

1 **Resolution to Require Academic Units to have a Diversity Plan (Amended after Senate**
2 **Meeting on 2/6/18)**

3 Author: Diversity, Equity, and Outreach Committee

4 WHEREAS, San Diego State University's Policy file, section 4.4 states: "The university shall
5 cultivate a campus climate that promotes human dignity, civility, and mutual appreciation for the
6 uniqueness of each member of our community. Because the university's educational goals are
7 founded on the values of intellectual honesty, appreciation for diversity, and mutual respect, it is
8 critical that our academic and co-curricular programs, scholarships, courses, workshops, lectures,
9 and other aspects of campus life reflect diverse perspectives. Freedom from discrimination,
10 harassment, and violence against persons or property is a basic right and is requisite for learning.
11 Freedom of speech shall be protected. By the same token, the campus community shall denounce
12 and confront acts of intolerance, abusive behaviors, and the beliefs and past events that have
13 separated us as a people." and;

14 WHEREAS, San Diego State University's Diversity Pledge calls on students, faculty and staff to
15 pledge "To embrace the diversity of all individuals respecting such attributes as their sex, gender,
16 race, ethnicity, age, class, citizenship, marital status, sexual orientation, nationality,
17 socioeconomic status, religion, physical ability, mental ability and expression; To strive toward
18 social justice for all people in order to create and sustain a safer, more productive, and inclusive
19 campus environment..." and;

20 WHEREAS, the message from the Chief Diversity Officer at San Diego State University states,
21 "As leaders in diversity, it is our responsibility to examine our values and develop a campus
22 culture where diversity and inclusion are central to strategy as well as to operations. We are
23 creating systems that allow every student, faculty and staff member to achieve maximum
24 potential within a diversity framework. Our progress and contributions to diversity and inclusion
25 can be measured and documented taking into consideration the specific goals of the individual,
26 unit and campus." and;

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

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

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

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