



University Policy Statement

UPS 100.007

Diversity, Inclusion, Equity, and Social Justice at CSUF

California State University, Fullerton (CSUF) values the diversity in culture, world views, and experiences of its students, faculty, staff, and administrators. CSUF is committed to having an inclusive, equitable, and socially just campus culture. We aim to eradicate inequity from our practices, policies, and procedures so that social identity is no longer a predictor of success for members of our campus community. This requires that the campus community adopts an emancipatory mindset and works towards disassembling systemic structures responsible for the minoritization and marginalization of historically and currently underserved groups.

CSUF serves a majority of students from historically and currently underserved groups. CSUF is recognized as a Hispanic Serving Institution and qualifies as an Asian American and Native American Pacific Islander Serving Institution. These are federal designations based on the demographics of our student population. CSUF strives to put student perspectives at the center and embrace CSUF students' heritage, culture, and languages.

CSUF recognizes that because these communities are underserved, they are often underrepresented and, when they are included, their perspectives are marginalized. In direct response, CSUF is committed to being an actively inclusive campus community. This commitment requires providing space for the genuine participation and inclusion of people from underserved groups who often do not see themselves or their communities represented. It demands that CSUF recognizes the historic and ongoing injustices that have systematically marginalized and excluded these groups. CSUF shall work systematically and transparently towards disassembling systemic structures of oppression responsible for these injustices.

To this end, CSUF shall eliminate institutional barriers that hinder the success of any Titan and strengthen anti-racist, culturally responsive, and equity-minded practices across all campus communities.

I. DEFINITIONS

Diversity includes all the ways in which people differ and it encompasses all the different characteristics that make an individual or group different from each other. This perspective encourages a plurality of thought, ideas, and values. The definition of diversity is constantly evolving. It currently includes race, ethnicity, and gender, as well as socioeconomic status, age, national origin, religion, ability status, sexual orientation, gender identity and expression, language, immigration status, veteran status, and physical appearance.

Inclusion is the act of creating environments in which any individual or group can fully participate and feel welcomed, supported, and valued. An inclusive community values diversity and offers respect in words and actions for all people. Inclusive practices are vital to CSUF's core academic mission and institutional functioning.

Equity is equal opportunity for access, growth, and success for all students, faculty, and staff in the context of unbalanced structural conditions and individual circumstances. Equity requires identifying and eliminating systemic barriers that have prevented the full participation of historically and currently underserved, underrepresented, and marginalized groups.

Social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.

II. A WELCOMING CAMPUS

A campus can be welcoming in the social environment it creates, as well as in the way it is visually presented. Representation matters and Titans will feel more connected and claim ownership to a campus where they see depictions of themselves.

CSUF shall avoid cultural tokenism and foster cultural appreciation. CSUF shall expand its public art offerings to celebrate and foster its diversity. CSUF shall operate in and embrace various languages and cultural traditions.

CSUF shall expand its safe spaces and culturally relevant and responsive resources for underserved, underrepresented, and marginalized students, faculty, and staff.

III. EXPECTATIONS OF BEHAVIOR

Inclusivity and social responsibility are the cornerstones of our University Mission. To achieve a climate that is equitable for underserved, underrepresented and marginalized groups, CSUF shall establish effective mechanisms that ensure that Titans are protected from implicit and explicit biases, as well as set clear procedures to resolve violations to our norms and policies.

To create an environment that fosters civility and creates an inclusive and welcoming climate, we shall hold ourselves and others accountable for explicit and implicit biases and micro-aggressions. We must also listen with humility and validate the experiences of our fellow Titans without questioning or diminishing them. We shall educate ourselves on diversity, equity, inclusion, and social justice. The responsibility to educate Titans on these issues shall not rest on those from underserved, underrepresented, and marginalized groups and communities. We shall also be cognizant of any privileges we may hold as individuals and not become defensive when they are brought to our attention.

IV. INCLUSIVE AND DIVERSE LEADERSHIP

CSUF will train and expect faculty, staff, and administrators to act as leaders and institutional change agents to support and empower underserved and historically underrepresented communities.

CSUF shall be led by a diverse team of qualified individuals that should be representative of the diversity in Southern California and our campus community. This team shall be committed to integrating equity and social justice into our key decision-making processes. Inclusive leadership requires the active participation of all Titans in order to create a campus culture and climate reflective of our diversity, aligned with our strategic goals, and committed to equity and social justice.

CSUF shall foster a public image that reflects our diversity, projects our commitment to become an anti-racist and anti-oppression institution, and ensures that our characteristics and values are incorporated in our public messages, activities, and programming.

V. PEDAGOGY AND CURRICULUM

CSUF is committed to providing an emancipatory educational experience for our students. The curriculum and pedagogy shall support the success of our diverse community of learners through the creation of environments, inside and outside of the classroom, that foster equal access to learning while incorporating the values of diversity, inclusion, equity, and social justice.

All CSUF units shall look critically at their curriculum and programming through the lens of equity and inclusion. This includes updating curriculum to ensure education across disciplines is aligned with the diverse voices and perspectives that define and are re-defining their fields.

Curricular and co-curricular offerings at all levels shall incorporate social justice methods and content to the educational environment. For social justice curricular offerings to succeed, CSUF shall provide the necessary support and training for curricular development.

In our classrooms, we shall be aware of and responsive to the histories and lived experiences of marginalized and socially disempowered groups whose perceived legitimacy has been and is still challenged in academia and society. Faculty will teach from an asset perspective, rather than deficit perspective, highlighting the attributes students bring with them from their communities. In our classrooms, we shall be aware of privilege, or lack thereof. We shall adopt pedagogies which treat students equitably and aid in the dismantling of systems that create social privilege.

VI. PERSONNEL

All personnel processes shall be conducted with the goal of eliminating explicit and implicit biases and addressing past and current inequities.

While this policy informs the direction of campus personnel policies it shall not itself lead to specific disciplinary actions or negative personnel reviews unless incorporated into specific policies.

Recruitment, retention, and promotion of faculty, staff, and administrators shall be consonant with applicable equal employment opportunity policies and procedures, CSUF's affirmative action plan, and CSUF's strategic priorities related to diversity, equity, inclusion, and social justice. CSUF shall recognize the additional barriers and burdens placed on underrepresented and marginalized faculty. In order for these faculty to thrive academically and professionally, CSUF shall create targeted support mechanisms that ease the impact of cultural taxation and stereotype threat on faculty from underrepresented and marginalized groups.

CSUF, the CSUF Academic Senate, colleges, departments, and programs shall create processes in RTP to acknowledge, evaluate, and credit the unacknowledged service done by many faculty from underrepresented and marginalized groups.

VII. ALIGNMENT OF VISION, RESOURCES, AND OPERATIONS

Guided by the University Mission and Strategic Plan, CSUF shall set priorities for diversity, inclusion, equity, and social justice for each division and for each college. The President or their designee shall be responsible for establishing mechanisms that enable coordination and transparency among units, as well as reporting at least annually to the Academic Senate on progress towards meeting these priorities.

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