

# Inclusion resolution

Senate document 19-03

# Proposal

Purdue University shall require that all commercial entities located on campus property uphold the same values as are recorded in University Policy III.C.2 and promote inclusivity with their policies, hiring practices, and actions.

September 13, 2019

## Purdue University Statement on Chick-fil-A

WEST LAFAYETTE, Ind. — Purdue will continue to welcome Chick-fil-A to our campus given the overwhelming demand for their service from students, staff, and faculty.

While we respect and protect the rights of all to express their opinions at Purdue, this clarification is intended to reassure our students and others that this long-requested dining option will not be taken from them and to dispel any impression that Purdue would ever seriously consider such an action.

Like all Purdue vendors, the young woman franchisee, a Purdue graduate, has signed and observed a commitment of equal access and treatment in her employment and service practices. We would not be promoting choice and freedom by depriving thousands of people in our community of a choice they have long sought and are already taking advantage of in large numbers. And, we would not be practicing inclusion by excluding a completely legitimate business and its staff from our campus.

### **Additional Statement from Dr. John Gates, Vice Provost for Diversity and Inclusion:**

We are fortunate to be a campus that embraces excellence through diversity and freedom of expression and choice for all people. The Chick-fil-A operator on campus is bound by Purdue's non-discrimination policy statement, and we look forward to them respecting our institutional core values of integrity, honor, respect, inclusion, innovation and growth.

# Purdue faculty challenge promise of a Chick-fil-A on campus

Dave Bangert, Lafayette Journal & Courier Published 6:32 p.m. ET Sept. 9, 2019

*Faculty and Purdue's student body president question whether Chick-fil-A, a polarizing fast food franchise, lives up to the university's claims about diversity*

## Purdue stands by Chick-fil-A, despite protests from faculty, student body president

Dave Bangert, Lafayette Journal & Courier Published 11:17 a.m. ET Sept. 13, 2019 | Updated 4:35 p.m. ET Sept. 13, 2019

*Purdue, facing faculty Chick-fil-A location to campus, issues statement to 'dispel any impression that Purdue would ever seriously consider such an action'*

# Purdue University is allowing Chick-fil-A because it doesn't want to 'deprive' its students

*Purdue students need Chick-fil-A or else they'll be deprived, even though students have been fighting against the anti-LGBTQ chain.*

By Daniel Villarreal Thursday, September 19, 2019 10 Comments



# A pastor, Purdue's Chick-fil-A and a case of discrimination masquerading as 'diversity'

J&C readers

Published 10:16 a.m. ET Sept. 11, 2019 | Updated 2:14 p.m. ET Sept. 11, 2019

I am appalled by the opinion piece by Pastor Steve Viars ("[Lafayette pastor: The troubling case of Purdue faculty trying to kick out Chick-fil-A](#)"), who should be a pillar of our community but instead used that soapbox to spread a gospel of hate and false equivalencies. He equated [protests from Purdue's faculty, students and staff regarding a proposed campus Chick-fil-A location](#) to the bullying of an elementary school student by peers for lack of appropriate sports paraphernalia.

## THE EXPONENT



CAMPUS

CITY

FEATURES

SPORTS

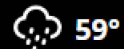
OPINIONS

ADVERTISING

SPECIAL SECTIONS

PHOTOS

E-EDITION



TOP STORY

## Editorial board: Purdue's Chick-fil-A statement alienates LGBTQ students

By ALISA REYNIA On behalf of the Editorial Board Sep 26, 2019



# Dear Purdue profs, diversity goes both ways on Chick-fil-A

J&C readers Published 5:37 p.m. ET Sept. 10, 2019 | Updated 2:14 p.m. ET Sept. 11, 2019

## Lafayette pastor: The troubling case of Purdue faculty trying to kick out Chick-fil-A

Steve Viars, For the Journal & Courier Published 5:58 p.m. ET Sept. 10, 2019

*Lafayette pastor: Purdue faculty show their bias by trying to kick Chick-fil-A off campus*

That brings us to the case of some of the members of Purdue University Senate's misguided shaming of Chick-fil-A. They propose a measure that ensures that Purdue's commercial ventures "uphold the same values and promote inclusivity with their policies, hiring practices and actions." Great. Is that inclusive of all viewpoints or just theirs? If someone holds to a conservative position for their own life without foisting that on others in the way they conduct business, is that still going to be met with progressive prosopolempsia?

