



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

EXEC 21-19

Creating an Academic Senate Standing Committee to Recommend Anti-Bias, Anti-Racism and Gender Equity Policy and Practices

1 **RESOLVED:** That the Academic Senate of California State University Dominguez Hills
2 (ASCSUDH) create a University Anti-Bias, Anti-Racism, and Gender Equity Committee as a
3 standing committee of the Academic Senate (UABARGECEC); and be it further,
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5 **RESOLVED:** The UARGECEC will make policy and process recommendations for meaningful
6 action to broaden and sustain anti-bias, anti-racist, and gender equity actions, education, and
7 resources; and be it further,
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9 **RESOLVED:** THE UARGECEC will assist the assessment of existing policy to ensure that
10 university policies do not perpetuate, bias, inherent/systemic racism, and gender inequities; and
11 be it further,
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13 **RESOLVED:** That the ASCSUDH recommend the attached policy for the creation and
14 functioning of the standing committee of ASCSUDH; and be it further,
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16 **RESOLVED:** That the ASCSUDH recommend faculty, students, staff, and administrators
17 engage with and benefit from resources such as anti-bias, anti-racism, and gender equity training,
18 pedagogy workshops, and co-curricular events; and be it further,
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20 **RESOLVED:** That the resolution be distributed to the:

- 21 • President,
 - 22 • Provost and Vice President of Academic Affairs,
 - 23 • Vice Provost,
 - 24 • Vice President of Administration and Finance,
 - 25 • Vice President of Information Technology,
 - 26 • Vice President of Student Affairs,
 - 27 • Vice President of University Advancement,
 - 28 • Deans of the College of Arts & Humanities, the College of Business Administration and
29 Public Policy, the College of Education, the College of Extended and International
30 Education, the College of Health, Human Services & Nursing, the College of Natural and
31 Behavioral Sciences, and the University Library,
 - 32 • All faculty and staff,
 - 33 • ASI President and student body.
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38 *RATIONALE:*

39 *On June 3, 2020, the ASCSUDH pledged “to be partners in facilitating anti-racism work at*
40 *CSUDH and in the community”¹ And ASCSUDH pledged on June 10, 2020 “that as faculty*
41 *leaders, community members, teachers, scholars, and mentors we will work determinedly toward*
42 *transforming CSUDH so that all campus stakeholders are empowered to take anti-racist/anti-*
43 *sexist action and bring an equity-minded lens to build a better future for our communities, our*
44 *nation, and our world.”² On April 6, 2020, the ASCSUDH unanimously passed the Gender*
45 *Equity Principles Resolution recommended by the Gender Equity Task Force and approved for*
46 *policy by President Parham in PM 2020-05.³ In addition, the ASCSUDH passed W* EXEC 21-*
47 *10 CSUDH Academic Senate Statement Against Anti-Asian Violence, Racism, & Sexism on*
48 *March 24, 2021 by a unanimous vote (44 in favor/0 against/0 abstentions). As part of the*
49 *discussion, the Academic Senate was called upon to follow up with specific proposals to directly*
50 *address racism and sexism at CSUDH. The proposed standing committee will allow the*
51 *Academic Senate to follow through on the promises made at the meeting to do more than make*
52 *statements and take concrete action through consultation with already charged task forces and*
53 *broader campus consultation. EXEC 21-19 serves as a step toward actualizing these*
54 *commitments. As a standing committee of the Senate, the UABARGE provides support to the*
55 *Office of Equity and Inclusion and to the CSUDH Mission, Values, and Vision.*

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¹ Academic Senate Executive Committee “Letter to Students & all of the Toro family from the Senate Executive Committee,” June 3, 2020. See <https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/anti-racism/ASECSUDH%20Letter%20to%20students%2006032020.pdf>.

² Academic Senate Executive Committee “Anti-Racism Commitment,” June 10, 2020. See <https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/anti-racism/ASECSUDH%20Anti-Racism%20Commitment%206-10-2020.docx>.

³ Gender Equality Principles Resolution, <https://www.csudh.edu/Assets/csudh-sites/academic-senate/docs/documents/Exec%202020-08%20Gender%20Equity%20Principles%20Resolution%20FINAL.pdf>, April 6, 2020. And Presidential Memo 2020-05, Gender Equity Principles, June 2, 2020. See <https://www.csudh.edu/Assets/csudh-sites/pm/docs/2020-05.pdf>.

75 University Anti-Bias, Anti-Racism, and Gender Equity Committee Policy

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1.0 Policy Purpose

1.1 To take meaningful action to broaden and sustain anti-bias, anti-racist, and gender equity actions, education, resources, and policies.

