

EXHIBIT 3

**Western Washington University
Board of Trustees**

Diversity Resolution

WWU Diversity Resolution

Resolution No. 97-10

A RESOLUTION OF THE BOARD OF TRUSTEES OF WESTERN WASHINGTON UNIVERSITY

DIVERSITY STATEMENT

WHEREAS, THE BOARD OF TRUSTEES of Western Washington University adopted and updated the University's Strategic Action Guidelines and Role and Mission Statement recognizing that diversity is a major goal; and

WHEREAS, the Board of Trustees of Western Washington University has recognized that the University will become more diverse in its students, faculty and staff to reflect the changing demographics of this state and this nation; and

WHEREAS, the Board of Trustees of Western Washington University has accepted and endorsed the University's commitment to a curriculum that includes examination of diversity issues; and

WHEREAS, diversity efforts are a positive means to improve education for all students and enhance justice for all citizens; and

WHEREAS, the Board of Trustees of Western Washington University has examined the University's progress toward increasing diversity among students, faculty and staff, and identified potential for improvement; and

WHEREAS, the Board of Trustees of Western Washington University has witnessed a disturbing decline nationally in commitments to diversity efforts;

THEREFORE BE IT RESOLVED that the Board of Trustees of Western Washington University unanimously reaffirms the University's commitment to improving diversity initiatives at all levels of this academic community.

BE IT FURTHER RESOLVED that the Board of Trustees of Western Washington University directs that this resolution be widely distributed.

PASSED AND APPROVED by the Board of Trustees of Western Washington University at its regular meeting on December 5, 1997.