**ATTENTION LIBERAL SNOWFLAKES OF AMERICA: TRIGGER WARNING REGARDING LATEST CHICK-FIL-A CONTROVERSY.**

The celebrated mental disorder that is "university liberalism" has reared its ugly head again - this time in Lafayette, Indiana amid a ridiculous controversy over tasty and flavorful chicken.

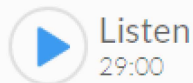
# Chick-Fil-A

## Monthly Conversation With Mitch Daniels: IDs, Chick-Fil-A And Betting On Purdue

By STAN JASTRZEBSKI • SEP 25, 2019



JAE LEE / WBAA NEWS



Two topics come up time and again on this edition of WBAA's Monthly Conversation with Mitch Daniels: food and money.

Faculty have opposed the opening of a Chick-Fil-A location on campus, in part because the company's founders oppose same-sex marriage on religious grounds. So is making the proprietor sign boilerplate language about inclusivity and non-discrimination enough to quiet those concerns? And what's the difference between this and giving money back to the founder of Papa John's Pizza after he made insensitive remarks?

# Purdue faculty challenge promise of a Chick-fil-A on campus

Dave Bangert, Lafayette Journal & Courier    Published 6:32 p.m. ET Sept. 9, 2019

A proposed measure meant to pressure Purdue's administration to make sure that commercial ventures on campus "uphold the same values and promote inclusivity with their policies, hiring practices and actions" didn't call out Chick-fil-A by name.

"It's bigger than that," said Audrey Ruple, chair of the University Senate's Equity and Diversity Committee. "We intentionally didn't want this to be about one business – just 'The Chick-fil-A' resolution."

## **Our mission**

**To help every child become all they can be**

The Chick-fil-A® Foundation is the corporate foundation of Chick-fil-A, Inc. A not-for-profit organization, the Foundation's purpose is to lead the company's commitment to support youth and education in Chick-fil-A's local communities. The Foundation's work is focused on developing and educating young people so they can build a positive legacy and become all they can be.

# **Chick-fil-A donated to anti-LGBTQ group that bars employees from 'homosexual acts'**

The group gave \$1.8 million to discriminatory groups in 2017, despite reportedly claiming it was winding down that practice last year.

# 2017 Tax Returns

- Fellowship of Christian Athletes (FCA)
  - \$1,653,416
  - Sexual purity statement
    - Marriage is “a covenant between one man and one woman,” that “God intends sexual intimacy to occur only between a man and a woman,” and that “each person’s gender is determined by biological sex instead of one’s self-perception.”
- Paul Anderson Youth Home
  - \$6,000
  - Website “homosexual behavior and lifestyle” was lawlessness
- Salvation Army
  - \$150,000
  - Has a history of opposing civil rights legislation for LGBTQ people and has discriminated against transgender people on multiple occasions.



# Chick-fil-A barred from Texas airport due to "anti-LGBTQ behavior"

BY KATE GIBSON

UPDATED ON: MARCH 22, 2019 / 2:58 PM / MONEYWATCH



Seven years after CEO Dan Cathy voiced support for "the biblical definition of the family unit," Chick-fil-A is again on the defensive against claims the fast-food chain has an anti-LGBTQ agenda.

# Chick-fil-A barred from second airport after anti-LGBTQ donations

BY SARAH MIN

APRIL 5, 2019 / 3:08 PM / MONEYWATCH



- Chick-fil-A has been barred from opening a restaurant in Buffalo Niagara International Airport over concerns about the chain's stance on LGBTQ issues.
- In March, Texas officials reversed plans to let Chick-fil-A open a location in San Antonio International Airport.
- A recent report said Chick-fil-A in 2017 gave \$1.8 million to three Christian groups with a history of anti-LGBTQ rights discrimination.

