



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

**EXEC 18-13**

**Resolution to Form a Gender Equity Task Force to Review  
Campus Implementation of Policies & Practices  
Passed 36 in Favor, 0 Opposed and 1 Abstention on 2/06/19**

- RESOLVED: That a joint task force of the Academic Senate of California State University, Dominguez Hills and the Divisions of Academic Affairs and Administration and Finance be formed to research the current California State University, Dominguez Hills (CSUDH) implementation of federal, state, and Chancellor's office policies for ensuring gender equity in hiring, retention, promotion, pay/raises (or other resource allocations), and professional development for all faculty, staff, and administration; and be it further,
- RESOLVED: That the Provost, the Vice President for Administration and Finance, and the Chair of the Academic Senate each name one individual to co-chair the task force; and be it further,
- RESOLVED: That the task force summarize current policies/practices and collect campus quantitative and qualitative data, including a survey to identify institutional barriers individuals may face based on gender/gender identity/gender expression, to assess gender equity as noted above; and be it further,
- RESOLVED: That data be disaggregated by gender, race, ethnicity or the intersections of these identities; as well as disaggregated by tenure-track and non-tenure-track, and be it further,
- RESOLVED: That the task force identify best practices for university gender equity and make recommendations advocating for the necessary changes for gender equity that levels the playing field for employees at all levels at CSUDH; and be it further,
- RESOLVED: That the task force conduct a town hall to share the findings before final publication of its finding to allow campus stakeholders to assess the recommendations of the task force.
- RESOLVED: That the task force submit their findings in a published report made available on the Senate web page, which will be presented to the Academic Senate in fall 2019; and be it further,
- RESOLVED: That in addition to the three co-chairs, the task force be comprised of:

- 2 faculty members (1 TT/1 NTT elected/confirmed by Senate)
- 1 California Faculty Association appointed representative
- AVP Faculty Affairs & Development
- 2 Staff members (2 separate divisions elected by staff)
- Chief Diversity Officer or appointee
- Title IX Officer
- Human Resources appointed representative
- CSU Senior Director Human Resources Compliance; and be it further,

RESOLVED: That non-tenure track faculty who serve on the task force receive a stipend for 3WTUs their service; and be it further,

RESOLVED: That the resolution be distributed to the:

- President,
- Provost and Vice President of Academic Affairs,
- Vice Provost, Vice President of Administration and Finance,
- Vice President of Student Affairs,
- Vice President of University Advancement,
- Vice President of Information Technology;
- Deans of the College of Arts & Humanities, the College of Business Administration and Public Policy, the College of Education, the College of Extended and International Education, the College of Health, Human Services & Nursing, the College of Natural and Behavioral Sciences, and the Library,
- All faculty and staff,
- ASI President.

#### *Rationale*

At the request of the Senate Executive Committee, a preliminary meeting was held in September 2018 to discuss gender equity practices at CSUDH. In attendance were the Provost, the AVP of Faculty Affairs & Development, the VP of Administration and Finance, the Director of Human Resources Operations, the Director of Employee Relations, and the Title IX Officer and the senate executive committee. All parties agreed that further work was needed to better understand the current campus climate and practices surrounding gender equity in order to assess current policy and formulate best practices.. The reasoning for three co-chairs is to bring together leadership from Academic Senate and the two divisions that oversee the implementation of federal, state, and Chancellor's office policies for ensuring gender equity—Academic Affairs and Administration and Finance. It is important that this data be disaggregated by gender, race, ethnicity OR the intersections of these identities because there are material consequences for the intersections of identities.