2.0 Values & Guiding Principles for Decision-Making

2.1 Equity;

2.2 Faculty, staff, and students' needs, voices, and perspectives shall be incorporated.

3.0 Committee Standing and Charge

3.1 The University Anti-Bias, Anti-Racism, and Gender Equity Committee (UABARGE) is a standing committee of the Academic Senate, and the elected chair shall serve as a voting member of the Academic Senate.

3.2 The University Anti-Bias, Anti-Racism, and Gender Equity Committee (UABARGE) is charged with:

3.2.1 Researching and making recommendations for anti-bias, anti-racism/sexist actions, education, resources, and policies to the ASCSUDH based on consultation with (but not limited to) the following campus stakeholders:⁴

3.2.1.1 Anti-Racism in the Academy Task Force and the Gender Equity Task Force Co-Chairs for;

3.2.1.2 Office of Equity and Inclusion;

3.2.1.3 Associated Students Incorporated Board of Directors;

3.2.1.4 University Ethnic Studies Committee;

3.2.1.5 Women's Studies faculty;

3.2.1.6 Graduate Council;

3.2.1.7 College councils and the University Library Faculty Council;

3.2.1.8 Student centers (American Indian Center, Asian American & Pacific Islander Resource Center, Black Rose Resource Center, Latinx Cultural and Resource Center, Older Adult Center, Psychological Center, Queer Culture & Resource Center, Student disAbility Resource Center, Toro Dreamers Success Center, Veteran's Center, and Women's Resource Center);

3.2.1.9 University Campus Awareness, Response, & Education (CARE) team;

3.2.1.10 Faculty and students conducting research in these areas.

4.0 Chair Designation & Committee Membership

4.1 The chair shall be elected from among the committee membership by the voting committee membership.

⁴ As agreed upon in the Joint Statement on Shared Governance, consultation and collaboration are fundamental to shared governance and includes the voices of faculty, staff, and students in making meaningful recommendations for policies and practices. See Presidential Memo 2020-01, January 14, 2020, <https://www.csudh.edu/Assets/csudh-sites/pm/docs/2020-01.pdf>. PM 2020-01 recognizes and agrees with the position of the Association of Governing Boards of Universities and Colleges that effective shared governance creates a "healthy campus, strengthens the quality of leadership and decision making ... enhances its ability to achieve its vision and to meet strategic goals, and increases the odds that the very best thinking by all parties to shared governance is brought to bear on institutional challenges." See also Association of Governing Boards of Universities and Colleges, "Shared Governance: Changing with the Times," 2017, [http://agb.org/sites/default/files/report 2017 shared governance.pdf](http://agb.org/sites/default/files/report%2017%20shared%20governance.pdf).

- 112 4.1.1 The chair shall be a voting member of the committee.
113 4.1.2 The chair shall receive 3WTUs reassigned time per semester.
114 4.2 The committee membership shall be as follows:
115 4.3 Voting Members
116 4.3.1 One tenured/tenure track member elected by the Senate;
117 4.3.2 One non-tenure-track faculty member elected by the non-tenure-track
118 faculty with election conducted by the Senate;
119 4.3.3 One Academic Affairs staff member elected by the staff with the election
120 conducted by the Senate;
121 4.3.4 One staff member from the other divisions elected by the staff with the
122 election conducted by the Senate;
123 4.3.5 Two students (one undergraduate and one graduate) designated by
124 Associated Students Incorporated Board of Directors;
125 4.3.6 One director of the student affinity centers elected internally by the
126 affinity center directors;
127 4.3.7 One member of the CARE team elected internally by the team.
128 4.3.8 Chief Officer of Diversity Equity and Inclusion or designee from the
129 Office of Equity and Inclusion;
130 4.3.9 One administrative designee appointed by the Provost;
131 4.3.10 One administrative designee appointed by the Vice President of Student
132 Affairs.

133 5.0 Term and Conditions of the Committee Members

- 134 5.1 Elected members shall serve for two years with the ability to serve again if elected.
135 5.2 If an elected member is unable to complete their service, an election will be held and
136 the replacement member shall serve the duration of the existing term.
137 5.3 The committee shall hold at least monthly meetings during the academic year.
138 5.4 The committee shall provide an annual written report to the Academic Senate, and the
139 chair may be asked to present to the Academic Senate as needed.
140 5.5 The committee shall provide records of its agenda and meeting minutes to be posted
141 to the Academic Senate website.
142 5.6 Non-tenure track members shall receive compensation in the form of professional
143 development funds.