## Student Groups Shut Down Chick-Fil-A Proposal

By SOPHIE KOZUB, News Co-Editor

April 21, 2017



For now, members of the Fordham community will not "Eat Mor Chikin." Following push back from clubs and independent students over LGBTQ issues and menu offerings, the university has opted to decline an Aramark proposal to install a Chick-Fil-A in the Ram Cafe.



# Report: NJ university rejects students' request for Chick-Fil-A over 'corporate values'

by Sinclair Broadcast Group | Wednesday, November 21st 2018

FAST FOOD • Published May 9

# Chick-fil-A voted to be booted from campus by Cal Poly, Trinity University for alleged 'anti-LGBTQ' views

# UK's first Chick-fil-A restaurant to close amid LGBT rights backlash

BONNIE CHRISTIAN | 2 days ago | 4 comments



Like

Click to follow  
The Evening Standard



LGBT groups have slammed the opening of a UK Chick-fil-A restaurant (AFP/Getty Images)



# THE GENDER DEBATE

A WEDGE ISSUE IS A POLITICAL OR SOCIAL ISSUE,  
OFTEN OF A CONTROVERSIAL OR DIVISIVE NATURE,  
WHICH SPLITS APART A DEMOGRAPHIC  
OR POPULATION GROUP. WEDGE ISSUES

CAN BE ADVERTISED OR PUBLICLY  
AIIRED IN AN ATTEMPT TO WEAKEN

THE UNITY OF A POPULATION,  
WITH THE GOAL OF GETTING

POLARIZED INDIVIDUALS TO  
GIVE SUPPORT TO AN

OPPONENT OR WITH-  
DRAW THEIR SUPPORT

ENTIRELY OUT OF  
DISILLUSIONMENT.

- WIKIPEDIA



# Purdue dumps Papa John's founder after slur, will return \$8M, strip name from econ center

Dave Bangert, Lafayette Journal & Courier

Published 12:22 p.m. ET Aug. 3, 2018 | Updated 4:35 p.m. ET Aug. 3, 2018

*Purdue trustees decide the \$8 million from embattled John Schnatter distracts from work at economic center renamed for Papa John's founder in April*

WEST LAFAYETTE, Ind. — [Purdue University](#) will strip John Schnatter's name from an economic research center at the Krannert School of Management and will offer to return the \$8 million the founder of the [Papa John's pizza chain](#) gave the West Lafayette campus in April after racially charged comments he made.



“The board believes this action is necessary to avoid distraction from the center’s work, counterproductive division on the campus, and any inference of any deviation from the university’s often stated stance on tolerance and racial relations.”

Previous statements regarding Purdue's stance on tolerance were attached to BOT statement

**Statement regarding Indiana General Assembly action on the Religious Freedom Restoration Act, dated March 2015**

“Purdue works hard every day to be an open and welcoming institution, and we stand by our university-wide policy on nondiscrimination, which prohibits ‘discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran.’

We will continue our proactive and persistent efforts to ensure that all members of the University community feel welcome and supported.”

Previous statements regarding Purdue's stance on tolerance were attached

**Excerpt: Welcome letter to all freshmen, dated July 21, 2017**

“...Any discrimination or intimidation on the basis of race or other such characteristic is unacceptable, and those who practice either are not welcome at Purdue.”

**Excerpt: Message to all Purdue faculty, staff and students from President Daniels and Provost Akridge, dated August 21, 2017**

“...Racism, anti-Semitism, bigotry, and violence like that demonstrated in Charlottesville are the antithesis of those values and have no place on our campus.”

The presence of Chick-fil-A on our campus would distract from our work, create counterproductive division on the campus, and would deviate from the university's often stated stance on tolerance and inclusion. We will continue our proactive and persistent efforts to ensure that all members of the University community feel welcome and supported.

# Purdue needs Chick-Fil-A!



3,557 have signed. Let's get to 5,000!



