



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

Division of Academic Affairs Resolution Number: SR 20-XX

Page 1 of 3

Resolution on Shared Definitions for Inclusive Excellence

1
2 **Resolution Number:** SR 20-XX

3
4 **Drafted By:** Faculty Senators in the 2020-2021 President’s Inclusive Excellence Advisory
5 Council: José Alamillo, Selenne Bañuelos, LaSonya Davis, Javier Gonzalez, Christy Teranishi
6 Martinez, Kaia Tollefson

7
8 **Approval Date:**

9
10 **Purpose:**

11 CSUCI promotes diversity, equity, and inclusion; however, we do not have common language
12 and practices to reflect these values. This resolution supports the necessary, ongoing work to
13 address this fundamental challenge. President Erica Beck has charged our campus to foster a
14 campus culture that advances Inclusive Excellence utilizing a decentralized approach, which
15 means we all share responsibility to make this vision a reality as individuals and through our
16 respective programs and colleges.

17
18 **Resolution:**

19
20 WHEREAS the President’s Commission on Human Relations, Diversity, and Equity worked to
21 advance diversity and equity across campus from 2002 through 2015, but never defined the
22 terms “equity” and “diversity;” and

23
24 WHEREAS in 2011, the Academic Senate Approved Resolution # SR 11-03 that stated its
25 commitment to “Advance the Ethnic and Racial Diversity of Faculty, Staff and Administrators
26 from Historically Underrepresented Groups;” and

27 Whereas in 2016, the Academic Senate approved Resolution # SR 16-01, “Commitment to
28 Equity, Inclusion, and Civil Discourse within our Diverse Campus Community”, which resolved
29 that the faculty of CSU Channel Islands reaffirmed their embrace of equity and inclusion; their
30 commitment to diversity as a source of renewal, vitality, strength, and enhanced collective
31 intellectual capacity; their commitment to facilitating learning in the classroom, on campus, and
32 in the community; and their roles in securing a safe learning environment for all of our students;
33 and

34
35 WHEREAS in May 12, 2020, the Academic Senate approved Resolution #SR 19-05
36 “Condemning the Increase in Hate Crimes Related to COVID-19”; and

37



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

Division of Academic Affairs Resolution Number: SR 20-XX

Page 2 of 3

Resolution on Shared Definitions for Inclusive Excellence

38
39 WHEREAS the California Faculty Association since 2016 has organized Equity Conferences,
40 produced Equity Reports, and organized unconscious bias workshops with working definitions;
41 and
42
43 WHEREAS in 2020, the Academic Senate approved the formation of an Anti-Racist, Equity,
44 Diversity and Inclusion Standing Committee; Senate Black Lives Matter Resolution Task Force;
45 Cluster Hiring and Equity Handbook Task Force; and
46
47 WHEREAS the 2018-2023 Strategic Initiative on Inclusive Excellence calls for building “a
48 shared understanding of inclusive excellence that includes the development of operational
49 definitions”; and
50
51 WHEREAS the campus shared definitions are a direct result of this commitment for utilization
52 across our campus by students, staff, and faculty as a whole; and
53
54 WHEREAS we acknowledge that these definitions have been researched, discussed in campus
55 wide brown bags, meetings with staff, faculty and student groups, and adopted by President
56 Beck; and
57
58 WHEREAS we recognize these campus wide definitions are a living document that may be
59 revised and added to according to the relevant literature in the field during the life of our
60 campus; and
61
62 WHEREAS shared definitions are designed to protect those with less power by formalizing the
63 campus commitment to sustaining a positive and productive environment; and
64
65 WHEREAS we acknowledge that having campus wide definitions is essential to the
66 transformation of our campus to a culture and climate that is just, equitable, and inclusive to all
67 students, staff, faculty, and the visiting community; and
68 Whereas we acknowledge that faculty evaluations are performed as dictated by the Program
69 Personnel Standards for Tenure-Track faculty, and by Academic Senate Policy 12-10 for
70 Lecturer faculty;
71
72 BE IT THEREFORE RESOLVED, that the Academic Senate at CSUCI agrees to utilize these
73 campus wide definitions in our classrooms, meetings, initiatives, and all areas of campus life; for



CALIFORNIA STATE UNIVERSITY CHANNEL ISLANDS ACADEMIC SENATE RESOLUTION

Division of Academic Affairs Resolution Number: SR 20-XX

Page 3 of 3

Resolution on Shared Definitions for Inclusive Excellence

74 the purpose of supporting all members of the campus community in the development of more
75 equity-producing practices; and further

76
77 BE IT THEREFORE RESOLVED, having shared understandings of what key words mean will
78 not change existing language, policies or procedures for evaluating, assessing, or judging
79 individual faculty performance, but to be used as a model of common language that all members
80 of the campus community will strive for in our shared quest for ensuring an equitable and
81 inclusive campus culture; and further

82
83 BE IT THEREFORE RESOLVED, we recognize that definitions and terminology revisions are
84 expected as we gain new knowledge and research emerges. Therefore, any suggested changes to
85 the current definitions or additional terminology proposed, that have been researched and
86 supported by experts, will be sent to related Senate committees for review, consensus, and
87 approval and then forwarded to the President and the President's Advisory Council on Inclusive
88 Excellence for campus-wide input. Any proposed changes will then be returned to the Faculty
89 Senate for consensus voting; and further

90
91 BE IT THEREFORE RESOLVED, the Academic Senate will amend its bylaws to add the
92 aforementioned charge to relevant Senate committees; and further

93
94 BE IT THEREFORE RESOLVED, the Academic Senate of California State University Channel
95 Islands adopts the Shared Definitions as a living document and supports the intentions and
96 processes described above for reevaluating and amending them.

97
98

Supporting documents:

- 100 1. [IE Proposed Shared Definitions FINAL approved by PBeck Revised 11 2 2020.pdf](#)

101
102