



DATE: September 29, 2022
FROM: Kris Bezdecny
TO: Cal State LA Academic Senate
CC: President William Covino
SUBJECT: Re-submission of the EDIB Principles for approval

The EDIB Task Force was charged by the Vice President for Diversity, Equity, and Inclusion to develop campus-wide principles reflecting the DEI work we engage with at Cal State LA. This Task Force met for over a year and a half, drafting a set of Guiding Principles for our work in Equity, Diversity, Inclusion, and Belonging. During this (and subsequent) period of time, a representative for the Vice President for Diversity, Equity, and Inclusion (the AVP for Diversity, Equity, and Inclusion) acted as an ex officio member of the Task Force.

The Task Force, officially convened through the Academic Senate based on AS 20-4.1 (passed October 13, 2020), includes representatives from our faculty, staff, students, and administration. Once their work concluded, they followed typical Senate protocol to bring the Guiding Principles to the Academic Senate to ensure they became policy in our Faculty Handbook. The Guiding Principles were originally passed by the Academic Senate April 5, 2022 (AS 21-18, 96% in favor).

Now that the Guiding Principles are being adopted university-wide, we continue to feel that it is critical that the Guiding Principles are also signed into Senate policy. This allows an additional avenue for ensuring that the principles are adopted concretely through direct implementation in our work as a Senate. The Guiding Principles become a meta-policy of policies: one of our handbook entries that works to frame and further institutionalize the Guiding Principles, and EDIB work in general, into the day-to-day functions of the Academic Senate, its committees and subcommittees, and its policies.

We are also following precedent. At Cal State LA we have had the Statement of Diversity and Inclusivity, a university-wide statement, in the Faculty Handbook since 1993. More recently, we see examples at our sister campuses, such as the CSU Fullerton [university policy statement](#) UPS 100.007, [Diversity, Inclusion, Equity, and Justice at CSUF](#) (last updated May 10, 2021).

We feel this is appropriate for our Faculty Handbook, as our Senate has representative constituents from our faculty, students, staff, and administration. These Guiding Principles would then replace our existing Statement, reflecting nearly 30 years of advancements in theoretical and praxis expertise within EDIB since that statement was approved. As that expertise shifts, this also provides an opportunity to update the guiding principles more frequently than we have in the past, ensuring that our work continues to reflect the best practices in this space.

Finally, we ask that the Academic Senate Chair be included in any meeting concerning decisions about signing this policy. This will allow opportunities for anyone in those meetings to ask questions and receive any further clarification necessary about the Senate's position on the Guiding Principles.



Date: September 28, 2022

To: Kris Bezdecny, Chair
Academic Senate


From: Isis Stansberry and David B. Green, Co-Chairs
Equity, Diversity and Inclusion Taskforce

Copies: R. Roquemoire; A. Ellis

Subject: **Resubmission of Proposed New Policy for Chapter VI (Section D) of the Faculty Handbook EDITF 21-1: University-Wide Guiding Principles of Equity, Diversity, Inclusion, and Belonging at Cal State LA.**

Members of the Diversity, Equity, Inclusion Task Force unanimously reject President Covino's request to revise the Guiding Principles for DEIB here at Cal State LA. Because we value the principles and desire to have them adopted as Academic Policy, we all agree that following procedure and protocol necessitates a greater and more inclusive process that involves stakeholders across the university -- and one initiated within the Academic Senate. Thus, we hope to begin implementing these policies with members of the Academic Senate and moving onward from this governing body.



DATE: August 29, 2022
FROM: William A. Covino, President 
TO: Kris Bezdezny, Chair, Academic Senate

SUBJECT: **Proposed New Policy: University-Wide Guiding Principles of Equity, Diversity, Inclusion, and Belonging at Cal State LA, Faculty Handbook, Chapter VI**

I am returning the above titled proposed policy unsigned. According to the Faculty Handbook, “the faculty shall have primary responsibility to initiate policy in the areas of curriculum and instruction and in faculty affairs”. In that context, I understand it to be a statement of shared values for the Academic Senate and would endorse it as such with the following changes:

1. Lines #1 - 6 remove and replace with:

Statement of Values on Diversity, Equity, Inclusion and Belonging at Cal State LA

The Academic Senate at Cal State LA embraces the following shared values reflecting a commitment to diversity, equity, inclusion and belonging at Cal State LA:



Date: February 17, 2022

To: Talia Bettcher, Chair
Academic Senate

From: Isis Stansberry and David Green, Co-Chairs
Equity, Diversity, and Inclusion Taskforce

Copies: A. Ellis, J. Lazo-Uy, R. Roquemore

Subject: **Proposed New Policy for Chapter VI (Section D) of the *Faculty Handbook* EDITF 21-1: University-Wide Guiding Principles of Equity, Diversity, Inclusion, and Belonging at Cal State LA.**

The first part of the EDI Taskforce's charge is to recommend to the Executive Committee University-Wide Guiding Principles of Equity, Diversity, and Inclusion for approval by the Academic Senate. These Guiding Principles are included below. Please note the following. First, the taskforce determined that "Belonging" was a key concept that needed to be included among "Equity," "Diversity," and "Inclusion." Second, the taskforce felt it was important to include brief definitions of key terms to lend precision to the principles.