Rodney Amos signed this petition



Trevor Jacobs signed this petition



Audrey Ruple West Lafayette, IN, Uni...



I'm signing because... (optional)

# PURDUE STUDENT SENATE

## RESOLUTION 19-23

*“Reaffirming University Senate’s Commitment to Maintaining an Inclusive Community as Written in Senate Document 19-03”*

Author:	Priya Pillai
Sponsor(s):	Henry Semler
Agenda Date(s):	9/25/19
Recommendations:	
Action(s):	Bring to Senate Floor
President Pro Tempore:	Priya Pillai
Student Senate President:	Assata Gilmore
Student Body President:	Jo Boileau



## **Purdue Graduate Student Senate**

Resolution Number: FA19-R001

“Commercial Entities Upholding Purdue University Inclusivity Values”

**Authors:** Val Z. Schull

**Sponsor:** Val Z. Schull

**Date of Meeting:** Sept. 25th, 2019

**Ruling:** Constitutional

**President, PGSG:** Taylor W. Bailey



# Purdue faculty challenge promise of a Chick-fil-A on campus

Dave Bangert, Lafayette Journal & Courier    Published 6:32 p.m. ET Sept. 9, 2019

A proposed measure meant to pressure Purdue's administration to make sure that commercial ventures on campus "uphold the same values and promote inclusivity with their policies, hiring practices and actions" didn't call out Chick-fil-A by name.

"It's bigger than that," said Audrey Ruple, chair of the University Senate's Equity and Diversity Committee. "We intentionally didn't want this to be about one business – just 'The Chick-fil-A' resolution."

# BYLAWS OF THE UNIVERSITY SENATE - Article 1

The University Senate is the governing body of the faculty and it exercises the legislative and policy-making powers assigned to the faculty, subject only to review and check by the faculty by established procedures (Article VI).

Therefore, subject to the authority of the Board of Trustees and in consultation with the President, it has the power and responsibility to propose or to adopt policies, regulations, and procedures intended to achieve the educational objectives of Purdue University **and the general welfare of those involved in these educational processes.**

# BYLAWS OF THE UNIVERSITY SENATE -

## Article 5.31

The Senate's Equity and Diversity Committee shall provide guidance in all aspects of climate, recruitment, retention, inclusion, and equal opportunities for access and success. To this end, the duties of the EDC are to:

- a. Pro-actively engage with other university units, department and/or organizations to **promote a climate of inclusion.**
- b. **Seek to increase cultural awareness, respect and inclusion of all groups—including traditionally underrepresented groups based on cultural, ethnic, language, gender, and/or sexual orientation status and all others noted in Purdue's nondiscrimination policy.**
- c. Review Purdue University's programs for the recruitment and retention of faculty, staff, and students.
- d. Advise the Senate regarding issues of prohibited discrimination, equal opportunity, outreach and related matters.
- e. Initiate joint explorations and investigations with other Senate Standing Committees to ensure diversity and equity issues are integrated throughout Senate deliberations.
- f. Encourage diverse representation of multiple perspectives across Senate and other university committees.

