Academic Senate of the California State University (ASCSU)
Ad Hoc Committee to Advance Equity, Diversity and Inclusion Within the ASCSU (AEDI)
End of Year Report 2019-2020

1. **Committee Responsibilities**

   The overarching mission of the Ad Hoc Committee to Advance Equity, Diversity and Inclusion Within the ASCUS (AEDI) is to identify ways in which the ASCSU might advance its equity, diversity and inclusion goals.

   The Ad Hoc Committee's charge is to review ASCSU policies, procedures and processes in order to provide recommendations to the Executive Committee about ways to increase equity, diversity and inclusiveness in the Senate by:

   - Reviewing ASCSU documentation, specifically the Constitution and Bylaws with recommendations for identifying bias and making appropriate changes.
   - Recommending ways in which mentorship can be instituted to support new Senators.
   - Exploring ways in which Senate practices can encourage and support the formation of affinity groups.
   - Reviewing the membership of and leadership of Senate Committees and considering any changes in both that would increase opportunity and equity.
   - Examining procedural practices on the floor, such as coordinating a speaker's list, and making suggestions for changes that would improve the representation of diverse voices.
   - Considering campus recruitment of new Senators and prohibitions to participation of diverse faculty and making suggestions as to any role the ASCSU might play in recruiting and retaining diversity within the ASCSU.
   - Identifying ways to advance a feedback-rich culture within the ASCSU.
   - Determining where funding is needed to support ASCSU actions that would increase equity, diversity, and cultural inclusivity.

2. **Committee Discussions and Reports**

   - Developed group agreements to govern the way this committee will interact:
     - Be brave
     - Be open to dialogue
     - Share your opinion and perspective
     - Listen and question to understand more deeply
     - Don't take yourself too seriously
     - Disagreement is okay (disagree without being disagreeable)
     - Move up and move back (make space for others)
   - Discussed tensions in ASCSU, CSU, and higher education related to diversity, equity, and inclusion

- The Ad Hoc Committee Chair developed a list of activities related to the Ad Hoc Committee's Charge (see Appendix A); committee members were asked to sign up and serve as the leads for bringing these topics to meetings for further discussion
- Discussed membership and leadership in ASCSU and the complexities of ensuring a diverse ASCSU membership and constitution of leadership
- This End of Year Report is the only report from this committee for academic year 2019-2020.

3. Items for Consideration (Previous/Future)

Previously Considered

a. Recommendations for enhancing diversity and inclusion on ASCSU committees for submission to the incoming Executive Committee

b. Solicited and received a proposal from Carmel Saad/Just Communities for a diversity, equity, and inclusion-related training for ASCSU. In addition to the training, Carmel Saad/Just Communities proposed a process for: a) providing observations about group dynamics in the ASCSU body and committees; and b) making recommendations for improving diversity, equity, and inclusion within ASCSU. The Ad Hoc Committee notes the importance diversity, equity, and inclusion training for all ASCSU members. Training is needed in direct response to the experiences shared with or experienced by members of this Ad Hoc Committee.

c. Senator Waltz began reviewing the Constitution and Bylaws to identify bias and non-inclusive terminology. Preliminary considerations include the following:

  i. **ASCSU Constitution:** Discussed using a gender-neutral term such as *Recorder*, instead of *Secretary,* to designate the officer position. However, no group agreement was made to move this consideration forward.

  ii. **ASCSU Bylaws:** Considered alternatives to the use of "he or she," in order to be more inclusive. Possible alternatives include: gender neutral pronouns, the use of the plural to indicate the singular (e.g., they/their/them), or the use of the term *one* for the singular, or other alternative. The committee will consider this item in the upcoming year, if the work of this committee is allowed to move forward.

Future Considerations for the 2020 -2021 Committee

a. The Ad Hoc Committee should solicit guidance from the Executive Committee on the process for identifying and recommending external funders to underwrite the cost of diversity, equity, and inclusion-related training.

b. The Ad Hoc Committee should consider drafting a statement that clarifies and defines the Committee's understanding of equity, diversity, and inclusion.

4. Committee Membership 2019-2020
The members who served on the Committee to Advance Equity, Diversity, and Inclusion during AY 2019-2020 were:
- Vanessa Lopez-Littleton, Chair [California State University, Monterey Bay – Public Administration, Health Policy]

- Nola Butler-Byrd, Vice Chair [San Diego State University, Multi-cultural Counseling]
- Julia Curry [San José State University, Sociology]
- Boris Ricks [California State University Northridge, Political Science]
- Mark Hoven Stohs [California State University, Fullerton, Finance]
- Scott Waltz, Recorder/Secretary [California State University, Monterey Bay, Education]
- Darlene Yee-Melichar [Executive Committee Liaison, San Francisco State University

With Thanks and Appreciation from the AEDI Chair

In the midst of ongoing racial/ethnic tensions, deep partisan divides, and uncertainty around the future (and campus-level roll-out) of Ethnic Studies requirements in the CSU, the work of the Ad Hoc Committee is more important than ever. The Ad Hoc Committee held its first meeting on March 6, 2020 and has only just begun the process of engaging in thoughtful discussions around myriad issues related to equity, diversity, and inclusion and the subsequent development of recommendations to move ASCSU forward. As such, the members of the Ad Hoc Committee desires to extend the work of the committee through the 2020-2021 academic year.

I would like to share a special thanks to the inaugural AEDI committee and the 2019-2020 ASCSU Executive Committee for its leadership and vision in bringing this committee to fruition. I am grateful for their ability to see the need to be vigilant in working towards a more humane and just society by advancing principles of diversity, equity, and inclusion. I would also like to thank the inaugural members of the Ad Hoc Committee whose voices, perspectives, and willingness to serve are critical to advancing diversity, equity, and inclusion throughout the ASCSU and its practices thereof.

Respectfully submitted,

Vanessa Lopez-Littleton

Vanessa Lopez-Littleton, PhD, RN
Chair, Ad Hoc Committee on Equity, Diversity, and Inclusion
June 1, 2020

Appendix A: Committee Activities

In moving ahead with the work of the committee, please select one of the following areas to lead. You may claim your area by noting your name in the space provided after each activity.

I.   Bylaws and Constitution Review (Lead: Scott Waltz)

Please place your feedback below for each of the noted documents. **Suggestion:** Please don't feel compelled to make suggested changes, this could be an opportunity to work as a group to develop suggested changes. This is important as these changes will later become committee recommendations. So, everyone's voice is important in developing suggestions.

Bylaws			
Area/Section	**Topic**	**Concern**	**Suggested Change**
Constitution			
Area/Section	**Topic**	**Concern**	**Suggested Change**

II.   Funding to Support ASCSU Equity, Diversity, and Cultural Inclusivity (Lead: Julia Curry)

III.   Membership and Leadership of Senate Committees (Lead: Mark Stohs)

IV.   Advancing a Feedback Rich Culture (Lead: Nola Butler-Byrd)

V.   Procedural Practices (Lead: Nola Butler-Byrd)

VI.   Support for Affinity Groups (Lead: Boris Ricks)

VII.   Campus Recruitment (Lead: Julia Curry)

VIII.   Mentoring (Lead: Darlene Yee-Melichar)

IX.   Data on Senators/How diverse are we? (Lead: Darlene Yee-Melichar)