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## Insurance Benefits for Same-Sex Partners of University Employees

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## **RESOLUTION REGARDING THE PROVIDING OF INSURANCE BENEFITS TO SAME-SEX PARTNERS OF UNIVERSITY EMPLOYEES**

**WHEREAS**, the University of Mississippi Creed states that the University is a community committed to providing an open and diverse environment; and

**WHEREAS**, Chancellor Dan Jones states in the UM Diversity Plan that the University is committed to embracing and encouraging diversity of all forms and that the University aims to “truly champion the quest for diversity in all our endeavors”; and

**WHEREAS**, the University currently fails to provide insurance benefits for same-sex partners of University employees; and

**WHEREAS**, recent consultant reports regarding diversity issues on campus recommended that the University also address other (non-racial) dimensions of diversity; and

**WHEREAS**, the University’s Action Plan, released in response to the aforementioned consultant reports, includes a commitment to pursue ways to further elevate and imbue the values of the Creed; and

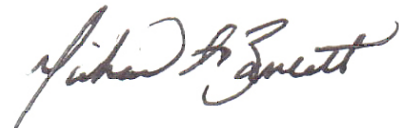
**WHEREAS**, Chancellor Dan Jones remarked that the Action Plan is meant to bring the University “closer to [its] goal of being a warm and welcoming place for every person every day, regardless of race, religious preference, country of origin, ability, ethnicity, gender, sexual orientation, or gender expression”; and

**WHEREAS**, the Robert Holland Faculty Senate at Mississippi State University recently passed a resolution asking its administration to take steps towards expanding the eligibility requirements of employee benefits, in keeping with MSU’s commitment to diversity and inclusiveness;

**NOW, THEREFORE, LET IT BE RESOLVED**, that the Senate of the Faculty of the University of Mississippi urges its own administration to continue the University’s ongoing efforts to embrace and encourage diversity by pursuing ways to extend insurance benefits to same-sex partners of University employees.

**RESOLVED**, this the 17<sup>th</sup> day of March 2015.

THE SENATE OF THE FACULTY



Michael Barnett

Chair of the Faculty Senate