# EDC Strategic Plan

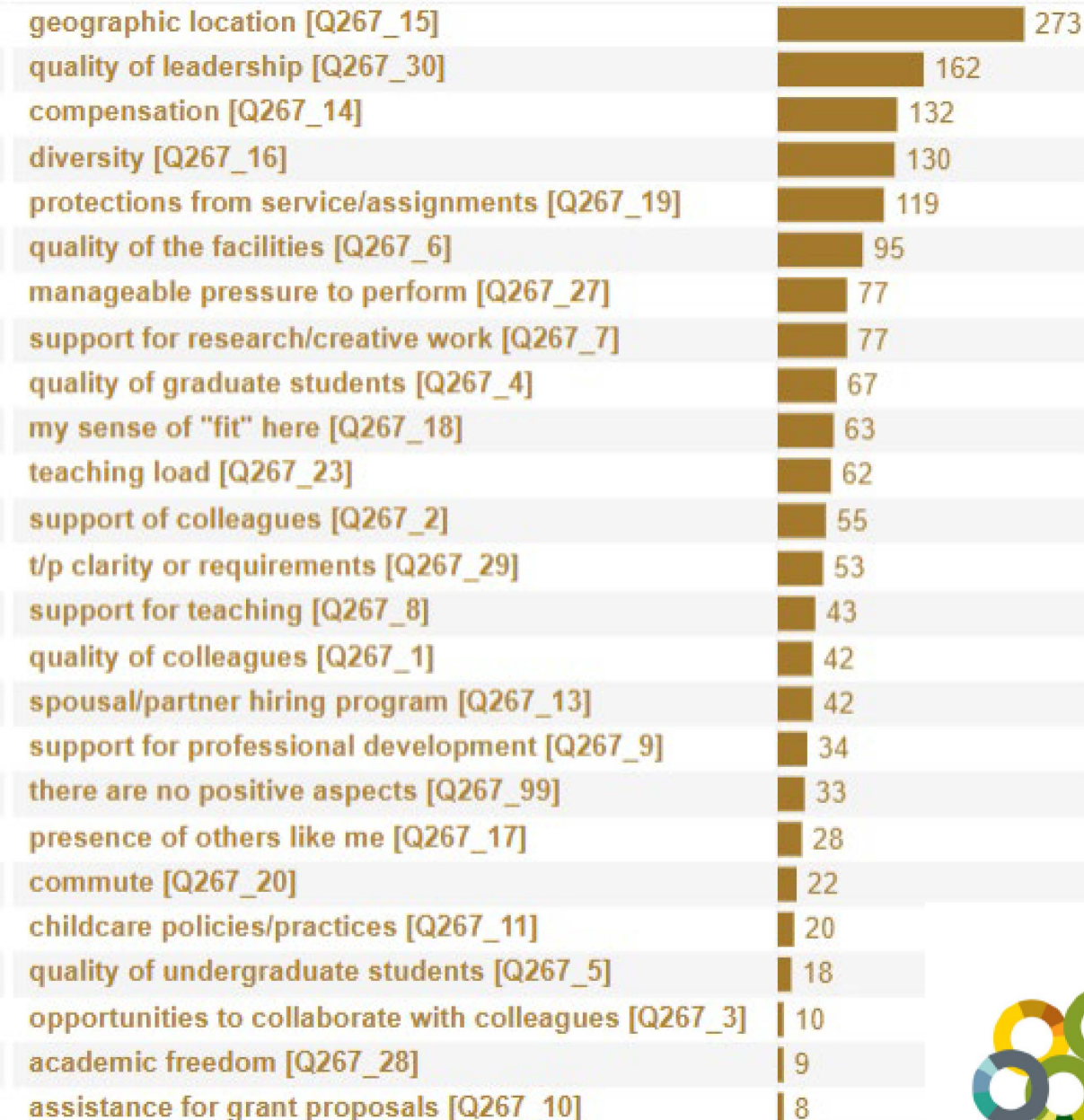
Our highest priority will be to propose and to adopt policies, regulations, and procedures that will create or enhance an inclusive culture across our campus.

Goal 1: Develop Policies that Promote a More Equitable, Diverse, and Inclusive Environment