Using the draft of principles provided by Executive Committee as its starting point, the EDI Taskforce developed the principles below over the course of spring and fall 2021. The EDI Taskforce voted unanimously to approve the new policy at the end of fall 2021.

UNIVERSITY-WIDE GUIDING PRINCIPLES FOR EQUITY, DIVERSITY, INCLUSION, AND BELONGING AT CAL STATE LA

A COMMITMENT TO EQUITY, DIVERSITY, INCLUSION AND BELONGING AT CAL STATE LA INCLUDES THE FOLLOWING COMMITMENTS:

1. THE PURSUIT AND PRACTICE OF SOCIAL JUSTICE.
2. THE PROMOTION OF A CULTURE OF EQUITY, DIVERSITY, INCLUSION AND BELONGING IN WHICH EVERYBODY TAKES RESPONSIBILITY FOR PROMOTING EDIB WITHIN THEIR OWN PURVIEW.
3. THE PRIORITIZATION OF THE WELL-BEING OF THE EDUCATIONAL STAKEHOLDERS/AGENTS IN THE UNIVERSITY, INCLUDING STUDENTS, FACULTY, STAFF, ADMINISTRATORS, AND MEMBERS OF THE COMMUNITY-AT-LARGE.
4. THE EXPRESS RECOGNITION OF INEQUITY IN TERMS OF RACE, ETHNICITY, GENDER, SEXUAL/AFFECTIONAL ORIENTATION, CLASS AND DISABILITY, INCLUDING THE DETAILED SPECIFICITIES OF EACH (E.G. ANTI-BLACK RACISM) AND THE INTERSECTIONAL CHARACTER OF ALL.
5. THE HONORING OF THE DIVERSE CULTURAL WEALTH AND THE RECOGNITION OF THE COMPETING NEEDS OF STAKEHOLDERS.
6. THE PRIORITIZATION OF MEANINGFUL AND TRANSPARENT CONVERSATIONS ACROSS THE UNIVERSITY ABOUT ALL EDIB-RELATED MATTERS THAT INCLUDES RACE AND CULTURE AND GOES BEYOND THESE ELEMENTS AND CHARACTERISTICS (E.G., GENDER, ABILITY, SEXUALITY, INTERNATIONAL AND FAMILY OR ORIGIN), TO PROMOTE SOLIDARITY AND RESTORATIVE JUSTICE PRACTICES.
7. THE PRIORITIZATION OF TRANSPARENT COMMUNICATION ACROSS THE UNIVERSITY IN GENERAL.

SHARED UNDERSTANDING OF TERMS DIVERSITY:

- (IS) THE VALUED PRESENCE OF IDENTITIES AND EXPERIENCES OF ALL STUDENTS, FACULTY, STAFF AND CAMPUS COMMUNITIES.
- (DOES) EMPOWER PEOPLE BY RESPECTING AND VALUING WHAT MAKES US DIFFERENT

EQUITY

- (IS) THE PROCESS OF ACHIEVING PARITY FOR STUDENTS, FACULTY, STAFF, AND CAMPUS COMMUNITIES

46 • (DOES) CREATE PRACTICES AND POLICIES WITH THE UNDERSTANDING THAT
47 PEOPLE HAVE DIFFERENT NEEDS TO SUCCEED AND THRIVE.

48 INCLUSION:

49 • (IS) THE ACTION OF CREATING SPACE FOR THE VOICES AND PERSPECTIVES OF
50 THOSE THAT HAVE BEEN TRADITIONALLY/HISTORICALLY MARGINALIZED.

51 • (DOES) CENTER DIVERSE PEOPLE AND PERSPECTIVES INCLUDING THOSE IN
52 PROTECTED CLASSES.

53 NB: IF AN EFFORT TO HAVE INCLUSION DOES NOT INCLUDE BUILDING POWER
54 WITHIN MARGINALIZED COMMUNITIES THEN IT IS NOT THE DEFINITION IN USE
55 HERE]

56

57 BELONGING:

58 • A BASIC HUMAN NEED THAT IS MET BY ACTIVE RECOGNITION AND EMBRACE OF A
59 PERSON'S LIVED EXPERIENCE, PERSPECTIVE, AND WAYS OF LEARNING AND
60 UNDERSTANDING AND INCLUDES A COMMUNITY OF PERSONS WITH SHARED
61 SOCIAL IDENTITIES, SUPPORTIVE AND CHALLENGING ENVIRONMENTS, AND
62 CLIMATES WITH HIGH LEVELS OF ENCOURAGEMENT.

63 SOCIAL JUSTICE:

64 • (IS) THE DISTRIBUTION OF RESOURCES, TIME, AND OPPORTUNITIES TO CREATE,
65 SUSTAIN AND/OR RESTORE A FAIR AND EQUITABLE SOCIETY.

66

67 • (DOES) ADDRESS SYSTEMIC AND SYSTEMATIC PAST AND CURRENT PRACTICES
68 USING PRINCIPLES OF RESOURCES ALLOCATION, EQUITY, ACCESS,
69 PARTICIPATION, AND CIVIL RIGHTS IN FAIR, HONEST, AND TRANSPARENT WAYS.