside for incentive/rewards programs. This office should be operational and staffed by September, 2005.

Proposal 2b: The University will establish an advisory council for the Associate Chancellor for Diversity, Social Justice and University Mission. The council will consist of three undergraduate students appointed by the SGA; two graduate students appointed by the GSS; three faculty members appointed by the Faculty Senate; three administrators appointed by the chancellor; two representatives from the town of Amherst, appointed by Amherst Town Meeting; one representative from each of the Campus' unions; and the Directors of the various diversity agencies on campus. This body will have the power to investigate charges, compel administrative testimony, have access to university documents, meet regularly and have oversight responsibilities for the Vice Chancellor for Diversity, Social Justice and University Mission. The University will constitute this committee by June 1, 2005. This council will form a personnel committee to review applications, conduct interviews and make recommendations for the position of Associate Chancellor for Diversity, Social Justice and University Mission.

Proposal 2c: The Associate Chancellor will participate fully in all university budgetary discussions and be consulted regarding policy or budgetary changes that may impact campus diversity at any level. The Associate Chancellor will have the ability to propose to the Chancellor to block budgetary or policy matters that might negatively or disproportionately affect those campus populations that have borne the historic brunt of racism, classism and gender discrimination or who come from communities historically excluded from higher education. All proposed or revised projects, policies, programs or allocations that significantly affect marginalized populations or communities shall be submitted to the Associate Chancellor for Diversity, Social Justice and University Mission for review. All requests for information, clarification or elaboration by the Associate Chancellor's office shall be honored by the responsible department or office within 10 working days of that request or as quickly as is reasonably possible, whichever is less.

Logic: The values of diversity and social justice, and the University mission of providing a quality affordable education to citizens of the Commonwealth, are considered core values by most segments of the University community, but not always at the top levels of the administration. Consequently, there is a need to create a high-ranking official to promote these values at all levels. The creation of this position will bring the priorities and accountability for diversity closer to the Chancellor. There must be a position with the sole charge of monitoring and reporting on the successful implementation of the diversity initiative.

### **3. Enrollment management:**

The Commission immediately noticed that UMass had no director of admissions and no articulated strategy to achieve diversity goals in terms of recruitment, admissions and enrollment. The consensus was that the school needed much reform in these areas. We recognize the fact that in Massachusetts, schools in poor neighborhoods are not of the same quality as ones in wealthy neighborhoods. We propose to have UMass' Admissions process recognize this fact.

*Commission recommendation 3a: "The Amherst campus must develop a clear strategy for enrollment management and must appoint a highly qualified administrative official to coordinate such an effort."*

*Commission recommendation 3b: "The Office of Admissions is better suited for placement under the aegis of the Provost than under the Vice Chancellor for Student Affairs"*

*Commission recommendation 3d: "In the enrollment management plan, it is critical to the UMass Amherst mission that Commonwealth students who achieve against the odds are given the opportunity to attend the flagship campus."*

*Commission recommendation 3e: "Encourage the Commonwealth College (Honors College) to increase minority enrollments, including definitions of academic excellence and potential that look beyond such traditional measures as grade point averages and SAT scores."*

Proposal 3a: The Amherst campus will hire a highly qualified administrative official to coordinate an enrollment management plan that emphasizes diversity, inclusion and social justice by September 2005.

Proposal 3b: The administrative chain of command will be changed so that the Admissions office will not report to the Vice Chancellor of Student Affairs as is currently the case, but report instead to the Provost's Office.

Proposal 3c: The University will develop a plan for admissions that will de-emphasize standardized test scores and weighted GPA, for implementation by December 2005 for use in determining the 2006-7 incoming class. The Associate Chancellor for Diversity, Social Justice and University Mission will, in collaboration with the Provost and the Vice Chancellor for Student Affairs, also develop a plan for outreach to ALANA and low-income communities within six months of hiring. The University will assign six full time staff with well-respected and extensive outreach experience in the marginalized communities of Western Massachusetts. Staff will be drawn from the UMass employee pool, with emphasis on those with significant experience and credible reputations in ALANA communities. The Diversity Advisory Council will oversee the staffing of these six positions, and will have approval power over those assignments. The six additional hiring lines will be filled by March 2006.

Proposal 3d: The campus will implement section 1c of Chancellor Lombardi's draft

action plan, which calls for an increase in recruitment of students of color into the Commonwealth College.

#### **4. Support Programs**

It was very clear to the Commission that the four ALANA Support programs were invaluable tools to diversity. The Commission on Campus Diversity recommended that the Administration act to show its support for the network of Support Services at UMass. We propose a specific example of such support.

