



CALIFORNIA STATE UNIVERSITY, DOMINGUEZ HILLS

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

Second Reading

EXEC 20-08

Gender Equity Principles

April 22, 2020

Resolution Passed Unanimously

RESOLVED: That the Academic Senate of California State University, Dominguez Hills (ASCSUDH) approve the attached “Gender Equity Principles”; and be it further,

RESOLVED: That the Principles shall guide institutional processes, inform faculty, staff, student, administrator, and executive actions, as well as inform current and future members of the campus community of our commitments; and be it further,

RESOLVED: That the Principles, if accepted, be effective immediately and be included in the Faculty and Lecturer Handbooks, Senate Handbook, New Employee Orientation information, and the Associated Students, Inc. Handbook; and be it further,

RESOLVED: That the Principles be shared with all candidates for university administrator, staff, and faculty positions as well as potential student leaders; and be it further,

RESOLVED: That the Principles be distributed annually at the first scheduled General Faculty Meeting, Senate Retreat, and the Associated Students, Inc. August Retreat,¹ the first Associated Students, Inc., Board of Directors meeting, the first Provost’s Council meeting, and the President’s Cabinet Retreat as a reaffirmation/renewal of our common goal of understanding and maintaining gender equity; and be it further,

RESOLVED: That the Principles be recommended to the University President for institutionalization as a Presidential Memorandum; and be it further,

RESOLVED: That the ASCSUDH distribute this resolution to the campus President, Provost/Vice President of Academic Affairs, Vice Presidents, Deans, Associated Students, Inc. President, Associated Students, Inc., all faculty including Chairs and Program Coordinators, Academic Resource Managers, all staff, the ASCSU, and the CSU Chancellor.

Rationale

Gender Equity Principles create a common language, a shared understanding of expectations regarding intersectional and inclusive equity opportunities for all genders at CSUDH. The Principles provide a point of entry for CSUDH employees, students, alumni and the community we serve, to recognize the importance of gender equity. It is a commitment to

¹ ASI has already updated their constitution and other documentation to all-inclusive gender language and a the ASI Board of Directors’ training includes a section on gender equity.

consciously examine, take action, and recognize the impact of gender equity at all levels of the organizational structure of CSUDH: The President's Office, Academic Affairs, Administration & Finance, Information Technology, Student Affairs, and University Advancement. It is a commitment to ensure behaviors in all divisions of CSUDH reflect the affirmation of gender equity principles and to participate in the collaborative efforts of the CSU system and other related educational systems to promote gender equity, and to acknowledge the equally important role people of all genders play in every aspect of University life.

Based on the CSUDH Academic Senate's recommendation, President Thomas Parham launched the CSUDH Gender Equity Task Force in April 2019, which recognizes there is a general consensus on the importance of gender equity. It is good for growth, and it is the right thing to do. However, the set of principles will help CSUDH translate this consensus into action. The Principles will reflect the readiness of CSUDH to develop a shared, pre-emptive approach to systematically support gender equity for all CSUDH members' educational and professional development by ensuring best practices in hiring, management, procurement and other areas of the five administrative divisions of the campus. To that end, the Gender Equity Task Force will identify issues and recommend best practices for achieving gender equity. Signing on to the Principles is not an end in itself, but rather a point of entry for each division to measure and share data on its current impact on gender equity for all CSUDH members.

By committing to these actionable, easy to communicate, ambitious, and transformative Principles, the person/division acknowledges the equally important role that people of all genders play in all aspects of CSUDH life and are committed to change the landscape and behaviors in their environment to ensure gender equality for all individuals and educational outcomes for the campus.



Statement on Gender Equity Principles
Passed Unanimously on 4/22/2020 as part of 2nd Reading of EXEC 20-08

Gender Equity Principles create a common language, a shared understanding of expectations regarding intersectional and inclusive equity opportunities for all genders at CSUDH. The Principles provide a point of entry for CSUDH employees, students, alumni and the community we serve, to recognize the importance of gender equity. It is a commitment to consciously examine, take action, and recognize the impact of gender equity at all levels of the organizational structure of the CSUDH: The President’s Office, Academic Affairs, Administration & Finance, Information Technology, Student Affairs, and University Advancement. It is a promise to ensure gender equity in all divisions of CSUDH through intentional training and support as part of all onboarding and all annual training. It is a pledge to participate in and lead the collaborative efforts of the CSU system and other related educational systems to promote gender equity, and to acknowledge the equally important role people of all genders play in every aspect of University life. It is also a commitment to acknowledge and celebrate annually each divisions’ achievements to support the Principles and strengthen gender equity.

CSUDH is committed to:

1. embracing the Equal Rights Amendment and the concept: “Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex”;²
2. ensuring pay equity, transparency in pay and promotion criteria, equitable workloads, and equal opportunity for all CSUDH employees and students;
3. maintaining equitable learning and working conditions for all CSUDH employees and students;
4. providing on-going education and professional development to eliminate gender-based and related intersectional forms of discrimination, unconscious bias, and retaliation in the classroom and workplace;
5. incorporating training for cultural shifts in the use of language to create a common language as part of professional development, which will respect and uplift all gender identities and expressions;
6. fostering the full involvement of women and men of color, LGBTQIA2+, and non-binary leaders throughout the campus, particularly in those areas in which this representation is absent or bleak.
7. prioritizing gender equity and inclusion based on the intersectionality of women and men of color, LGBTQIA2+, and non-binary employees and students;
8. providing, without career penalties, all employees with the same access to institutional support for reproductive rights/family care and family leave for all forms of family;
9. making available time and accessible on-going training and education for all levels of work classifications across divisions for career advancement strategies, contract

² Quoted from the *Equal Rights Amendment*, <https://www.equalrightsamendment.org/>.

- and salary negotiations, leadership development, as well as mentorship and sponsorship as integral components of one's career advancement;
10. ensuring all divisions reiterate CSUDH's commitment to equity by educating employees that Title IX prohibits exclusion and discrimination on the basis of sex and that CSU EO 1096 and 1097 goes further and prohibits discrimination, harassment, and retaliation on the basis of sex, sex stereotype, gender, gender identity, and gender expression, and ensuring that employees understand their rights, options, and protections.