

Resolution Number: RS16-344
May, 2016

Whereas: Diversity and social justice are priorities for SF State;
and

Whereas: The goal of affirmative action is to improve opportunities and equal access to underrepresented groups and help the federally funded institutions to reflect the diversity of the community they serve; and

Whereas: Federal regulations (Presidential Order 11246) require SF State University, as a government contractor, to develop an affirmative action plan; and

Whereas: Because of Proposition 209, which states that “the State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation public employment, public education, and public contracting,” the affirmative action plan has been de-emphasized at SF State; and

Whereas: Proposition 209 has been incorporated into the California constitution and Article 1 – Declaration of Rights, Section 31, Sub-Section (e) of the constitution states explicitly that “nothing in this section shall be interpreted as prohibiting action which must be taken to establish or maintain eligibility for any federal program, where ineligibility would result in a loss of federal funds to the state;” and

Whereas: The CSU Executive Order 1088 reaffirms the federal affirmative action laws and charges the campus Presidents with implementing this (and other) executive order(s); and

Whereas: The same Executive Order maintains that the federally mandated affirmative action plan is to be public and updated annually; and

Whereas: Other CSU campuses already practice and publicize more transparent and comprehensive campus affirmative action plans; be it therefore

Resolved: That the SF State Academic Senate encourages the president to develop an affirmative action plan that helps in improving opportunities and equal access to underrepresented groups and bring the diversity of the University faculty, staff, and administration to be congruent with that of the populations we serve; and be it further

Resolved: That the SF State Academic Senate encourages the president to make the affirmative action plan easily accessible and readily available on the SF State website; and be it further

Resolved: That the SF State Academic Senate supports affirmative action and endorses the faculty responsibilities associated with implementing the plan; and be it further

Resolved: The SF State Academic Senate invites the University’s affirmative action officer to present the updated affirmative action plan and the progress in bringing the University into compliance with it to the senate at the beginning of each academic year.
