

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-3404-19/EX (Rev)
November 14-15, 2019

**CREATION OF AN AD HOC COMMITTEE TO ADVANCE EQUITY, DIVERSITY AND
INCLUSION WITHIN THE ASCSU**

RESOLVED: That the Academic Senate of the California State University (ASCSU) create an ad hoc committee to Advance Equity, Diversity and Inclusion. The overarching mission would be to identify ways in which the ASCSU might advance its equity, diversity and inclusion goals. The Committee will consist of seven (7) Senators appointed by the Executive Committee, with at least one member from the Executive Committee. The Executive Committee is urged to strive for diversity in the membership of this Ad Hoc Committee to mirror the intent of this resolution. The Ad Hoc Committee will select its Chair and Vice Chair. The Committee will continue through the 2019-2020 session of the ASCSU and report to the Executive Committee by June 1, 2020. It is anticipated that the work of this Committee is such that the 2020-21 Executive Committee will extend the Committee's work into the 2020-21 academic and this committee's first annual report will be due at the end of the 2020-21 academic year; and be it further

RESOLVED: The Committee's charge is to review ASCSU policies, procedures and processes in order to provide recommendations to the Executive Committee about ways to increase equity, diversity and inclusiveness in the Senate. Some possible activities for this Committee to explore include:

- Reviewing ASCU documentation, specifically the Constitution and Bylaws with recommendations for identifying bias and making appropriate changes.
- Recommending ways in which mentorship can be instituted to support new Senators.
- Exploring ways in which Senate practices can encourage and support the formation of affinity groups.
- Reviewing the membership of and leadership of Senate Committees and considering any changes in both that would increase opportunity and equity.

- Examining procedural practices on the floor, such as coordinating a speaker's list, and making suggestions for changes that would improve the representation of diverse voices.
- Considering campus recruitment of new Senators and prohibitions to participation of diverse faculty and making suggestions as to any role the ASCSU might play in recruiting and retaining diversity within the ASCSU.
- Identifying ways to advance a feedback-rich culture within the ASCSU.
- Determining where funding is needed to support ASCSU actions that would increase equity, diversity, and cultural inclusivity.

These activities are expected to culminate in annual reports to the Executive Committee, with a set of recommendations regarding changes to institutional procedures and policies that may serve to increase equity and inclusiveness within the ASCSU; and be it further

RESOLVED: That the ASCSU distribute this resolution to the CSU Board of Trustees, CSU Chancellor, CSU campus Presidents, CSU campus Senate Chairs, CSU campus Senate Executive Committees, CSU Provosts/Vice Presidents of Academic Affairs, California Faculty Association (CFA), California State Student Association (CSSA), Emeritus and Retired Faculty and Staff Association (ERFSA), Academic Senate for the California Community Colleges, Academic Senate of the University of California, California Community Colleges' Board of Governors, and the University of California Board of Regents.

***RATIONALE:** In light of the Anti-bias training in which the ASCSU participated during the previous academic year and the Interrupting Racism training during the first plenary of this academic year, a conversation arose among many senators encouraging a theme of inclusiveness and anti-bias be adopted for the current academic year. It was suggested that one way the ASCSU can advance this agenda is by moving beyond individual actions, interactions and attitudinal changes, but also striving for appropriate changes in institutional policies and procedures.*

Approved Unanimously - January 23-24, 2020