



CALIFORNIA STATE UNIVERSITY, FULLERTON™

A Resolution to Establish a Chief Inclusion and Diversity Officer

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WHEREAS, The Associated Students, Incorporated (ASI) is a 501 (c)(3) nonprofit organization that operates as an auxiliary organization of California State University, Fullerton; and

WHEREAS, ASI is governed by ASI Board of Directors, sets policy for the organization, approves all funding allocations to programs and services, and advocates on behalf of student interests on committees and boards; and

WHEREAS, ASI's mission is to provide students and campus community members with important social, cultural, and recreational opportunities as well as a wide range of programs and services; and

WHEREAS, CSU Fullerton serves as a Hispanic-Serving Institution (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI)¹; and

WHEREAS, in Fall 2018, the student demographics at CSU Fullerton were 41.5% Hispanic: 20.9% Asian, 20.0% White, 1.9% Black, 0.2% Pacific Islander, 0.1% Native American, International 7.6%, Multi-Race 4%, Unknown 3.8%, 30% first-generation students²; and

WHEREAS, CSU Fullerton 2018-2023 Strategic Plan: Goal 2 states that CSU Fullerton is committed to student success and completion by strengthening opportunities for graduation by completing the objective of eliminating the equity gap for first-time, full-time freshmen³; and

WHEREAS, the Office of Diversity, Inclusion and Equity Programs (DIEP) develops and supports practices, programming, and policies across the broad spectrum of inclusivity, equity, and civility preparing our diverse student body for academic and professional success⁴; and

WHEREAS, the Diversity Initiatives & Resource Centers' (DIRC) five of the identity-based resource centers on campus, the African American Resource Center (AARC), the Asian Pacific American Resource Center (APARC), the Chicana and Chicano Resource Center (CRC), the LGBT Queer Resource Center (LGBTQRC) and the Titan Dreamers Resource Center (TDRC)⁵, empower, educate and engage students and the Titan community through co-curricular learning; and

¹https://news.fullerton.edu/_resources/multimedia/factsheet.pdf

²http://www.fullerton.edu/data/_resources/pdfs/ir/CSUF_Facts_Fall2018_ATI_Compliant.pdf

³<http://planning.fullerton.edu/2018-2023-plan/goal2.aspx>

⁴<https://hr.fullerton.edu/diversity/>

⁵<http://www.fullerton.edu/dirc/aboutdirc/>

WHEREAS, social justice is defined as both a process and a goal and includes the knowledge, skills, and dispositions needed to create learning environments that foster equitable participation of all groups and seeks to address issues of oppression, privilege, and power⁶; and

WHEREAS, inclusion is defined as the inherent worth and dignity of all people are recognized, and inclusivity promotes a sense of belonging, and practices respect for the talents, beliefs, backgrounds, and ways of living of its members⁷; and

WHEREAS, when students are exposed to a multicultural education there is an increased awareness to social problems and understanding of others perspectives with people of different races, nationalities, and religions according to the Journal of Social Issues⁸; and

WHEREAS, the ASI Roundtable Project purpose is to empower student voices specifically to assess prevalent concerns from our diverse student population by giving a platform for our historically marginalized communities to be able to collaborate with campus partners for solutions; and

WHEREAS, ASI Board of Directors is committed to continuing efforts focused on inclusion and diverse interactions since passing the Resolution in Support of Civil Disobedience and Social Action in Spring 2018 which called for an increased focus on social justice and equity issues, and called for the creation of a Social Justice and Equity Commission; and

WHEREAS, there is currently no elected or appointed student leader in ASI specifically responsible for stimulating diverse interactions within student populations which is needed to recognize and remove barriers for historically marginalized communities; and

WHEREAS, 16 of 23 CSU campuses have a student leader position within their student government dedicated to diversity and inclusion efforts on their campus; therefore let it be

RESOLVED, that ASI shall establish an Executive Officer position of Chief Inclusion and Diversity Officer during the Spring 2019 application cycle, compensated at the same level as the Executive Officers; and let it be further

RESOLVED, ASI shall establish the Chief Inclusion and Diversity Officer in support of students and their efforts to pursue their education regardless of age, ethnicity, gender, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital or partner status, military experience, parental status, religious beliefs, work experience and job classification⁹; and let it be further

⁶ https://www.naspa.org/images/uploads/main/Social_Justice.pdf

⁷ <https://www.ferris.edu/HTMLS/administration/president/DiversityOffice/Definitions.htm>

⁸ <https://igr.umich.edu/files/igr/The%20Benefits%20of%20Diversity.pdf>

⁹ <https://hr.berkeley.edu/policies/affirmative-action-eeo/about>

RESOLVED, that the Chief Inclusion and Diversity Officer shall advocate for the protection of human and civil rights of all students on campus; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer shall lead the Social Justice & Equity Commission (SJEC); and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer will lay the foundation for inclusive action and collaborate with the ASI Board of Directors, the Social Justice and Equity Commission, and Association of Inter-Cultural Awareness to carry out initiatives; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer, alongside the Executive Officers, shall take responsibility for the continued efforts and programs focused on inclusion and connection to communities on campus, such as the ASI Roundtable Project; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer shall work with the ASI Board Chair, ASI President, and ASI Leader & Program Development to ensure cultural competency and ally training for ASI student leaders; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer shall serve as the ASI President's designee on the Academic Senate Diversity and Inclusion Committee, the President's Commission on Equity and Inclusion and other campus working groups that the President designates; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer shall be a liaison of ASI to the individual centers housed in DIRC, WoMen's and Adult Reentry Center, Veterans Resource Center, Male Success Initiative, Disability Support Services, and any campus departments that serve historically marginalized communities, thus ensuring a channel of communication; and let it be further

RESOLVED, that the Chief Inclusion and Diversity Officer shall serve as a liaison of ASI to the Diversity, Inclusion, & Equity Programs under the Department of Human Resources & Diversity Inclusion; and let it be further

RESOLVED, that there will be continued work by the Executive Officers to assess the roles, responsibilities, and organization of all Executive Officers; and let it be further

RESOLVED, that the assessment and recommendations of any reorganization and/or dissolution of duties or roles will be presented by the ASI President to the Board of Directors by the end of October 2019; therefore let it be finally

RESOLVED, that this Resolution be distributed to the California State Student Association, and the following CSU Fullerton departments, divisions, and entities for their support and consideration: Office of the President, the President's Advisory Board, Office of the Vice President for Student Affairs, Planning, Resource & Budget Committee, Human Resources,

Diversity and Inclusion, the Diversity Initiative and Resource Centers, Office of the Dean of Students, Academic Senate, respective ASI departments and programs, and the Daily Titan.

Adopted by the Board of Directors of the Associated Students Inc. California State University, Fullerton on the nineteenth day of March in the year two thousand and nineteen.



Tristan Torres
Chair, Board of Directors



Maria Linares
Vice Chair/Secretary, Board of Directors

Associated Students Inc., California State University, Fullerton President/CEO,
does hereby [] approve / [] refuse to approve this resolution.



Ana Aldazabal
ASI President/CEO

March 20th, 2019

Date