

NEBRASKA TAXPAYERS FOR FREEDOM ISSUE PAPER:

UN-L BUDGET STILL FILLED WITH WASTE AND NONSENSE, PAID FOR BY TAXPAYERS.

BACKGROUND. The U. of Nebraska Board of Regents unanimously approved a request to seek \$166 million more in taxpayer dollars for the 2027-2029 budget cycle. Their request includes an additional \$91 million for university operations plus \$66.5 million to replace software, expand research, and recruit bright students. The operational increase bases on a 4-year average of inflation. Regents will seek from the Legislature this additional 4.25% in state appropriations each budget year, from a base operational budget of over \$704 million. The total operations increase for UN-L over the 2027-2029 budget cycle would increase by 6.47% more than if state senators kept its share of tax dollars for operations flat each year. “You can’t cut a bone with a knife,” said NU Regent Jim Scheer, a former state lawmaker, “And we’re about to that extent.” NU President Jeffrey Gold echoed Scheer, saying that after years of internal reductions, NU has reached a point where continued cuts will “unfortunately and increasingly mean doing less for the people who depend on them.” Yet, taxpayers are adamant about their expectations of reduced government spending, and as the largest operating program in the state General Fund budget, the university should become part of the solution. Our analysis of the UN-L FY 2026-2027 budget convinces us that the U. system deserves NO additional appropriation and instead merits budget cuts until it eliminates a massive amount of unnecessary spending. Our analysis based on the UN-L FY 2026-2027 Dept. Budget Listing and website.

THE PROBLEM. Despite university administration assurances that it has dispensed with diversity, equity, and inclusion programs and courses, they persist, sometimes hiding under innocuous names. Gender & Sexuality Center and Women Center no longer open; both transferred to Student Culture & Community. However, the administration is reviewing the Affirmative Action Council. University classes and programs permeated with leftwing ideologies. A preponderance of leftwing faculty indoctrinating our college youth with this propaganda. Because of this continued crisis at UN-L and refusal to dispense with outrageous curricula, we urge taxpayers to tell their state senators to NOT increase the university budget but decrease tax dollars funding it.

ASSORTED FRIVOLOUS SALARIES.

Senior Director of Student Success: \$89,983 (p. 371).

Asst. Director of Student Culture: \$69,680 (p. 1040).

Vice-Chancellor Student Life and Wellbeing Coordinator: \$56,472 (p. 1046).

University Press senior editor Indigenous Studies: \$71,487 (p. 589).

Housing Justice Lecturer: \$115,000 (p. 691).

College Education Events Coordinator: \$51,480 (p. 782).

Chancellor Office Asst.-Director for Special Events: \$82,000 (p. 974).

Executive Director of Special Events & Protocol: \$128,926 (p. 974).

Coordinator of Faculty Governance: \$77,959 (p. 977).

Student Conduct Specialists: \$50,000, \$51,500 (p. 985).

Campus Recreation Dept. Asst.-Director of Alcohol and Drug Education: \$64,035 (p. 1033).

Director of the Center for Advocacy, Response, and Education (p. 1038).

Dept. of Multicultural Affairs Administrative Associate: \$39,520 (p. 1041).

Three Education Specialists: \$47,000, \$48,410, \$47,380 (p. 1042).

Dept. of Institutional Equity & Compliance Associate to the Chancellor: \$200,062 (p. 1133).

Equal Employment Opportunity Specialist: \$64,530 (p. 1133).

Civil Rights Investigators: \$87,790, \$80,340 (p. 1133).

Civil Rights Informal Resolution Specialist: \$85,235 (p. 1133).

Equal Opportunity Compliance Officer: \$97,075 (p. 1133).

Civil Rights Training Specialist: \$66,956 (p. 1133).

Starbucks Store Manager: \$63,600 (p. 1205).

East Campus Starbucks Asst.-Manager: \$45,240 (p. 1205).

Starbucks Asst.-Store Manager: \$43,599 (p. 1205).

Starbucks Shift Manager: \$41,637 (p. 1205).

Athletic Dept. Guest Relations Security Attendants (7): \$35,152-\$200,000 (p. 1212).

Director of Ticketing Intelligence Operations: \$67,564 (p. 1246).

CLASSICS & RELIGIOUS STUDIES. Classes: Human Diversity in U.S. Communities. Gender & Sexuality in the Ancient World (p. 1274).

ECONOMICS DEPT. Class: Economics of Gender and Race.