**Goal 2: Provide Advocacy for an Equitable, Diverse, and Inclusive University System**

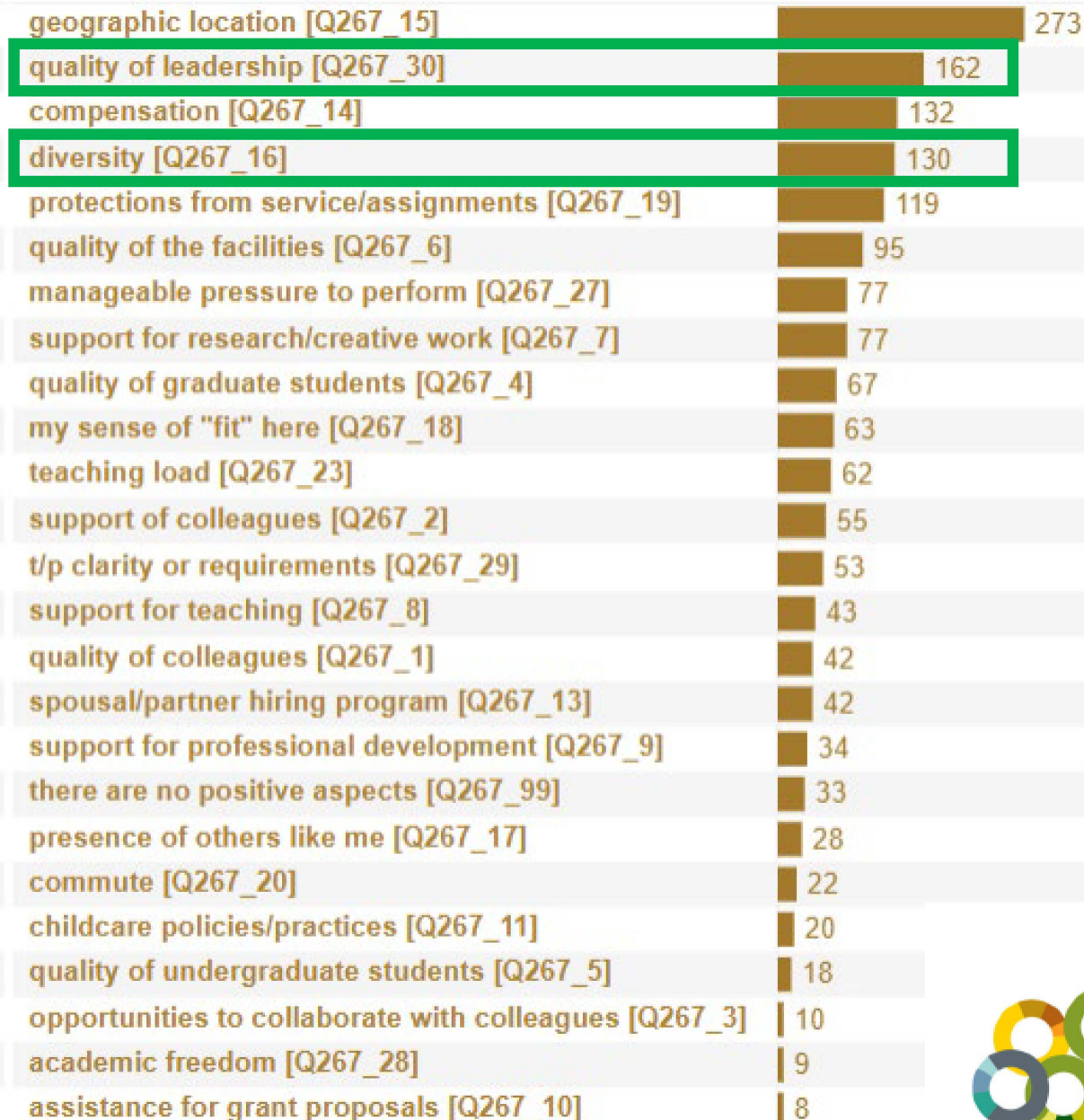
Goal 3: Develop and Facilitate Educational Programs related to Equity, Diversity, and Inclusion

