CSUDH-Logo-Email-Signature

Academic Senate •1000 E. Victoria • Carson, CA 90747 • WH-A420 • (310) 243-3312

**EXEC 18-09**

**Sense of the Senate Resolution in Support of a**

**Chief Officer of Diversity, Equity & Inclusion**

**Passed Unanimously 09/26/18**

**RESOLVED:**  That the ASCSUDH supports the recommendation of the President’s Council on Diversity & Inclusion for the creation of the Office of Diversity, Equity & Inclusion; and be it further,

**RESOLVED:** That the ASCSUDH supports the recommendation of the President’s Council on Diversity & Inclusion for the hiring of a qualified Chief Officer of Diversity, Equity & Inclusion to lead the Office of Diversity, Equity & Inclusion; and be it further,

**RESOLVED:** That the ASCSUDH acknowledges and supports the recommendations of the President’s Council that the Chief Officer and support staff work with the appropriate campus offices and representative bodies to address issues of diversity[[1]](#footnote-1), equity, and inclusion, to uphold state and federal laws for protected classes,[[2]](#footnote-2) and to provide the on-going support needed for CSUDH students, staff, faculty, and administrators.

**RESOLVED:** That the ASCSUDH distribute this resolution to the President, the Vice President of Student Affairs, the Provost, the Vice Provost, the Vice President of Administration and Finance, the Vice President and CIO of the Division of Information Technology, the Associate Vice President of Faculty Affairs and Development, Associate Vice President of Retention, University Academic Advisement & Learning, the Dean of Graduate Studies, the Dean of Undergraduate Studies, and the President of Associated Students Incorporated.

*RATIONALE:*

The President’s Council on Diversity & Inclusion (PCDI) after careful research into campus issues regarding diversity, equity, and inclusion recommended the hiring of a Chief Officer of Diversity, Equity, & Inclusion with an office and allocated support staff.

1. In collaboration with the appropriate stakeholders, the Office of Diversity, Equity & Inclusion embraces CSUDH’s inclusive, evolving definition of diversity that includes but is not limited to race, ethnicity, gender identity, sexual orientation, age, disability status, religious and spiritual identity, military or veteran status, nationality, physical and mental ability, social and economic status, and political and ideological perspectives. [↑](#footnote-ref-1)
2. In all 50 states, federal law makes it illegal to discriminate based on: race, color, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability, age (40 and older), citizenship status, and, genetic information. In addition, California state law also prohibits discrimination based on: race, color, ancestry, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), disability: Physical or mental, age (40 and older), genetic information, marital status, sexual orientation, gender identity and gender expression, AIDS/HIV, medical condition, political activities or affiliations, military or veteran status, and status as a victim of domestic violence, assault, or stalking. Several cities in the U.S. have their own laws protecting additional characteristics or extending protection to more employees. For example, height and weight are protected classes in San Francisco. [↑](#footnote-ref-2)