ENGLISH DEPT. This dept. embraces its responsibility to ensure that its classes include all of its "voices," including those of ethnicity, gender, and sexuality. Its faculty takes pride in its course offerings including not only early and late British and American literature and courses in writing but also courses in Women's literature and rhetoric, Gay, Lesbian, Bisexual, and Transgender literature, African and African-American literature, Latina/Latino literature, and Native American literature. In close coordination with the Institute for Ethnic Studies and the Women's and Gender Studies Program, the dept. continues exploring human experience in all of its complexity. Its composition and rhetoric program commits to writing as an expression of social justice, understanding that writing pedagogies inextricably linked to the work of anti-racism, feminism, and queerness. It frames this work as "imaginative reasoning," a deeply complex intellectual, creative, and political process. Toward this end, it invites its undergraduate and graduate students to engage in the radical work of revision. Its vision of a just community is one in which all forms of oppression, sexism, racism, homophobia, classism, and ableism confronted and discussed. It believes responsible, ethical inquiry and argument can occur only in contexts that actively support and not merely include members of and ideas from marginalized groups. The dept. seeks to enact its commitment to these principles through the following practices: to purposefully and attentively include the voices and ideas of writers of color, LGBTQ+ writers, and feminist writers. Its Writing Center encourages students to recognize the complexity and richness of human difference (according to language, gender, sexuality, race, class, ability, religion, politics) as they read and compose texts of various kinds. Its staff:

Assistant Professor of Practice and Coordinator of Film Studies:

Film and media studies, literary and critical theory, LGBTQ studies, and creative writing.

Associate Professor of English:

Children's literature and culture, young adult literature, histories of childhood and adolescence, queer theory, and transgender studies.

Another professor: Composition, rhetoric, and literacy, queer theory/queer pedagogies, teaching of writing, feminist and gender studies, and creative writing/poetry.

Another professor: Film and media studies, literary and critical theory, LGBTQ studies, and creative writing.

Graduate Course: Gay and Lesbian Drama.

Research Project: Access to healthcare for transgender individuals.

Classes: Intro to LGBTQ Literature. LGBTQ Literature and Film. LGBTQ Drama and Popular Culture.

Introduction to Gender & Sexuality in Films. Intermediate Studies in Gender and Sexuality in Film = feminist, queer, and transgender theories, Feminist Media Studies = cultural beliefs about gender and sexuality. Chicano Literature.

A panel for literary queer sports writing.

Awards: Faculty Award for Outstanding Contributions to the Gay, Lesbian, Bisexual, and Transgender Community.

Graduate Award for Inclusive Excellence & Diversity.

ETHNIC STUDIES. Ethnic Studies tenured salaries total \$828,659.

Director: \$131,030 (p. 119).

Professors: \$85,828, \$52,807, \$59,931, \$134,729 (pp. 104, 116, 139).

Asst. Professor: \$45,074 (p. 105).

Associate Professors: \$76,487, \$89,345, \$131,030, \$88,042, \$96,557, \$80,962, \$88,284, \$94,097, \$94,505, \$105,829, \$113,029, \$87,788, \$103,231 (pp. 116-117, 123, 139, 143, 149).

GEOGRAPHY DEPT. Sample class: Environmental Justice. Internships with the ACLU, Collective Impact Lincoln for Social Justice, NE Appleseed, and NE Civic Engagement Table.

HISTORY DEPT. Sample classes: History of Hip Hop = issues of race, gender, and sexual orientation. Justice for All: Race and gender. Women and Gender in U.S. History. The Music of Protest = explore world protest movements. Sexuality in America from the 1800s to the Present. Women and Gender in African Societies. History of Women and Gender. Gender and Sexuality in Latin America. Text sample: Teaching American History as Settler Colonialism.

HUMAN RIGHTS & DIVERSITY DEPT. Salaries:

Director: \$170,203 (p. 170).

Asst. Professors: \$72,566, \$69,356 (p. 170).

Students urged to become involved with leftwing Amnesty International, Civic NE, and NE Appleseed.

Faculty presentation: Pee in Peace, public perception of transgender rights.

MODERN LANGUAGES DEPT. Classes: Gender and Sexuality in Hispanic Culture. Gender and Sexuality in Spain.

Faculty research: Gender and Queer Studies, Queer Theory, Transgender Studies and Prostitution.

POLITICAL SCIENCE DEPT. One specialty: Gender Policy. A Professor of Social Justice. Class on Climate Change.

Salaries: Professor of Human Rights: \$170,283 (p. 139).

Internships with Planned Parenthood, Immigration Legal Center.

