

Enhancing Diversity Office of the General Counsel Guidance on Article I, Section 30 of the State Constitution

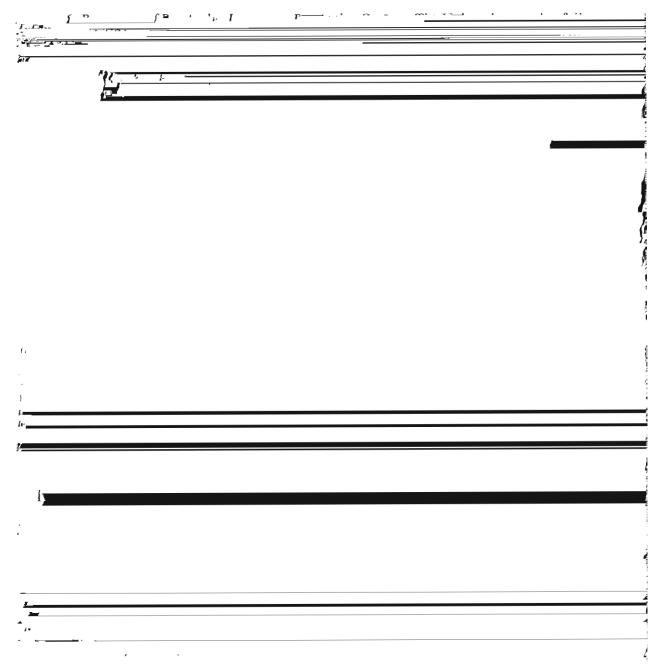
Effective December 10, 2008, Article I, Section 30 was added to the Constitution of the State of Nebraska, which provides in part that the state, including the University of Nebraska, "shall not

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contracting." (For simplicity, this guidance will refer to race, color, ethnicity and national origin collectively as "race or ethnicity.")

In keeping with the pronouncements of the Supreme Court of the United States, the Board of Regents has repeatedly recognized the compelling interests in diversity to provide the quality education required for our students and our state to semain commerciation in the state of a semain of

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programs, such as outreach programs and informational events, that may, because of their content, be of particular interest to members of particular racial groups or one gender, if they are open to all. For example, a conference on women's issues in higher education may attract more women due to the nature of the topic, but it may not be offered exclusively to women.

- 7. Use of Neutral Selection Criteria. The University may choose to advance its educational goals, including diversity, by considering gender/race/ethnicity neutral selection criteria in both admissions and employment decisions. Economic disadvantages, first generation college attenders, neighborhood or community circumstances, low-performing secondary schools, and the impact of an applicant's experiences are permissible criteria, which may promote greater diversity. (Note: the University's long tradition of admitting any Nebraska undergraduate student who meets campus academic requirements generally eliminates questions of preferential admission.)
- 8. Contributions to a Rich Campus Environment. The University has a legitimate interest in its