*Commission recommendation 5a: "UMass Amherst must act decisively to allay the fears of extinction and confusion within the ALANA community as to the worth of the ALANA support services... The administration should find a way, through some possible shift in funding, to signal its support and appreciation of the work that is being done."*

Proposal 4a: At minimum, the campus will restore the staff and budget of the ALANA support programs (CCEBS, UALRC, BCP, NASS), the Every Woman's Center, Commuter Services and Housing Resource Center, and the Stonewall Center to their 2001 levels, adjusted upwards for cost of living increases. The 50% decline in the budget and staff for these offices across the board (ALANA Support Programs from \$325,000 and 24+ professional staff in 2001 to \$126,000 and 10 staff in 2004) will be reversed. The campus will implement supplemental pre-major advising and tutoring to the ALANA support programs, and fill all open positions, especially director positions with decision-making power over budgets and staff, in these offices by December 2005.

Proposal 4b: Support Programs and Cultural Centers will be provided with full details of their annual budget 20 working days after the University Annual Operating Budget has been finalized, or 30 days after state appropriations have been made. This will ensure that these programs can plan their work with full knowledge of the resources available to them.

#### **5. Establish Goals Regarding Diversity**

It was apparent to the Commission that UMass had no concrete goals regarding diversity. We recognize that the sections of the Chancellor's report regarding Faculty Recruitment and Retention appear to be written in good faith. We urge the same vigor and discipline to be applied to graduate and undergraduate student enrollment, retention and graduation throughout the University. To that end, we will advance two proposals.

*Commission recommendation 6a: "UMass Amherst should establish faculty diversity goals for both junior and senior faculty within each academic unit and within specified timelines."*

*Commission recommendation 7a: "In collaboration with the Provost, college and school deans should be required to set annual minority enrollment, retention and graduation targets, held accountable for achieving them, and rewarded for their successes."*

Proposal 5a: The campus will implement section II of the Chancellor's proposal, which calls for each school and college to coordinate diversity goals with the Provost.

Proposal 5b: The Provost, in cooperation with college and school deans, will establish annual diversity enrollment, retention and graduation targets. These targets and an explanation of how these targets will be achieved should be set out in a joint Associate Chancellor for Diversity/Provost report in September of each year.

Proposal 5c: Similar incentive programs to those proposed by the Chancellor to encourage diversity efforts at the faculty level will be extended to efforts to achieve graduate and undergraduate diversity goals.

## **6. Assessment of Progress**

In addition to the recommendations of the Diversity commission stated above with regards to the Admissions Office at UMass, we propose that enrollment goals be established to better reflect the demographics of Massachusetts. Since the will of the University to enthusiastically embrace the project of diversity or to honestly report on its progress is questioned here, we propose the establishment of clear benchmarks which can be used to measure progress. We further propose that existing statistical and qualitative measurements of student demographics be developed and refined and that research be made publicly and easily available. Further, the Diversity Commission must be reconvened to assess progress. Only a climate of full and complete disclosure – supported by outside scrutiny – will restore any faith in the University's commitment to diversity.

*Commission recommendation 8a: "Clear benchmarks must be established against which the Amherst campus can measure its progress in diversity and inclusion. A body similar to the Commission on Campus Diversity should be convened in 12 to 18 months to review progress of efforts on the Amherst campus to enhance diversity and inclusion."*

Proposal 6a: The University will set the following benchmark for measuring success: the undergraduate population will reflect the demographic composition of students in the Commonwealth graduating high school, by race, gender, income and geographical area.

Proposal 6b: The University will set the following benchmark for measuring success: the graduate student, staff and faculty population will reflect the demographic composition of the Commonwealth's adult population by race and gender. The graduate population will reflect the economic demographics of the Commonwealth's adult population.

Proposal 6c: The Commission on Campus Diversity will be invited to reconvene in 12 months to assess progress towards the implementation of its recommendations. Subsequently, a body similar to the Commission – but with far greater student and union representation – will be convened annually to review progress.

Proposal 6d: The University will produce an Internal Enrollment Count – including all

colleges, schools, departments and programs – by ethnicity and gender, 15 days after the final Bursar’s deadline for each term and should reflect the student population fully enrolled on the day after that deadline. This document will be made publicly available on the University website and copies will be sent to all department heads, student/faculty governance executives and unions.

Proposal 6e: The University will compile statistics on those it withdraws from school – by income, ethnicity, gender, geographic origin – 15 days after the final Bursar’s deadline for each term and will reflect the student population currently withdrawn as of the day after that deadline. This report will also include aggregated statistics on the ‘reasons for withdrawal’. This document will be made publicly available on the University website and copies will be sent to all department heads, student/faculty governance executives and unions.

Proposal 6f: The University will compile a comprehensive statistical database that tracks enrollment patterns in terms of income, race, gender, census bloc, zip code, high school, parental status and major/minor. These statistics will be made publicly available on the University website, consistent with the Commonwealth’s Freedom of Information laws as interpreted by the MA Supervisor of Public Records.