## Worst Aspects












## Worst Aspects



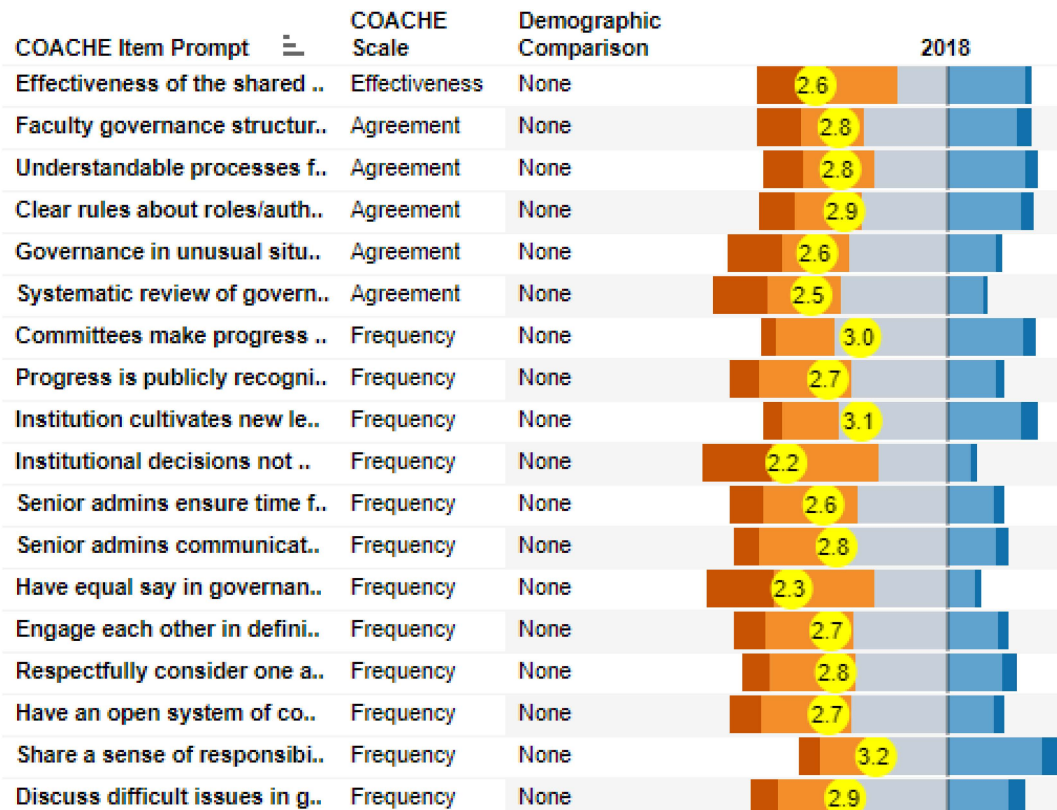
## **Areas of concern (all faculty combined)**

- *Departmental Collegiality*
- *Departmental Engagement*
- *Governance: Adaptability*
- *Governance: Productivity*
- *Governance: Shared Sense of Purpose*
- *Governance: Trust*
- *Governance: Understanding the Issue at Hand*
- *Leadership: Departmental*
- *Leadership: Faculty*
- *Nature of Work: Service*
- *Tenure Expectations: Clarity*
- *Tenure Policies*

### Change in Benchmarks, 2015 to 2018, for Purdue University

Governance: Trust	-0.5%	
Governance: Purpose	-1.0%	
Departmental Engagement	-1.7%	
Governance: Productivity	-2.8%	
Leadership: Faculty	-3.5%	
Tenure Policies (TT Asst Prof)	-4.7%	
Tenure Expectations: Clarity (TT Asst Prof)	-5.1%	