WOMEN AND GENDER STUDIES DEPT. This dept. commits to the examination of women, gender, and sexuality through a variety of lenses. Truly interdisciplinary, its program is one of the most diverse on campus, featuring award-winning faculty from 6 different colleges and course offerings from more than 15 academic departments. The dept. sponsors an annual lecture that features local and national scholars and activists who present their work on cutting edge themes of women, gender, and sexuality.

Sample classes: LGBTQ Literature and Film, Introduction to Lesbian, Gay, Bisexual, Transgender, Queer Sexuality Studies, Introduction to Gender and Sexuality in Film, Introduction to LGBTQ Literature, Intermediate Studies in Gender and Sexuality in Film, Gender and Sexuality in Hispanic Culture, Historical Highlights of French Queerness, LGBTQ Drama and Popular Culture, Gender and Sexuality in the Ancient World, Gender & Sexuality in Spain, Feminist Media Studies.

Class work: The author of the text Transforming Narratives of Resilience Through Centering Transgender and Nonbinary People's Lives is an Assistant Professor in the Dept. of Psychology at Michigan State U. who leads Transilience, a community-engaged research team focused on minority stress and resilience in transgender and nonbinary communities. The book focuses on identifying novel forms of minority stress experienced by trans and nonbinary people, the impacts on health and well-being, and contextualizing these experiences in the wider sociopolitical contexts that influence the lives of trans and gender diverse people.

Conferences: Imagining Change: Women as Agents for Social Justice. Transgenderism: Negotiating Gender Boundaries. No Limits Student Research Conference. No Limits is an interdisciplinary student conference on issues related to women, gender, and sexuality sponsored by the Women's and Gender Studies Programs at UN-O, UN-K, and UN-L.

Students can intern at Planned Parenthood of the Heartland – Lincoln. Generation Action works with Planned Parenthood to encourage young people to engage in activism and advocate for social justice and reproductive rights. Also encouraged to join Spectrum, to promote the wellness of all gay, lesbian, bisexual, transgender, and queer students and staff. Internships available with ACLU-NE, Civic NE, League of Women Voters, NE Appleseed, OUT NE, and Star City Pride.

The salaries:

Director: \$146,350 (p. 168).

Professors: \$121,036, \$84,440 (p. 111, 149).

Assoc. Professor: \$106,499 (p. 143).

Asst. Professor: \$67,407 (p. 168).

PHILOSOPHY DEPT. Origin and justification of political obligation, with emphasis on social contract theories; the nature and foundation of individual rights and the strength of these rights when they conflict with each other and with concern for the common good; the principles of social justice and the obligation to protect the welfare of others. Sample classes: a class in causal powers, sex and gender. Philosophy of Feminism=nature of gender, gender ID, and sex differences.

PSYCHOLOGY DEPT. Trans Collaborations is a community-based partnership between transgender and gender diverse people and academic researchers. Three individuals began Trans Collaborations in 2014 from a desire to improve health care services for transgenders in the Midwest. Trans Collaborations works to establish a network of

researchers and communities focused on creating accountable research and resources for transgender communities in resource-limited areas. An Objectification of Women Lab. Sponsors a Women's Integrative Sexual Health Lab at UN-L. This interdisciplinary lab explores the connection between sexual, mental, and physical health and well-being among women, also gender and sexual minority people. Presentation of the David Levine Diversity Enhancement Award.

Sample classes: Latino and Immigrant Mental Health. Psychology of Diversity = racism, gender, and sexual orientation. Psychology of Environmental Sustainability, Psychology of Racism, Psychology of Gender, Diversity, and Equity in Neuroscience, Cultural Diversity in Psychology.

SOCIOLOGY DEPT. This dept. provides a unique opportunity to work with a strong group of active research scholars in the following areas: family and the life course; inequality (race, class, gender, and sexuality); physical and mental health. Writings include "It's Profound to be Understood": Negotiations of Household Labor in Trans Families, Creating Community and Dismantling Settler Colonialism, Indigenous Women's Art, Old, Gray, and Gay, Lesbian Aging and Identity, Health in Rural Communities: Variation in Resource Utilization by Sexual Orientation and Gender, and On The Street and On Campus: A Comparison of Life Course Trajectories Among Homeless and College Lesbian, Gay, Bisexual, Transgender, and Queer Young Adults.

Sample Classes: Sexuality & Gender and Critical Whiteness, Environmental Sociology, Gender in Contemporary Society, Sociology of Sexualities, Religion, Gender, Sexuality, Sociology of Gender, and seminar on Sex & Gender.