## **7. Faculty Development**

It was apparent to the Commission that the faculty themselves at times treated students of color in an unacceptable manner. We believe that faculty also treat other marginalized students similarly. We recognize that the sections referring to Faculty Development appear to be written in good faith: we urge the University to enthusiastically honor its commitments on these matters and to expand upon them. We respect and appreciate the commitment made by the Chancellor of 800,000 dollars for diversity to Academic Affairs, and respectfully suggest this sum be doubled to 1.6 million dollars to ensure success.

*Commission recommendation 9a: “The UMass Amherst campus should organize and offer increased opportunities for faculty, staff and administrators to acquire understandings and competencies required to meet the unique issues and needs often faced by students (and faculty and staff) of color on predominately white campuses. Such an effort should be conducted by professionally qualified experts.”*

Proposal 7a: The campus will implement Section III of Chancellor Lombardi’s action plan, which calls for the hiring of outside experts to help conduct searches and train staff. We believe that these same opportunities should be available for faculty to understand other marginalized students (lesbian, gay, bisexual, and transgender students, students of under-represented ethnicities and religious backgrounds, etc.)

## **8. General Education**

It was very clear to the commission that UMass was not doing a satisfactory job of

teaching its students about diversity, privilege, and oppression. We recognize that the sections of the Chancellor's Draft Action Plan referring to General Education appear to be written in good faith. We propose a mechanism to involve more of the campus in the planning and development of academic diversity requirements and an annual system for reporting on such efforts. We agree that the General Education program suffers from a shortage of full-time, tenure-track faculty. We urge the University to address that shortage with more tenure-track hires. In doing so, we believe the University could use this opportunity to diversify the faculty ranks and ensure diversity education and research efforts are enhanced in the process

*Commission recommendation 10a-d: "The UMass Amherst administration should support the development of more General Education Diversity courses that focus on issues of difference, culture, power and privilege."*

Proposal 8a: Implement Section IV of Chancellor Lombardi's recommendation, which grants incentives for the development of new Diversity Gen. Ed. Courses.

Proposal 8b: The University – through the auspices of Provost's Office, the Faculty Senate and the Associate Chancellor for Diversity, Social Justice and University Mission – will review and report on academic diversity requirements on the graduate and undergraduate level, with an eye towards strengthening current requirements, University-wide and within departments and programs. Deadline for the report will be June 2006 and its findings submitted for ratification by the various governance bodies in fall 2006.

Proposal 8c: The University will make restoring full-time, tenure-track ranks to their 1986 levels a central goal and that it use this opportunity to diversify its faculty ranks – with emphasis on its General Education program and those departments that support diversity aims. Restoring full-time faculty positions will be done in conjunction with other diversity programs outlined elsewhere in this document and in Chancellor Lombardi's proposals.

## **9. Additional recommendations:**

In addition to its concrete recommendations, the Commission on Campus Diversity recommended that UMass pursue a number of additional diversity-related issues. Because we are in agreement with the Commission's recommendation that the campus should extend its recommendations to areas of class, gender, and sexuality we have proposed a number of remedies to the potential problems that the Commission recommendations raise.

*Commission Recommendation (Executive Summary): "The college advisors should liaise with the support programs...It is the expectation of the Commission that there be timely issuance of reports from academic units to the support programs to aid their retention efforts, as appropriate and determined in consultation with academic units."*

*Commission Recommendation (Executive Summary): "Reduction of Funds in ESL"*

*area...should be reviewed with an eye towards reinvestment.”*

*Commission Recommendation (Executive Summary): “The Presence of other ‘isms’ beyond racism that, while beyond the charge to the Commission, deserve attention from the Amherst Campus (e.g. issues revolving around such matters as socioeconomic class, disability, language preference, sexual orientation, etc.).”*

Proposal 9a: The University will maintain full funding for the affordable-flexible childcare classroom's voucher program at University Child Care. The University should restore the subsidy it provided to the full-day classrooms at UCC prior 2001, so that the center can maintain its high quality and restore affordability. Affordable childcare is an essential asset for the University in the recruitment of diverse faculty, students and staff. 75% of all FTE's in all childcare facilities will be set aside as 'need-based' positions, with priority given to those with the greatest need. Determinations of 'need' shall be based on Commonwealth social service agency standards and criteria, including payment scales.

Proposal 9b: The University will present a plan to substantially increase need-based financial aid by August of 2005.

Proposal 9c: The University will assign four pre-major advisors to liaise with each of the four ALANA Support Programs, as well as liaisons with the four support programs in each school/college.

Proposal 9d: The University will provide the four ALANA Support Programs access to member students' mid-semester academic progress reports on SPIRE.

