

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

**AS-413-93/DSTF**

**RESOLUTION ON  
ESTABLISHING THE EDUCATIONAL EQUITY COMMISSION  
AS A STANDING UNIVERSITY-WIDE COMMITTEE**

After several meetings between the Academic Senate and concerned students, it was agreed that a summer task force would be formed (three faculty and three students) to draft recommendations for implementing diversity goals during the 1993-1994 academic year.

In support of the "Implementation Strategies for the Educational Equity Goals and Objectives of the Strategic Planning Document" prepared by the Educational Equity Commission during Spring 1992, and in compliance with Section 5 DIVERSITY of the Cal Poly Strategic Plan, the following recommendations are set forth.

WHEREAS, Numerous activities and efforts have been made by various campus constituencies to develop and maintain an integrated multicultural university community, but these efforts have not always had far-reaching effects because the activities and services have not been centralized; and

WHEREAS, Centralization of efforts would promote efficiency and understanding across the campus of diversity activities and their successes as well as reduce duplication of efforts; and

WHEREAS, In support of the recommendation in the "Implementation Strategies for the Educational Equity Goals and Objectives of the Strategic Planning Document" report prepared by the Educational Equity Commission during Spring 1992 (page 29), which recommends that the Educational Equity Commission be established as a standing university-wide committee charged with the promotion and advancement of educational equity and diversity goals at Cal Poly; therefore, be it

RESOLVED: That the Equal Opportunity Advisory Council remain intact as an advisory body to the President on employment issues related to affirmative action and equal opportunity as prescribed in the Campus Administrative Manual; and, be it further

RESOLVED: That the Educational Equity Commission exist as a body of campus representatives charged with the responsibility of coordinating and facilitating the creation of a multicultural, multiracial campus that is committed to providing a nurturing, supportive environment conducive to the success of all students, faculty, and staff. The Commission shall develop and recommend policies and programs to the Vice President for Academic Affairs and the Deans' Council to achieve educational equity goals and objectives; and, be it further

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Page Two

RESOLVED: That the Educational Equity Commission be charged with the following responsibilities:

1. Gather information for overview of diversity activities and issues. This includes the hiring, retention, and promotion of underrepresented faculty, staff, and administration; outreach, recruitment, retention, and graduation of a diverse student body; education of the Cal Poly community on cultural and gender issues; and development of a multicultural curriculum;
2. Provide coordination on diversity activities;
3. Share information on diversity activities and issues;
4. Measure what's successful and what's not on diversity activities;
5. Avoid duplication of efforts on diversity;
6. Identify areas in need of additional effort and support;
7. Publicize successful diversity activities; and
8. Promote university-wide programs which can provide the personnel, fiscal and physical resources to assist academic units and student organizations in their pursuit of equity and diversity goals, including the Foundation and alumni sources.

and, be, it further

RESOLVED: That the Education Equity Commission work in consultation with each academic and administrative unit on campus as the units set and evaluate the achievement of education equity and diversity goals and objectives. Such goals shall include, but not be limited to, those relating to:

- recruitment, hiring, development and retention of underrepresented faculty and staff;
- recruitment and admission of underrepresented students;
- progress toward graduation and graduation rates of underrepresented students;
- inclusion of multicultural issues in the curriculum (including student projects);
- effectiveness of programs and efforts to achieve campus-wide sensitivity towards diversity issues and underrepresented students;

and, be it further

RESOLVED: That the evaluations be forwarded to the President, Vice President for Academic Affairs and the Deans' Council as input on resource allocation, so achievement of diversity goals may be appropriately rewarded; and, be it further

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Page Three

RESOLVED: That the membership of the Educational Equity Commission be as follows:

- 1 . one faculty representative from each college nominated by the Academic Senate;
2. one representative from the Academic Deans' Council;
3. one representative from the Staff Council;
4. the Director of Affirmative Action;
5. the Director of Ethnic Studies;
6. one representative from the Cal Poly Foundation; and
7. one ASI student representative chosen from among the cultural clubs;
8. one representative from Student Affairs;

and, be it further

RESOLVED: That the Educational Equity Commission receive adequate funding and clerical support in order to provide the centralization of information and services recommended by this resolution.

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

State of California

CAL POLY  
San Luis Obispo, CA 93407

MEMORANDUM

To: Jack Wilson, Chair  
Academic Senate

Date: March 14, 1994

File No.:

Copies: Robert Koob  
Anna McDonald  
Elaine Doyle  
Bob Gish

From: Warren J. Baker  
President

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.