DEPT. OF ENVIRONMENTAL STUDIES. Students work with Lincoln Friends Meeting Committee on Peace and Social Concerns and Green Sanctuary Committee, Unitarian Church of Lincoln. Sample class: Environmental Studies in Social Justice.

COLLEGE OF EDUCATION. Students can take a Diversity and Equity in Educational Organizations graduate class and participate in Racial Literacy Roundtables. Led by collaborators from UN-L, UN-O, and UN-K, these roundtables are for students, particularly student teachers, to work on developing racial literacy skills. Specifically, racial literacy is "a skill and practice in which individuals are able to probe the existence of racism and examine the effects of race and institutionalized systems on their experiences and representations in U.S. society." Through the roundtables, the dept. seeks to find and claim its abilities as anti-racists from a variety of backgrounds and identities.

COLLEGE OF BUSINESS. Pride in Business serves as an associated community for all pervert and other students passionate about advocating for the LGBTQ+ community and creating a space to discuss successes and challenges facing the community in the business environment. Membership available to all LGBTQ+ and other students majoring or minoring in business. Classes: Economics of Gender and Race. Managing Diversity in Organizations.

AFRICAN STUDIES. Sample class: Women and Gender in African Studies.

ARABIC STUDIES. Exploring love, sexuality, and femininity in Arabic culture.

COMMUNICATIONS STUDIES. Classes: Gender and Communication. Feminist Media Studies = emerging cultural beliefs about gender and sexuality. Voices of Dissent and Activism = the suffrage movement, LGBTQ, AIDS, awareness of environmental movements.

Sample thesis: Analysis of lesbian and patient perceptions of the doctor-patient relationship.

Dept. initiative: Role of communication in creating and enacting non-traditional families.

LATIN AMERICAN STUDIES. Classes: How to be an Anti-Racist. Gender and Sexuality in Latin America.

RACIAL JUSTICE, EQUITY, & INCLUSION MINOR. Class: How to be an Anti-Racist.

TIPS FROM FACULTY. UN-L faculty believes that addressing everyone respectfully is critical to a campus culture where every person and every interaction matters. Interacting with others using correct names and pronouns is an important way to demonstrate that respect. As a leader in classrooms and labs, faculty have the opportunity to use these tips to encourage that culture of respect.

1. Become familiar with the university's chosen name policy.

2. Ask students to fill out a document at the beginning of the semester that asks for their name, pronunciation, and pronouns.
3. Consider including your pronouns in your email signature and on materials you provide to students.
4. When talking about gender, say "people of all genders" or "all genders."
5. Do not assume anyone's gender or cultural background.
6. Be mindful of language that is widely applicable to a person's gender, for example, "you said," or "they said" as a default when someone has not indicated their gender.
7. It is important to understand that not all men and women are cisgender (i.e., their gender identity matches their sex assigned at birth).

UN-L HEALTH CENTER: Inclusive, welcoming health care for all! The following from this tax-funded entity: We know that visiting a health care facility can be a stressful situation for anyone, but we recognize that this burden especially felt by the LGBTQA+ community, which may have concerns about discrimination or being misunderstood. The UN-L Health Center is committed to providing affirming health care to the LGBTQA+ campus population and continually works to enhance our services, policies, and practices to ensure that we are inclusive of all genders and sexual orientations. Here is what LGBTQA+ students, faculty, and staff should know about the health center before they visit. All patients fill out a confidential medical history form that will ask your gender and sexual orientation. We ask this information to satisfy requirements by insurance companies, and so that we can provide patients with relevant and effective care. This and any other information you disclose kept confidential. We want to make sure we identify you correctly when visiting the health center. We encourage you to share your chosen name and which pronouns we should use, so that we can correctly and respectfully address you. If you wish to change your name or pronouns on your medical records at any time, tell the check-in desk staff. Please note that medical records kept separate from the information provided by the University Registrar. If you change your name and pronouns with us, it will affect only your medical record. If you wish to update your information for the university system, contact the University Registrar. Though the health needs of LGBTQA+ students are often the same as all patients, we understand that LGBTQA+ students face several health disparities. Condoms are available at the Health Center for a limited time while supplies last. Distribution points located in the Pharmacy, Husker Pantry, and the exam rooms. The Women's Center and LGBTQA+ Resource Center provide free safer sex kits with external condoms and lubricant. You can pick them up at various locations across campus, including the Health Center. External condoms also available for purchase at the Health Center Pharmacy at a discounted rate. Free internal condoms, dental dams, flavored condoms, and flavored lube available by request through the Women's Center and LGBTQA+ Resource Center. The medical clinic offers free sexual health and resource kits. Students can obtain individual kits at one of the distribution points on campus. The Centers for Disease Control has expanded its immunization recommendations to males ages 13 through 21, females ages 13 through 26, gays, bisexuals, men who have sex with men, and transgender people. Students who pay the University Program and Facilities Fee and have a physician prescription can receive chlamydia/gonorrhea and HIV testing at no additional cost. We also offer a number of other infection tests at a cost. If you have a concern related to your sex organs, we have inclusive providers who can provide you with an exam. We have several psychiatric providers who can provide you with mental health medication management services. We also work closely with Counseling and Psychological Services, which has providers on staff who specialize in LGBTQA+ concerns and alcohol/drug use, depression, anxiety, eating/body image concerns, and more. Our partner, Nebraska Medicine in Omaha, proudly won the 2016 Healthcare Equality Index LGBTQ Leader in Healthcare Equality designation and 2017 Top Performer status by being nationally recognized by the Human Rights Campaign, America's largest organization working to achieve equality for lesbian, gay, bisexual, and transgender Americans.

