



## **A Resolution Responding to the use of Racial Slurs by a member of a CSUF Fraternity**

**WHEREAS** A member of Phi Sigma Kappa created a flyer which used a racial slur that was posted on Instagram to advertise a philanthropic event<sup>1</sup>, and

**WHEREAS** Per CSU Executive Order 1097 - "The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. . . . All Students have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation."<sup>2</sup>, and

**WHEREAS** The CSUF Black Student Union (BSU) held a town hall meeting on Monday, October 21, 2019. Students, faculty, staff, and community members indicated their concerns regarding the campus climate for Black students, faculty, and staff; the repeated instances of racial incidents at CSUF; and requested action be taken by CSUF, therefore be it

**RESOLVED** That the CSUF Academic Senate heard and witnessed the demands from the BSU community and agrees that it is an overdue time for action, and be it further

**RESOLVED** that the Academic Senate condemns any behavior or action that causes any student, faculty, staff, or community member to feel unsafe, unwelcome or unsupported, and be it further

**RESOLVED** That the Academic Senate finds that the use of racial slurs violates CSU policy and the CSUF civility policy. This type of language is antithetical to our commitment to a respectful and diverse campus as articulated in our Mission and Goals, Strategic Plan, and Academic Master Plan; and be it further

**RESOLVED** that the Academic Senate, in collaboration with the Administration, supports efforts to change the CSUF campus culture and campus climate, and be it further

**RESOLVED** that since prior and existing efforts to disrupt the culture that threatens people of color at CSUF have not been completely successful, the Academic Senate commits to explore the initiatives proposed by the BSU for the purpose of improving campus climate for students of color, particularly Black students, and be it further

**RESOLVED** That the following Academic Senate Committees shall complete the following by the end of the 2019-2020 Academic Year and report back to the Senate:

- 1) The Student Academic Life Committee review UPS 300.000 – Student Rights and Responsibilities and CSUF and CSU conduct policies to ensure quick resolution, restorative justice, and appropriate sanctions for acts which disrupt the right of CSUF students to participate in activities free from Discrimination, Harassment, and Retaliation (see EO 1097).

- 2) That the Diversity and Inclusion Committee and Faculty Affairs Committee will
  - a. Review current diversity training practices and make recommendations for changes, improvements, or additions, including the addition of anti-racism training to the existing training, and
  - b. Review current hiring practices and procedures with a focus on diversity, equity, and inclusion.
  - c. Review current evaluation practices and procedures, including those related to retention, tenure and promotion, with a focus on diversity, equity, and inclusion. In this review, the committees should carefully consider cultural taxation which often impacts faculty and staff of color who support, advocate, and mentor students of color.
  
- 3) The Academic Senate Executive Committee will work collaboratively with the Provost and Vice-President for Academic Affairs, the Faculty Development Center, and the California Faculty Association to develop and implement faculty development workshops on inclusive pedagogy and social and racial justice which will be offered to and required of all full and part-time faculty, and be it further

**RESOLVED** That the CSUF Academic Senate calls on CSUF to quickly investigate and take action per Title 5 of the California Code of Regulations § 41301- Standards for Student Conduct, CSU Executive Order 1097 and 1098, and UPS 300.000; and be it finally

**RESOLVED** That copies of this resolution be distributed to the CSUF President, the CSUF Provost and Vice President for Academic Affairs, the Vice President for Student Affairs, the Vice President for Human Resources, Diversity and Inclusion, the Vice President for Information Technology, the Vice President for Administration and Finance, the Vice President for University Advancement, the Associated Students Inc. (ASI) President, the Chair of the ASI Board of Directors, the President of the BSU, the CSUF-CFA President, the Associate Vice Presidents for Student Affairs at CSUF, the National Pan-Hellenic Council, and the Director of the Diversity Initiatives and Resource Centers at CSUF.

1- <https://dailytitan.com/2019/10/black-student-union-demands-change/>

2- <https://calstate.policystat.com/policy/6742744/latest/>