



California State University | Stanislaus

**ASSOCIATED STUDENTS INCORPORATED OF  
CALIFORNIA STATE UNIVERSITY, STANISLAUS**

**Resolution Supporting Hiring Practices that Create More Diversity Among  
Stanislaus State Faculty, Staff, and Psychological Counselors**

1. **WHEREAS:** The Associated Students, Inc., is the representative body and the official voice of over 10,000 students at California State University, Stanislaus, with a mission to advocate and provide responsible and effective leadership to a diverse student population, committed to making sound decisions for the betterment of the university; and
2. **WHEREAS:** Those serving on the Associated Students, Inc., Board of Directors, have been contacted numerous times by countless students, expressing concerns of racial bias exhibited by faculty, staff, and psychological counselors; and
3. **WHEREAS:** We support all efforts to create a more inclusive and diverse campus environment that actively promotes diversity and multiculturalism, through the intentional and specific hiring of persons of color and divergent beliefs (to include faculty, staff, counselors, etc.); and
4. **WHEREAS:** The *Campus Diversity Statement*, as prepared by the President's Commission on Diversity & Inclusion, speaks to and defines the diverse make-up of our university, including:  
*... race, ethnicity, nationality, sex, sexual orientation, gender, gender identity, creed, religion, age, social class, socio-economic status, physical and cognitive differences, political views, and veteran status.;* and
5. **WHEREAS:** Although the university's mission statement proclaims a commitment to and an emphasis on the value our university places on diversity, the make-up of our faculty, staff, and psychological counselors, does not reflect this commitment or the diverse demographic of the student population as a whole; and
6. **WHEREAS:** In terms of socio-economic status, our campus educates and serves an extremely diverse student body, with 61% of our students being Pell eligible and 67% being first generation college students; and
7. **WHEREAS:** Included in a report provided by the Office of Institutional Research, Stanislaus

State University student demographics for the fall 2018 semester versus the make-up of faculty and staff for the 2018 school year were as follows:

<u>Students</u>		<u>Faculty and Staff</u>
.3% American Indian	vs	.8% American Indian
.5% Native Hawaiian	vs	.02% Native Hawaiian
2% African American	vs	4% Black/African American
2% Two or more races	vs	1% Two or more races
9% Asian	vs	9% Asian
23% White	vs	60% White
53% Hispanic/Latino	vs	18% Hispanic


- 8. WHEREAS:** The above ratios illustrate a particular disconnect in the percentage of Hispanic/Latino students enrolled in the fall of 2018 as compared to the percentage of Hispanic faculty/staff, with only 18% of our faculty/staff being of Hispanic/Latino ethnicity, compared to a Hispanic/Latino student population of 53%; and
- 9. WHEREAS:** We fully support President Junn’s Commission on Diversity & Inclusion Action Plan recommending CSU Stanislaus, “*Recruit and hire staff, faculty, and administrators that reflect the historically underserved and underrepresented groups on campus through fair and equitable employment practices,*” and
- 10. WHEREAS:** Additionally, we fully support a more inclusive and diverse campus environment, as outlined by President Junn in her March 7, 2019 message to the campus community, writing, “When I arrived as president of Stanislaus State during the summer 2016, I initiated a number of landmark steps to enhance and promote diversity and inclusion efforts on campus,” and
- 11. WHEREAS:** We understand that creating and sustaining a diverse and inclusive campus environment is an ongoing commitment, necessitating continual assessment and evaluation, adaptable and welcoming to change, just as the dynamics and structure of our campus as a whole continue to evolve.
- 12. THEREFORE, BE IT RESOLVED:**  
The Associated Students, Inc., strongly recommends and fully supports taking immediate and meaningful actions to create more diversity among our faculty, and psychological counselors; to better represent the diverse nature of our student body.
- 13. BE IT FURTHER RESOLVED** that copies of this resolution be distributed to the President of Stanislaus State, Ellen Junn, Provost and Vice President of Academic Affairs, Kimberly Greer, Vice President of Business and Finance, Darrell Haydon, Vice President for University Advancement, Michele Lahti, Vice President for Strategic Planning, Enrollment Management and Innovation, Gitanjali Kaul, Vice President of Student Affairs, Christine Erickson, Associate Vice President of Student Affairs/Dean of Students, Paz Oliverez, Health and Wellness Executive Director, Scott Hennes, Psychological Counseling Director, Daniel Berkow, Senior Associate Vice

President for Human Resources, Equal Opportunity and Compliance, Julie Johnson, Senior Associate Vice President for Communications, Marketing, and Media Relations, Rosalee Rush, Dean, College of Business Administration, Tomas Gomez-Arias, Dean, College of Education, Kinesiology and Social Work, Oddmund Myhre, Dean, College of the Arts, Humanities, and Social Sciences, James Tuedio, Dean, College of Science, David Evans, Academic Senate Speaker, Chris Nagel and The Signal.

**PASSED AND ADOPTED** by the Board of Directors of the Associated Students, Inc., at a regularly held meeting on April 23, 2019.

  
MiShaye Venerable  
ASI Secretary

5/1/19  
Date

  
Michelle Nungaray  
ASI Vice President

5/1/19  
Date