CHANCELLOR COMMISSIONS:

The purpose of the **Chancellor's Commission on the Status of Women** is to enhance the status of all women at UN-L by advising the Chancellor on issues pertaining to gender equity and on specific concerns of women faculty, staff, and students. The Commission works closely with the Chancellor's Commission on the Status of People of Color, the Chancellor's Commission on the Status of Gender and Sexual Identities, and other diversity initiatives to monitor campus climate and recommend improvements to create a more equitable environment. The Commission has 3 councils, one each for faculty, staff, and students. This commission works with the Feminist Majority Foundation, an organization that engages in research and public policy development, public education programs, grassroots organizing projects, and leadership training and development programs, and participates in and organizes forums on issues of female equality and empowerment.

Chancellor's Commission on the Status of People of Color. The purpose of this commission is to enhance the status of people of color at UN-L by advising the Chancellor on issues pertaining to the specific concerns of faculty, staff, and students who are people of color at the University.



Chancellor's Commission on the Status of Gender and Sexual Identities. The purpose of this commission is to enhance the status of LGBTQA+ identified people at UN-L. You can join the Husker Pride Listserv. The commission invites alumni and friends who identify with the LGBTQA+ community at UN-L and/or who are interested in receiving information about LGBTQA+ activities and communications to opt in to this group. This initiative is a partnership between the Chancellor's Commission on the Status of Gender and Sexual Identities and the Nebraska Alumni Association. For only \$20, you can show your Husker pride anytime. We have a supply of shirts available until supplies run out.

Chancellor's Environment, Sustainability, and Resilience Commission. The commission promotes the socially responsible stewardship of resources and the creation of resilient systems that are adaptable and recoverable to short-term and long-term environmental and technological changes.

STUDENT ACTIVITIES. If a UN-L student wants a break from studies, there are a variety of extracurricular activities from which to choose. See below:

Spectrum UN-L, Formerly Queer Ally Coalition, it is a student organization geared toward all LGBTQA+ students and friends. It engages members in exciting activities, outings, events, and interactive educational opportunities. It also provides members with resources, support, friends, and acts as a social outlet for LGBTQA+ students on campus. Students invited to join them for a social hour Thursdays at 5 p.m. followed by educational meetings at 6 p.m.

OUT: Opportunities for LGBTQ students to meet and engage in fun activities.

Out in Science, Technology, Engineering & Mathematics (oSTEM). This is the UN-L chapter of a national student society dedicated to encourage LGBTQ+ students in STEM to succeed personally, academically, and professionally by cultivating environments and communities that nurture innovation, leadership, and advocacy.

UN-L Feminism Club.

Generation Action is a club designed to bring students together by engaging in activism and education. The group encourages a safe and inclusive environment that welcomes anyone from UN-L students to community members. We want people in Gen Action to become socially active on and off campus for topics about which they are passionate. It works with Planned Parenthood to create educational opportunities, raise awareness on current issues, and empower young voters to take action on all levels. To read more about Planned Parenthood goals for Generation Action branches across the country, see <https://www.plannedparenthoodaction.org/communities/planned-parenthood-generation-action>.

You can attend the annual **LGBTQA+ Welcome Celebration** for both undergraduate and graduate students. It is a social event to orient new and returning students to campus resources and LGBTQA+ Recognized Student Organizations (RSOs). There are low-stress team-building activities to help students make connections with others during the first week of school. Free meal tickets provided to students without a meal plan to have dinner together.

