



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

Academic Senate Resolution

EXEC 23-09

April 26, 2023

Resolution on Best Practices for Ensuring Policy Equity

2<sup>nd</sup> Reading

**Approve: 43/ Oppose:0/Abstain:1**

**RESOLVED:** That the Academic Senate of California State University, Dominguez Hills (ASCSUDH) recommends that all standing committees of the ASCSUDH institute equity practices as part of policy recommendations, policy, and procedural updates; and be it further,

**RESOLVED:** That the ASCSUDH recommends that the attached policy equity questions be answered by deliberative process by committee members as policy and procedural recommendations are being drafted/revised; therefore, be it further,

**RESOLVED:** That the ASCSUDH recommends that the meeting minutes reflect engagement with this deliberative process that took these questions into account and be kept as part of committee and Academic Senate records ; and be it further,

**RESOLVED:** That the ASCSUDH recommends that the attached policy equity questions be incorporated by ASCSUDH Secretary into the roles and responsibilities of all standing committees of the ASCSUDH in the Academic Senate Handbook currently in draft form and that the ASCSUDH Chair be responsible for communicating these roles and responsibilities to all standing committee chairs of the ASCSUDH ; and be it further,

**RESOLVED:** That the ASCSUDH recommend the policy equity questions be incorporated into all policy-making units; and be it further,

**RESOLVED:** That the ASCSUDH create a task force for the purpose of working with the Vice President and Chief Diversity, Equity, & Inclusion Officer to establish an objective scorecard for "policy equity;" a timeline for campus policy reviews; and annual reporting of these policy equity scorecards on a university website for the purposes of transparency toward our progression to being a "model urban university"; and be it further,

**RESOLVED:** That the ASCSUDH distribute this resolution to: the President of CSUDH, Chief Diversity Officer, Provost, Deans of the Colleges and Library, AVP of Faculty Affairs and Development, and Faculty.

**RATIONALE:**

*Upon feedback from the Senators at the Fall 2022 Academic Senate Retreat, a focus on equity in policy making was prioritized. At the Spring 2023 Academic Senate Retreat, the Office of Diversity, Equity, and Inclusion recommended the use of the following equity questions for drafting and revising policies.*

**Policy Equity Questions**

- 1) How are the benefits of the policy or policies distributed among groups, such as across professor rankings (non-tenure-track vs. tenure vs. tenure-track faculty)?
  - a) How have the “-isms” (i.e., racism, sexism, agism, able-bodism, etc.) (historical or otherwise) contributed to the distribution of benefits across populations?
- 2) How are the benefits of the policy or policies distributed among university structures?
  - a) How have the “-isms” contributed to the distribution of benefits across university structures?
- 3) How might the benefits of the policy to populations or to university structures be more equitably distributed?
- 4) What groups are burdened by this policy?
- 5) How might the burdens on populations or on places be more equitably distributed?
- 6) What have been the outcomes of this policy? Were these the intended outcomes? Or what are the intended outcomes of this policy if it is new?
  - a) Does this initiative/policy maintain things the way they are now? Should it?
  - b) Are there unintended consequences from the policy? Is there a way to correct for unintended outcomes?
- 7) Are policies in other areas affecting the effectiveness?

Approved by the Academic Senate on: [Click or tap to enter a date.](#)

**Sent to the Provost's Office for approval on:** Click or tap to enter a date.

**Approved on:** Click or tap to enter a date.