



**SACRAMENTO
STATE**

COMMITTEE ON DIVERSITY AND EQUITY

TO: Executive Committee/Select Committee
FROM: CODE
REGARDING: Executive Committee Proposed Structure

10-24-11

In spring 2011, the Senate Select committee began to re-assess the composition of the Executive Committee for the 2011-2012 Academic Year, and CODE (Committee on Diversity and Equity) requested from both Select and Executive Committees that our committee be extended voting rights on the Executive committee.

This semester (fall 2011) CODE received a report—i.e., Status of Standing committees—detailing the recommended restructuring of faculty senate committees by the Senate Select Committee. The report recommended that CODE report to one of the three formed committees, i.e., Faculty Affairs Policies Committee. CODE strongly disagrees with this recommendation on the basis that such restructuring would limit our committee's mission and charge in the faculty senate and within the university at large (see attachment FS 99-108), and further that such a change undermines our numerous requests for direct representation and voting rights in the Executive committee.

Considering CODE's charge, our committee unanimously agreed that the Select Committee's recommendation would inappropriately narrow our role to matters of recruitment, appointment and retention of University Faculty (see report pg. 8), when, in fact, our mission's scope is broader in the sense that it addresses university issues covered by the other proposed committees, i.e., Student Affairs Policies Committee and Academics Affairs Policies Committee. Furthermore our committee's objectives would be more operational if it responds directly to the Faculty Executive Committee.

CODE has been among the most active Faculty Senate Committees in terms of collaborative work with other university and non-university organizations (e.g., faculty senate committees, OIR, human resources, affirmative action office, Black and Chicana/o faculty and staff associations, student government and organizations, and Council for Affirmative Action, among others). Moreover, we have been successful in achieving our goals, such as advancing university policy (UARTP policy SECTION 6.06.D) that affirms equity in hiring; co-organizing with Council for Affirmative Action annual equity/diversity conferences (e.g., From Affirmative Action to Affirmative Justice) that have drawn hundreds of university/community participants; and contributing to the publication of university and general public reports that advocate for equity and diversity among students, staff, and faculty (i.e., Closing the Achievement Gap Report 2010 and www.wdhstore.com/hispanic/data/pdf/june27-challenging.pdf).

Our committee again urges the Executive Committee to value and support CODE's charge which is aligned with the university's mission and strategic plan of advancing quality and accessible public higher education that responds to the needs of our pluralistic society and enhances the quality of life for the region and state. We take our charge seriously in the efforts of raising the academic standards that reflect an inclusive and stimulating teaching/learning environment and that will prepare our students, staff, and faculty to be competent and successful in their professional fields in our increasingly diverse and globally

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THE CALIFORNIA STATE UNIVERSITY Bakersfield Chico Dominguez Hills Fresno Fullerton Hayward Humboldt Long Beach Los Angeles Maritime Academy

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COMMITTEE ON DIVERSITY AND EQUITY

interconnected communities. CODE's mission advances the values, advocacy, and understandings of how diversity/equity enhances academic standards, competence, and experiences for all.

Sincerely,

Manuel Barajas, CODE Co-Chair
Margarita Berta-Avila, CODE Co-Chair

FACULTY SENATE CHARGE (FS 99-108)

Based on federal equal opportunity and affirmative action guidelines, the committee reviews, develops, and recommends to the Executive Committee revisions to existing goals, policies, and procedures in accordance with the University non-discrimination policies.

Identifies (in consultation with the University's Equal Opportunity/Affirmative Action Office) and reports to the Executive Committee on areas in which policy needs to be established.

Participates in establishing both short-term and long-term goals for University equity and diversity and evaluates progress toward achieving those goals.

Reports to the Executive Committee on progress in meeting the objectives** specified for the Pluralism Theme of the University's Strategic Plan.

Works to develop and assure implementation of an assessment plan for analyzing the progress toward achieving the University's equity and diversity goals.

Prepares an annual report on equity and diversity to be presented to the Faculty Senate in the spring semester.

Heightens faculty's awareness of the University's equity and diversity goals, policies, and procedures; and works with Colleges and Departments to achieve these goals.

Reviews and recommends methods to improve recruitment and retention of diverse faculty.

Provides assistance to Departments and Colleges as they seek to achieve equity and diversity in hiring.

Provides assistance to University, College and Department Search Committees as they seek to achieve equity and diversity in hiring.

Recommends to the Executive Committee representatives to serve on University-wide Search Committees

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