Prism: This group provides a community for students who identify as LGBTQA+ or are allies of the community. Headquarters in Gender Inclusive Housing. Prism will emphasize the intersectionality within everyone's identities and allow students to explore their personal identities in a supportive and caring space. Students will explore the history of the LGBTQA+ community, also current issues and community resources. Prism places emphasis on healthy methods of self-care and partners with the LGBTQA+ Center to provide multiple mentoring options.

Transend: for transgender and gender diverse students.

Pride in Business: opportunities for queers to meet in business.

Students for Justice in Palestine.

Students for Kamala Harris: election activities.

Feminism Club.

UN-L Young Democrat Socialists of America.

3 Muslim prayer rooms on campus but no sanctuaries for Christians.

A BIT OF VICTORY. Only under pressure from the Trump Administration, the U. of Nebraska system, including UN-L, removed pronouns and gender identity designations from official digital platforms under a revised Executive Memorandum No. 40 signed by NU President Jeffrey Gold. The updated policy discontinues collecting or using preferred pronouns, though chosen first names still supported. Pronoun fields quietly stripped from university software platforms such as Canvas and MyRED. The administration stated it is no longer collecting or displaying preferred pronouns, reversing the 2021 *Chosen Name and Gender Identity Policy*. Students and staff still may use and manage chosen first names through official portals like MyRED, which update public directories, but gender identity and pronoun options now omitted.

DIVERSITY & INCLUSION. UN-L supports illegal alien students, particularly those temporarily domiciled here under the Deferred Action for Childhood Arrivals program. “You are welcome here and we want you to be successful... It’s my hope that you engage, work hard and invest in getting the most from your educational experience



as a Husker.,” said former Chancellor Ronnie Green. The Office of Admissions provides Spanish-speaking staff and Diversity Ambassadors to best serve prospective students and families. UN-L offers tours, presentations, and Spanish Visit Days. Students can request to receive admission materials in English and Spanish. Attendees registering for events also have the option to request Spanish-language accommodations, such as bilingual staff and translation headsets. At events, bilingual staff wear “Hablo Español” buttons and make “Hablo Español” stickers available for attendees to wear, if they choose, so that such staff, students,

and families can easily follow Spanish speakers. Diversity and inclusion seem central to the UN-L mission and its pursuit of excellence. The university is continually reviewing its efforts for enhancing diversity and inclusion. In 2014, the Office of Academic Affairs commissioned a study about best practices in academics for diversity and inclusion. Based on this study, the chancellor’s office and academic affairs hired an outside consulting firm to conduct a diversity analysis of the institution and to assist in formulating a new plan for diversity and inclusion. The consulting firm also helped the university to define job descriptions and an associated reporting structure and resource plan for an office that would lead diversity and inclusion efforts at the campus level. An important insight gathered from observing similar efforts at other institutions is that those that have more clearly defined organizational structures and resources around their diversity and inclusion efforts have seen greater success in creating change. This approach requires more time, but the U. convinced it is the right approach.

UN-L Community Roundtable Members

- Kevin Abourezk, Managing Editor | Indianz.com
- Maria Arriaga, Executive Director | Nebraska Commission on Latino-Americans
- Karen Bell Dancy, Executive Director | YWCA
- Tremaine Combs, Pastor | Mount Zion Baptist Church
- Sheila Dorsey Vinton, Executive Director/CEO | Asian Community & Cultural Center
- Connie Edmond, Commissioner | Commission on African-American Affairs
- Judi M. Gaiashkibos, Executive Director | NE Commission on Indian Affairs
- John Goodwin, CEO | Malone Community Center
- Becky Gould, Executive Director | Nebraska Appleseed
- Romeo Guerra, Executive Director | El Centro de las Americas
- Ronald Hill, President | Faith Coalition of Lancaster County
- Joy Martinez-Marshall, Vice-President | Faith Coalition of Lancaster County
- Brittney Hodges-Bolkovac, Executive Director of Equity, Diversity and Inclusion | Lincoln Public Schools
- Vann Price, Associate Superintendent for Human Resources | Lincoln Public School
- Steve Laravie, Executive Director | Indian Center Inc,
- Heather Loughman, Communications and Development Director | Community Action Partnership for Lancaster and Saunders Counties
- DeWayne Mays, President | Lincoln Branch NAACP
- TJ McDowell J.r, Chief of Staff | City of Lincoln
- Nancy Petitto, Senior Director of Programs | We are Civic Nebraska
- Lin Quenzer, Ombudsman, ADA Official | Office of the Lincoln Mayor
- Mindy Rush Chipman, Executive Director | ACLU of NE
- Bennie Shobe, Council Member At-Large | Lincoln City Council
- Bryan Slone, President | NE Chamber of Commerce

