



November 8, 2018

Compelled by the [mission](#) of John Carroll University, guided by our [founding documents](#), and inspired by the spirit of *cura personalis*, Staff Council strongly **affirms** our commitment to uphold the dignity of all members of the University community.

We **acknowledge** our colleagues with marginalized identities who experience continued pain and hurt on and off-campus as a result of heterosexism, racism, religious intolerance, sexism, xenophobia, and other forms of oppression. Further, we recognize the many ways our colleagues work tirelessly to support each other, our students, and our community every day.

We **believe**, as one of the largest constituencies on the University campus, the staff is a highly diverse group of professionals whose contributions are critical to the quality, integrity, credibility, and continued growth of the University.

We **invite** our colleagues to utilize Staff Council and [Employee Resource Groups](#) to seek support and affirmation.

We **welcome** thoughts from our colleagues on ways Staff Council can continue to strengthen our support and advocacy efforts.

As Staff Council, we are **committed** to fostering a diverse and inclusive campus community aligned with the University's mission, vision, and core values.