## Survey Items within "Governance" Theme, for Purdue University



## AREAS FOR IMPROVEMENT



CLARIFYING THE **TENURE**  
AND **PROMOTION** MESSAGE



BETTER SUPPORT  
FOR **MENTORING**



**WORKLOAD EQUITY**,  
ESPECIALLY WITH  
SERVICE WORK



IMPROVE SHARED  
**GOVERNANCE** AND  
**COMMUNICATION**



STRONGER FOCUS ON  
**DIVERSITY** AND **INCLUSION**



STRENGTHEN COMMITMENT  
TO **COLLEGIALITY**

## WEAKNESSES COMPARED TO PEERS



**3.65 vs. 3.84**

DEPARTMENTAL  
**COLLEGIALITY**



**3.75 vs. 3.97**

VISIBLE SUPPORT  
FOR **DIVERSITY**



**3.15 vs. 3.42**

**TENURE**  
EXPECTATIONS

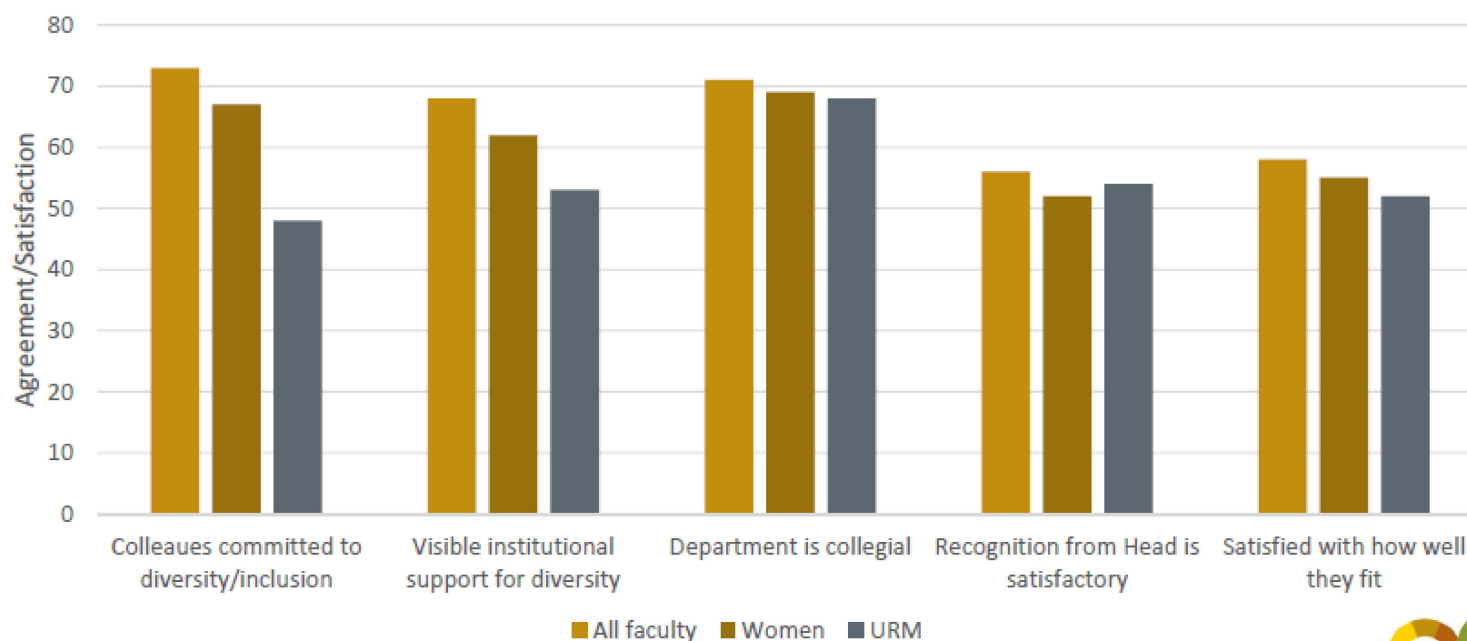


The final item in our survey is an open-text response to the prompt, "What is the one thing your institution could do to improve the workplace for faculty?" The comments from your faculty were reviewed by our team, redacted of identifying information, and coded according to the survey themes. The five most common themes in your faculty's responses were:

- *Culture* - 24%
- *Facilities and resources for work* - 23%
- *Appreciation and recognition* - 18%
- *Nature of work: General* - 17%
- *Leadership: General* - 13%

# Diversity, Inclusion, and Collegiality

Lower than our peers and the COACHE cohort in these areas



# Changes in Questions between 2015 and 2018

The demographic group with the largest numbers of questions with declines in responses were those who self-identified as LGBT



# Of the questions with declines...

The question with the largest negative effect size for LGBT faculty was the level of agreement to the following statement:

Respectfully consider one another's views before making important decisions

# Our Core Values - One Purdue

We are a unified community that respects each other by embracing diversity, promoting inclusion, and encouraging freedom of thought and speech.

- Integrity
- Respect
- Honor
- Inclusion
- Innovation
- Growth