- Kathie Uhrmacher, President | Women's Foundation of Lincoln and Lancaster County
- Abbi Swatsworth, Executive Director | OutNebraska
- Dr. Marco Barker | Vice Chancellor for Diversity and Inclusion, UN-L
- Jerri Harner | Executive Specialist, Office of Diversity and Inclusion UN-L

Each semester, the Office of Diversity and Inclusion (ODI) facilitates the organization of various small learning groups. In each small group, 6 to 12 people gather for at least 6 one-hour meetings (virtual or in-person) to focus on a particular diversity, equity, and inclusion topic. The focus of small groups varies but may include topics like inclusive culture and interrupting racism. Group members prepare for meetings by reading or other forms of self-education.



Meetings focus on collective reflection regarding the material as it informs their personal and professional lives, emphasizing everyday actions individuals can take to address their particular topic. At the end of the semester, ODI will host one large gathering to collectively reflect on the learning that happened over the course of the semester. UN-L commits to cultivating an inclusive excellence mindset across its campus. It believes in fully embracing diversity in all forms seen and unseen, making inclusion a top priority, promoting equity across our policies and practices, and ultimately ensuring that excellence is inclusive. To accomplish this, ODI

recognizes the importance of understanding exactly what it means by inclusive excellence. Much of the dept. content adopted from the American Association of Colleges & Universities. Designed to help colleges and universities integrate diversity, equity, and educational quality efforts into their missions and institutional operations. It calls for higher education to address diversity, inclusion, and equity as critical to the well-being of democratic culture. It is an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities. Dept. resources include the following: Hailey Branson-Potts and Matt Stiles - [All Black Lives Matter March Calls for LGBTQ Rights and Racial justice](#), *LA Times*, (2020).

David B. Green, Jr. - "Hearing the Queer Roots of Black Lives Matter," *Medium*, (2020).

Tammy E. Smithers and Doug Franklin - "The Weaponry of Whiteness, Entitlement, and Privilege" *Diverse; Issues in Higher Education*, (2020).

UN-L Office of Diversity and Inclusion, [Implementing Inclusive Excellence into Virtual Learning Environments](#).

Featured seminar: In Search of Reconciliation on American's Stolen Land, Swanson Auditorium. Many Americans long to face up to the painful truths of our histories. They have a hunger for healing and reconciliation and are taking part in a rising social movement to reckon with and make amends for our haunted past. This presentation focuses on Indigenous people and settlers who are working together to grapple with and overcome histories of violent dispossession. Promotes education and development to departments throughout the university, focused on encouraging a culture dedicated to anti-racism, racial equity, equity, diversity, and inclusion.

Prairie Pride Film Festival: a weekend of outstanding LGBTQ movies. Continuing to work with queer scholars and practitioners and scholars and practitioners with disabilities, who can help lead us in racial justice, social justice, and racial healing work.

Since its beginning in 2014, Trans Collaborations is a community-based partnership between UN-L-led researchers, transgender, and gender diverse people. It is a community-directed partnership which aims to provide evidence-based guidance, education, and research to meet health-related needs of transgender and gender diverse people in typically underserved locations.

The Office of Diversity and Inclusion presents the Faculty of Color Symposium. Organized by faculty members at UN-L, the Symposium explores the perspectives and unique experiences of faculty and other scholars of color, increases awareness of their scholarly contributions and successes, and discusses strategies for fostering a UN-L community that celebrates diversity, inclusion, and equity in teaching, research, creative activity, and engagement. The 2024 Faculty of Color Symposium focused on faculty operating and leading as outsiders within higher education environments and offered an interactive program, including a keynote speaker, moderated panel, and participant discussion session. The symposiums may interest faculty and graduate students seeking strategies in negotiating career goals, navigating psychological safety and emotional tolls, and adapting other success strategies given the wider conversations related to diversity, equity, and inclusion.

Collective Impact Conferences: The Office of Diversity and Inclusion celebrates collective impacts across campus. It invites faculty, staff, and graduate students who champion DEI to an afternoon of connection, care, and development.

Other activities: Identified over 450 diversity champions from across campus through extensive online research, communication with unit supervisors and staff, the Council on Inclusive Excellence and Diversity, and college deans. Executed a conference with over 200 registrations, 9 breakout sessions, and a reception. Initiated a partnership with Dining Services to “Continue the Conversation” by providing dining hall vouchers to those who want to continue connecting with people they met from across the university. UN-L was well-represented in Lincoln’s Star City Pride Festival to support the LGBTQIA+ community for the second annual Star City Pride Parade.