Proposal 9e: The University will plan and implement an ESL program for students that are motivated and capable but need to overcome language barriers. Resources for ESL should be commensurate with graduate and undergraduate student needs and reflective of the need to support recruitment of students from non-English speaking Commonwealth communities.

Proposal 9f: The campus will present a plan to make all campus buildings accessible to individuals in wheelchairs, and to those who suffer from other disabilities that impede physical access. The plan will include completion deadlines for all required projects.

Proposal 9g: The campus will convert one bathroom (with shower facilities in each dorm) in each building to become a gender-neutral bathroom.

Proposal 9h: The University recognizes and respects the legitimacy of domestic partnership and will make no proposal or change in policy that would undermine the right of domestic partners to share health care, family leave and other benefits currently available to married couples, regardless of their sexual orientation.

Proposal 9i: The University will end all practices that discriminate against international

students, except where required by law. This includes, but is not limited to, higher rates for application fees and ineligibility for health insurance waivers. The University will pledge to not introduce new discriminatory practices, unless required by law.

Proposal 9j: The University will expand its bus system so that there are frequent buses connecting the campus to Springfield, Holyoke, Greenfield, Pittsfield and points in-between. This system can be phased in, in tandem with the anticipated increase in enrollment from students who live in these population centers. Those using such services should be entitled to all benefits currently available to PVRTA Five College riders, including free transport with a valid student ID.

Proposal 9k: The University will acknowledge that it is a public institution held in trust for the citizenry of the Commonwealth. Further, the University will fully and enthusiastically commit itself to open governance practices, including being bound by the Commonwealth's laws on freedom of information. The University will acknowledge the faculty and student governments as 'partners' in university governance and will honor all information requests, excepting those traditionally exempt from Freedom of Information laws. Information requests sent by governance bodies, unions, elected officials and department/programmatic heads will be treated as 'internal' requests and honored without being charged any archival, reproduction or other facilitating costs.

Proposal 9l: The University will encourage the development of new ethnic studies programs and facilitate the upgrading of existing ethnic studies programs. The University will also provide resources for and encourage the development of a Lesbian, Gay, Bisexual and Transgender Studies Program.

Proposal 9m: The University will regard the Cultural Centers, Every Woman's Center and The Stonewall Center as vital assets to UMass cultural life. Existing programs will be restored to their highest previous funding level, adjusted upwards for cost-of-living increases. All outstanding positions will be filled by December 2005. The Associate Chancellor for Diversity, Social Justice and University Mission will develop – in conjunction with Cultural Center staff and students – a long range plan for the enhancement and development of these programs, to be presented to the University by September 2006.

Proposal 9n: The University will direct the Dean of the Library to develop proposals to enhance library collections and resources in the service of diversity education and research. This effort should be conducted in collaboration with all academic departments and programs, as well as with the relevant governance bodies, the Provost's Office and the Associate Chancellor for Diversity, Social Justice and University Mission. A long-range plan detailing such proposals and a roadmap to develop those proposals will be presented by the campus by December 2006. The University will commit at least three million dollars annually to significantly increasing the library's diversity resources and collections over the next ten years.

## **II. Funding**

The Amherst campus's financial master plan projects steadily increasing revenues for the Amherst campus. Ensuring an inclusive, diverse university environment and academic life will take significant resources. In order to ensure success, diversity issues must take center stage when resources are sought and allocated. As the Diversity Commission pointed out, the University cannot make excuses for failure to support diversity efforts, whether financial resources are increasing or not.

The University will seek state line-item funding for the Associate Chancellor for Diversity's office and those programs that address diversity issues. The campus will prioritize additional funding for faculty lines and library resources and will spend those moneys in a manner consistent with the overall diversity agenda outlined in these proposals. No funding will be called a "tax," or any other term that may generate a backlash against diversity initiatives.

The University will develop and implement a fundraising plan for non-state funding consistent with these proposals and their cost. Funding diversity programs must become an urgent agenda item for all fundraising arms of the University.

A full and comprehensive report – ratified by the UMass Board of Trustees – that details Diversity fundraising plans, roadmaps their development and documents expenditures will be presented by the Chancellor to the campus in December 2005 and every year thereafter.

If reallocation of financial resources are required to fully fund this proposal, we suggest that the University significantly downsize its information technology projects and its administrative salaries, and redirect these resources to its core responsibilities: its students, its teachers and its library.

## Appendix A

The extent to which the *UMass Community Action Plan* is consistent with the Diversity Commission's report: *A Blueprint for Change* vs. the extent to which Lombardi's diversity proposal is consistent with *A Blueprint for Change*.

Lombardi's Action Plan:

	Accepted	Rejected
Recommendations from A Blueprint for Change	13	14

UMass Community Action Plan:

	Accepted	Rejected
Recommendations from A Blueprint for Change	27	0