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**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]

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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.

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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.