Mission: Every person and every unit or area has a responsibility to make inclusive excellence and diversity a priority or goal. Across our institution, we have varying missions and operations specific to our function, discipline, and/or professional community. Therefore, colleges, departments, and units must develop unit-specific strategies that reflect these nuances but still align with institutional goals. At the same time,

UN-L embarked on N2025, the 5-year strategic plan focused on prioritizing inclusive excellence and diversity. ODI will work with academic colleges and administrative units to develop, refine, or revisit college or unit-specific diversity strategies, providing the strategic framework and on-going consultations. These strategies will link to the 4 domains framework and the N2025 plan.

Develop a diversity newsletter: ODI will develop a monthly newsletter that will feature upcoming diversity events or activities, opportunities for professional development, important announcements, and inclusive excellence stories featuring students, staff, faculty, and alums.

Diversity Planning Toolkits provide an overview of an established diversity planning process established with the Council on Inclusive Excellence and Diversity and specific tools for achieving a more inclusive teaching, learning, research, and work environment. The overall process and resources outlined in the guide provide opportunities for customization, with the guidance of the ODI. The following toolkits include:

Climate Assessment – a sample of questions designed to solicit and assess opinions, feelings, perceptions, and expectations regarding a variety of factors pertinent to maintaining the climate, such as opportunities for growth, management, relationships, and environment, etc.

Diversity Strategic Planning – The development and implementation of a diversity strategic plan represents a roadmap to advance inclusive excellence by leveraging existing successful initiatives and embracing new innovative ideas.

Planning Team Guide – provides guidance on the process of coming together as a group to create priorities and goals in the development of the diversity plan.

Reflective Inventory for Diversity Planning – provides guidance on the process of coming together as a group to create priorities and goals in the development of the diversity plan.

UN-L Office of Diversity and Inclusion Fund members:

Dr. Marco Barker | Vice-Chancellor for Diversity and Inclusion.

Ellie Clinch | Director of Development, College of Law and Special Projects, UN-L Foundation.

Jerri Harner | Executive Specialist, Office of Diversity and Inclusion.

UN-L COLLEGE AWARDS:

Inclusive Excellence and Diversity Award.

Awarded by the College of Arts & Sciences for innovative or exemplary activities that promote inclusive excellence and diversity on campus or in the community.

Instituted in 2021 and presented by the Office of Diversity and Inclusion, **the Nebraska Diversity, Equity, and Inclusion Impact Awards** recognize individuals and groups who actively advance diversity, equity, and inclusion in transformative and sustainable ways at UN-L.

Karen Dunning Scholarly Paper/Creative Activity Award.

Awarded by the Women’s & Gender Studies Program.

Faculty Award: Outstanding Contributions to the Gay, Lesbian, Bisexual, and Transgender Community.

This award recognizes efforts to create an inclusive, respectful, and safe climate for members of the gay, lesbian, bisexual, and transgender community.

UN-L LIBRARY:

The University Libraries supports the campus statement of action on its Journey Toward Anti-Racism and Racial Equity, taking active steps towards inclusive excellence by deeply integrating diversity, equity, inclusion, and access in all our everyday work. It weaves this commitment through the goals established in the Libraries Strategic Plan for 2020-2022. University Libraries strives to support and fulfill the information needs of university community members engaged in multicultural and diversity research. The Diversity Committee and other faculty and staff support research in the following programs and other related areas of research:

- Institute for Ethnic Studies programs
- Women and Gender Studies, including LGBTQ/Sexuality Studies

A University Libraries web page provides the links to multicultural and diversity research tools, digital and physical collections, programs, and services.

NTF SUGGESTIONS:

- Terminate all diversity, equity, and inclusion classes, programs, and activities.
- Restrict tenure to faculty who teach relevant core subjects.

TAKE ACTION NOW. It is patently obvious that UN-L is not following its pledge to eliminate diversity, equity, and inclusion elements from its campus, a pledge made to state senators in order to gain additional taxpayer funding. Unfortunately, the legislature has little control over how the university administration and university regents manage our college campuses besides threatening funding. The current set of 8 regents has shown no interest in reforming campus activities, courses, or programs. Therefore, the only solution is to elect fiscally conservative regents, like Dr. Jeremy Hosein in Lincoln. You can support and contribute to him at <https://www.drhoseinforregent.com>. Also, contact your state senator to vote NO additional state funding for UN-L and other NE university campuses until they unload D, E, I and other despicable classes, programs, activities, and faculty and staff who teach and manage such.

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