

Resolution Reaffirming Our Campus Commitment to *Equity and Inclusion in Everything We Do*¹

January 21, 2025

WHEREAS, San Diego State University, like all of the California State Universities, is committed to serving ALL residents of California;

WHEREAS, The San Diego State University's Policy file, section 4.4 states:

"The university shall cultivate a campus climate that promotes human dignity, civility, and mutual appreciation for the uniqueness of each member of our community. Because the university's educational goals are founded on the values of intellectual honesty, appreciation for diversity, and mutual respect, it is critical that our academic and co-curricular programs, scholarships, courses, workshops, lectures, and other aspects of campus life reflect diverse perspectives. Freedom from discrimination, harassment, and violence against persons or property is a basic right and is requisite for learning. Freedom of speech shall be protected. By the same token, the campus community shall denounce and confront acts of intolerance, abusive behaviors, and the beliefs and past events that have separated us as a people."; and

WHEREAS, SDSU has a diverse student body² that is 40% Black/African American, Latine or Native American and 13.2% Asian/Pacific Islander; 56.5% female; at least 8% 2SLGBTQIA+³; 34% Pell-eligible; 35.2% first-generation college attendees; 14% military-affiliated; and 13% disabled; and

WHEREAS, SDSU has a diverse workforce⁴ with faculty that is 24% Black/African American, Latine or Native American, 14.2% Asian/Pacific Islander, and 53.6% female, and staff that is 40.5% Black/African American, Latine or Native American, 13.9% Asian/Pacific Islander, and 54% female; in addition, 13.9% of respondents to the fall climate survey identified as 2SLGBTQIA+ and 9.7% identified as disabled; and

¹ <https://www.sdsu.edu/strategic-plan/updates/equity-and-inclusion>

² Undergraduates, both San Diego and Imperial Valley campuses.

³ We do not currently have reliable data on gender and sexual orientation identities of our student body; our best estimate is around 8% but there are reasons to believe this could be an underestimate.

⁴ <https://sdsuedu.sharepoint.com/sites/equity-analytics/SitePages/Demographics.aspx>

WHEREAS, The University Senate specifically has a longstanding commitment to equity, inclusion and social justice, reflected in multiple resolutions, listed in the rationale below; and

WHEREAS, Despite these commitments and accomplishments, challenges persist:

- There has been a steady increase in reported hate crimes since 2015, with a pronounced increase since 2020⁵. The most prevalent targets are Black, Jewish and gay men⁶, while the Asian/Pacific Islander, Sikh and LGBTQ communities have seen the largest increases since 2020⁷; and
- There continue to be persistent gaps in SDSU's graduation and retention rates between students of different social identity groups⁸; and
- There continue to be persistent gaps in many other areas of life success between members of different social identity groups (e.g., employment, healthcare, wealth, etc.)⁹; and
- The federal administration has already begun, among other things, to eradicate diversity, equity and inclusion programs, dismantle civil rights protections, weaponize government institutions, and persecute immigrants¹⁰.

RESOLVED, That the San Diego State University Senate reaffirm its commitment to all of the Principles of Community, with specific emphasis on:

- *We promote a culture of inclusion in which all are valued and treated with respect, dignity, and fairness so that they may thrive.*
- *We acknowledge that imbalances of power, accessibility, equity, and privilege persist in higher education and in society and we are committed to addressing and dismantling these imbalances.*
- *We condemn racism, sexism, homophobia, transphobia, ableism and other forms of discrimination across all our campus communities and extend the critical notion of inclusivity towards all cultures and identities.*

⁵ <https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/explorer/crime/hate-crime>

⁶ <https://usafacts.org/articles/hate-crime-data-value-expanding-our-sources/>

⁷ <https://www.themarshallproject.org/2023/03/25/asian-hate-crime-fbi-black-lgbtq>

⁸ <https://asir.sdsu.edu/graduation-progress-data/>

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[https://www.whitehouse.gov/cea/written-materials/2024/07/03/racial-discrimination-in-temporary-america,](https://www.whitehouse.gov/cea/written-materials/2024/07/03/racial-discrimination-in-temporary-america)

[https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022/,](https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022/)

<https://www.americanprogress.org/article/advancing-economic-security-people-disabilities/>

¹⁰ <https://www.chronicle.com/package/the-assault-on-dei>

RESOLVED, That the SDSU community values our differences, and takes pride in the impact of our educational, research, and scholarly mission; and

RESOLVED, That San Diego State University continue to support and assist *all* of our students, faculty and staff to succeed academically, professionally, and personally, regardless of race, gender identity, sexual orientation, religion, political orientation, socioeconomic status, nationality, disability, military affiliation, immigration status, or any other social identity;

RESOLVED, That San Diego State University recognizes that there are differential barriers to success for members of different student populations, and therefore affirms that support and assistance for *all* necessarily requires differential approaches;

RESOLVED, That San Diego State University continue to support the integration of equity and inclusion into everything we do, and upholds all existing policies and programs to enhance equity and inclusion, including campus community centers, unit-level diversity plans, liaisons and councils, the Inclusive SDSU reporting system, Heritage Month programs, affinity-focused learning communities, the Building on Inclusive Excellence and Inclusion Representative hiring programs, Employee Resource Groups, and professional development around equity-minded practices;

RESOLVED, That San Diego State University continue to support our Ethnic Studies programs, and that *all* SDSU academic programs and faculty continue to explore ways to integrate social justice into their curricula, and to ensure inclusive pedagogy in their teaching;

Rationale:

SDSU has a long history of leadership in the arena of social justice, including establishing the first Women's Studies program in the country, and among the earliest programs in Chicana and Chicano Studies, Africana Studies, American Indian Studies, as well as being the second university in the U.S. and the first in California to offer a major in LGBTQ+ Studies;

The University Senate specifically has a longstanding commitment to equity, inclusion and social justice, reflected in multiple resolutions:

- [Support of Undocumented Students](#) (2017)
- Resolution of Concern for Pell Student Enrollment Decline (2019)

- [Fostering a Welcoming and Safe Campus Climate for African American Students](#) (2019)
- [Fostering a Welcoming and Safe Campus Climate for Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual \(LGBTQIA+\) Students](#) (2019)
- [Response to the Racial Violence Targeting Black People and Communities in the United States](#) (2020)
- [Creating a More Equitable and Welcoming Environment for Women Faculty of Color](#) (2020)
- [Resolution in Response to the Escalating Anti-Asian Hate in the United States](#) (2021)
- [San Diego State University Senate Resolution Condemning Anti-Semitism](#) (2021)
- [Condemning Gender-Based Violence and Supporting of the Rights of Women and Other Vulnerable People](#) (2023)
- [Reaffirming the Condemnation of Antisemitism on Campus](#) (2023)
- [Condemnation of Anti-Palestinian, Anti-Arab and Anti-Muslim Racism](#) (2024)
- [Students' Right to Protest Acts of Terrorism, War Crimes, Crimes Against Humanity, and Genocide](#) (2024)
- [Priorities for Collegiality, Inclusivity, and Equity for IV Faculty in Home Departments on the San Diego Mesa Campus](#) (2024)

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