

**ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California**

**AS-411-93/DSTF
RESOLUTION ON
PROMOTING SENSITIVITY of DIVERSITY ISSUES**

WHEREAS, Section 5 of the "Strategic Plan for Cal Poly" states, "Diversity enhances the quality of life and education for all members of the Cal Poly community"; and

WHEREAS, Section 5 of the "Strategic Plan for Cal Poly" further states, "to achieve a truly integrated multicultural campus, members of the faculty, staff, and student body must participate in academic and cultural programs that promote the sensitivity, understanding, and appreciation necessary for the successful attainment of this ideal"; and

WHEREAS, The "WASC Draft Statement on Diversity" (July 29, 1993) states, "Such changes are often awkward and sometimes difficult. But these changes also bring new intellectual challenges and can contribute mightily to educational quality by offering a more profound understanding of ourselves and our world and an education of greater relevance in a multicultural society"; therefore, be it

RESOLVED: That the Academic Senate support the creation of a sensitivity task force whose responsibilities include events such as campus-wide workshops held regularly for all faculty, staff, and students which promote the sensitivity and skills necessary for integrating a multiculturally diverse campus; and, be it further

RESOLVED: That the university, colleges, and departments actively support the efforts of various campus entities that contribute to Cal Poly's education on diversity, such as the Center for Women & Ethnic Issues and underrepresented student groups, with financial support for speakers and programs as well as encouraging faculty to volunteer their participation with these groups; and, be it further

RESOLVED: That a "Multicultural Visiting Professors Program" be funded wherein distinguished faculty from underrepresented groups be invited to Cal Poly as visiting professors. (These faculty could be offered positions for one to three quarters to teach classes, lead seminars, serve as advisors to students, serve as a resource in recruitment of underrepresented faculty, and participate in campus conferences and talks.) Faculty from all disciplines should be considered.

Proposed by the Diversity Summer Task Force
September 7, 1993
Revised October 7, 1993
Revised November 1, 1993

State of California

CAL POLY
San Luis Obispo, CA 93407

M E M O R A N D U M

To: Jack Wilson, Chair
Academic Senate

Date: March 14, 1994

From: Warren J. Baker
President

File No.:

Copies: Robert Koob
Anna McDonald
Elaine Doyle
Bob Gish

Subject: **RESPONSE TO ACADEMIC SENATE RESOLUTIONS 411-413**

Resolution 411

It is my intention that this element of the strategic plan continue to be given a high priority by all elements of the campus as your resolution suggests. The suggestion of a visiting professors' program is a good one, and each college has been asked what it plans to do to promote faculty diversity in the next year and beyond.

Resolution 412

Enrollment and employment data will show that the University has established a positive gradient in the change of the numbers of underrepresented people in both the student and staff categories. Trends are less clear with the faculty, but this remains a high priority for me and for the University as this resolution reaffirms.

Resolution 413

I support the formation and operation of an Educational Equity Commission as described in this Resolution. I will take the necessary action to form the Educational Equity Commission as outlined in the next to last resolved clause.

I have transmitted these Senate resolutions to the deans and the program managers along with my response. Thank you very much for your careful consideration of these issues to improve diversity on the campus and promote sensitivity to the changing needs of our students.