

1 **Resolution Number:** 406-2021

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3 **Title:** Amendment to Current Statements of Position or Policy M-2 Definition of Minority

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5 **Reference Committee Assignment:** Governance

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7 **Sponsor(s):**

8 Michael J. Rosales, Roseman University (RU) C/O 2022

9 Olivia Kalloo, RU ASDA Legislative Liaison, RU National Student Research Group President

10 Jonathan Wong, RU ASDA President

11 Priscilla Leung, RU ASDA Vice-President

12 Richelle Castro, RU ASDA Pre-Dental Chair

13 Danny Huynh, RU C/O 2021

14 Hazel Williamson, RU C/O 2022

15 Joshua Kabins, RU C/O 2022

16 Jennie Oh, RU C/O 2022

17 Ayrton Sanguino, Council on Communications, Video Production Manager

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19 **Financial Impact:** None

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21 **Board of Trustees Comments:** None

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23 **Reference Committee Comments:** The reference committee does not believe the original
24 language was all encompassing. Upon hearing testimony, the reference committee wished to
25 make the language all inclusive. The reference committee also wished to separate gender
26 identity and gender expression. Therefore, the reference committee recommends adoption of
27 RC406-2021 in lieu of 406-2021.

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29 **Background:** ASDA's current M-2 Definition of Minority policy from 2000, does not currently
30 match ASDA's current E-4 Sensitivity to Diversity which was updated in 2020.

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32 ASDA's E-4 Policy includes gender identification and gender expression. ASDA's current M-2
33 Definition of Minority policy does not. This resolution seeks to resolve those differences by
34 including gender identification and sexual orientation into the definition of minority under the
35 M-2 policy.

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37 On January 20, 2021, President Biden signed "Executive Order on Preventing and Combating
38 Discrimination on the Basis of Gender Identity or Sexual Orientation."¹ The Executive Order
39 states: "All persons should receive equal treatment under the law, no matter their gender
40 identity or sexual orientation."² Therefore, the inclusion of gender identity and sexual
41 orientation in ASDA's M-2 policy aligns with both ASDA policy as well as White House Policy.
42 Therefore, be it

¹ Exec. Order No. 13988, 86 Fed. Reg. 7023, (Jan. 20. 2021),
<https://www.federalregister.gov/documents/2021/01/25/2021-01761/preventing-and-combating-discrimination-on-the-basis-of-gender-identity-or-sexual-orientation>

² Id.

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RESOLUTION

Resolved, that the Current Statement of Position or Policy M-2 Definition of Minority policy be amended as follows:

The American Student Dental Association defines minority as any group based on race, religion, ethnic background, gender (**including gender identification, and/or expression**), sexual orientation, or socioeconomic status that is underrepresented at U.S. dental schools in comparison to the population at large.