



Date: March 3, 2022

To: Academic Senate

From: Talia Bettcher, Chair
Academic Senate Executive Committee

Copies: J. Lazo-Uy, R. Roquemore

Subject: **Proposed Policy Deletion for Chapter VI (Section D) of the *Faculty Handbook*: Statement of Diversity and Inclusivity**

As the proposed University-Wide Guiding Principles supersede the Statement of Diversity and Inclusivity (last updated in 1993), it is recommended that this Statement be deleted.

1 Statement of Diversity and Inclusivity

2 (Senate: 3/9/93; President: 5/14/93)

3 Universities traditionally have been a haven for diverse ideas and values. A logical and, indeed, necessary extension of
4 that noble purpose is that universities also be productive environments for persons of diverse cultures. All students must
5 not only have access to our institutions of higher learning, but also within those institutions, all students must have the
6 quality of experiences that nurture success. Ultimately, students must be prepared to live thoughtful and productive lives
7 in the kind of world they will enter upon graduation. However varied the nuances of a university mission, one goal must
8 be universal: to build a just society, rich in cultural and ethnic diversity and respectful both of the individual and of the
9 values shared by the society.

10 California State University, Los Angeles, has a long history of having the most diverse student population of any college
11 or university in the nation. It continues to provide meaningful access not only for students from traditionally
12 underrepresented groups, but for faculty, staff, and members of university advisory boards as well. The challenge for Cal
13 State L.A. is the challenge for America, from its earliest to the present time: to replace the presence of exclusivity with a
14 deep respect for and trust in the average person. However, what must never change is the American ideal of inclusivity,
15 of hope and of opportunity for all; and Cal State L.A. is committed both to the principles and achievements that support
16 and expand that ideal.

17 Inclusivity and diversity within the University require that the campus be an example to which the surrounding
18 community aspires. Persons who have been traditionally underserved actively participate in institutional governance and
19 actively espouse and protect the rights and freedoms of all individuals. In this vein, specific efforts to strengthen diversity
20 and inclusivity at Cal State L.A. include:

- 21 1. Recruitment and retention of students from traditionally under served populations;
- 22 2. Recruitment, retention and promotion of faculty, staff and administrators with due respect for gender, ethnicity,
23 disability and sexual orientation;
- 24 3. Curriculum, pedagogy, research, scholarship and creativity that incorporate diversity of cultures, languages, and
25 traditions and, thereby enhance the critical, analytic and creative skills of students and improve the quality of the
26 educational experience;
- 27 4. Maintenance of an academic governance structure and the operation of that structure according to ideals of
28 individual rights and freedoms and of communal responsibility;
- 29 5. Allocation of resources in service of the campus mission, goals and efforts cited above; and
- 30 6. Systematic University-wide assessments of the challenges and achievements in all efforts to strengthen diversity
31 and inclusivity.

