

# Staff Senate Executive Committee Statement

The University of Central Arkansas Staff Senate Executive Committee stands in solidarity with our Black coworkers and students and recognizes our responsibility to address racism and racial inequality at the organization that we serve. We affirm the statements made by President Davis, the Student Government Association leadership, and the Faculty Senate Executive Committee, and we recognize the ongoing work being done by offices and staff at UCA to promote diversity and inclusion.

The mission of UCA Staff Senate is to represent, serve, and recognize the UCA staff. As part of that mission, we engage in activities that will enhance the university and further its cause and endeavors. Recent events in our nation, state, local community, and campus should remind us all of the importance of diversity and inclusion as a university-wide cause. To this end, we support and elevate UCA's [Diversity Statement](#):

We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.

- Recruitment and Retention: We actively pursue and seek to retain a diverse student body, faculty, and staff.
- Support: We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve.
- Knowledge: We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.

The Staff Senate Executive Committee commits to the following actions to promote just and equitable treatment of all members of the UCA community:

- Partnering with our colleagues in the UCA Police Department to provide opportunities for open communication about police policies, training, and procedures
- Partnering with our colleagues in the Office of Institutional Diversity to share information related to diversity and inclusion and identify opportunities for Staff Senate to support diversity and inclusion initiatives, specifically those regarding racial injustice
- Partnering with our colleagues in the Office of University Training to sponsor training in antiracist practice for Staff Senators and all staff

- Sharing resources with staff members related to [diversity seminars](#), [bias incident reporting](#), and mental health counseling resources available through the [Employee Assistance Program](#)
- Facilitating conversations that create positive dialogue among all members of the campus community

In these challenging times, Staff Senate maintains its commitment to making UCA a great place to work for all staff members, and we look forward to working with you to uphold our institution's commitment to diversity. We are reminded that our UCA community is there to support one another. We will continue to educate, support, and uphold the UCA values for all members of our community. As always, the Staff Senate Executive Committee invites staff members to share questions, concerns, and ideas by emailing [staffsenate@uca.edu](mailto:staffsenate@uca.edu) or by contacting a Staff Senator.

Respectfully,

Kimberly Klotz  
Staff Senate President 2019-2020

Shelby Fiegel  
Staff Senate Secretary 2019-2020

Steven Shook  
Staff Senate President 2020-2021

Ashton Hankins  
Staff Senate Secretary 2020-2021

Nadia Eslinger  
Staff Senate Vice President 2020-2021

Elizabeth Gayfield  
Staff Senate Parliamentarian/Historian 2020-2021

Carlos Herrera  
Staff Senate Treasurer 2020-2021

Lesley Graybeal  
Staff Senate Ex-Officio 2019-2020