SDSU | University Senate

Resolution to Require Academic Units to Have a Diversity Plan

Author: Diversity, Equity, and Outreach Inclusion Committee

Amended after Senate Meeting on 2-6-18 • Approved by the University Senate on 2-6-18

WHEREAS, 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, San Diego State University's Diversity Pledge calls on students, faculty and staff to pledge "To embrace the diversity of all individuals respecting such attributes as their sex, gender, race, ethnicity, age, class, citizenship, marital status, sexual orientation, nationality, socioeconomic status, religion, physical ability, mental ability and expression; To strive toward social justice for all people in order to create and sustain a safer, more productive, and inclusive campus environment…" and;
WHEREAS, the message from the Chief Diversity Officer at San Diego State University states, "As leaders in diversity, it is our responsibility to examine our values and develop a campus culture where diversity and inclusion are central to strategy as well as to operations. We are creating systems that allow every student, faculty and staff member to achieve maximum potential within a diversity framework. Our progress and contributions to diversity and inclusion can be measured and documented taking into consideration the specific goals of the individual, unit and campus." and;

WHEREAS, diversity plans are now necessary for reaccreditation for many accreditation agencies (e.g., Journalism and Media Studies, Accounting, Public Affairs), and;

WHEREAS, Universities that strive to be leaders in diversity and inclusion already have a requirement for departmental diversity plans (e.g., UC Berkeley, Ohio State, University of Tennessee), and;

WHEREAS, diversity plans help focus attention and discussion on the importance of diversity especially regarding the recruitment and retention of under-represented minorities in specific fields.

LET IT BE RESOLVED, that San Diego State University creates a campus-wide diversity plan and that all academic and administrative units/divisions also create individual diversity plans that are congruent with the University plan. The University shall provide training and support for developing these plans. This requirement shall be in place by the year 2020.