

**THE SENATE OF THE ASSOCIATED STUDENTS
CALIFORNIA STATE UNIVERSITY, LONG BEACH**

Bill Number: Senate Resolution #2021-08
Title: Gender Diverse Faculty and Staff Association
Sponsored by: College of the Arts Senator Andrea Felix-Cervantes and Senator-at-Large Sumaiyah Hossain
Co-sponsored by: Commissioner for LGBTIQ+ Affairs Caleb Aparicio
Date Submitted: March 19, 2021
Date Approved: April 14, 2021

- WHEREAS** the Associated Students, Incorporated (ASI) Board of Directors at California State University, Long Beach (CSULB) is the recognized voice for over 37,000 students; and
- WHEREAS** that CSU Long Beach has been recognized as a Safe Zone;¹ however, this is not proportionally represented in the current faculty and administrator positions; and
- WHEREAS** that this Safe Zone is protected under both Title IX² and the Equal Employment Opportunity Commission's federal regulations;³ and
- WHEREAS** that "CSULB seeks to recruit administrators and faculty who enthusiastically support the University's strong commitment to academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with socio-economic backgrounds, and students of diverse sexual orientations and gender expressions;"⁴ and
- WHEREAS** that the success of students of diverse sexual orientations and gender expressions is, in part, contributed to how well represented they are amongst faculty and staff;⁵ and
- WHEREAS** that the retention and graduation of undergraduate students heavily correlates to the "models of professional success"⁶ that is seen on campus; and
- WHEREAS** that the numerous studies of the correlation between representation and success on-campus as seen with race and ethnicity extends to the equity and wellness of the LGBTQIA+ community at CSULB; and
- WHEREAS** that "Proposition 209 does not prohibit or limit Long Beach State from engaging in both broad based and targeted recruiting strategies in order to diversify the applicant pools and increase opportunities to hire diverse individuals;"⁷ and

¹ <https://web.csulb.edu/colleges/chhs/safe-zone/>

² https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

³ <https://www.eeoc.gov/overview>

⁴ https://www.csulb.edu/sites/default/files/groups/faculty-affairs/csulb_faculty_-_diversity_recruiting_toolkit.pdf

⁵ <https://www.teachforamerica.org/stories/i-see-me-representation-of-lgbtq-teachers-in-the-classroom>

⁶ <https://www.tandfonline.com.csulb.idm.oclc.org/doi/full/10.1080/19496591.2020.1740717>

⁷ https://www.csulb.edu/sites/default/files/groups/faculty-affairs/csulb_faculty_-_diversity_recruiting_toolkit.pdf

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- WHEREAS** that the Faculty Diversity Recruiting Toolkit lists over 25 recruitment sites for different underrepresented communities, yet fails to list specific sites for the LGBTQIA+ community;⁸ and
- WHEREAS** that due to the sensitive nature of openly identifying as LGBTQIA+ there is no accurate statistical information that reports the number of LGBTQIA+ faculty within college to college; and
- WHEREAS** that the Beach 2030, an initiative that aims to better the university's curriculum and community-building, fosters a sense of belonging by being "a model of a diverse, equitable, and respectful community of students, faculty, staff, alumni, and administrators;"⁹ and
- WHEREAS** that President Conoley and the Institute for the Future¹⁰ supports Beach 2030 Opportunity #45: Set Benchmarks for Faculty Diversity, an initiative to recruit and maintain staff and faculty that is representative of the campus community; now therefore, be it
- RESOLVED** that the Beach 2030 Opportunity #45 looks outside of race and ethnicity when setting benchmarks for faculty diversity;¹¹ and be it further
- RESOLVED** that in order to become a more equitable and diverse campus, there be more focus-based research on the community that extends outside of race and ethnicity as seen with HERI survey to identify issues of discrimination or interactions on-campus specifically toward the LGBTQIA+; and be it further
- RESOLVED** that the Faculty Diversity Recruiting Toolkit be updated to include advertising sites that specifically target intersectional LGBTQIA+ faculty and staff recruitment; and be it further
- RESOLVED** that the ASI President, Commissioner for LGBTIQ+ Affairs, and Chief Diversity Officer will provide one update per semester to the ASI Senate on any progress made by the university regarding the issues outlined in this resolution indefinitely until no further action is required; and be it finally
- RESOLVED** that an electronic copy of this resolution, upon approval by the ASI President be distributed to CSULB President Jane Conoley, Vice President for Student Affairs Beth Lessen, Provost Brian Jersky, Dean of Students Piya Bose, all College Deans, all current and future ASI Officers, the Daily 49er, and 22 West Media.

⁸ https://www.csulb.edu/sites/default/files/groups/faculty-affairs/csulb_faculty_-_diversity_recruiting_toolkit.pdf

⁹ <https://www.csulb.edu/beach-2030/beach-2030-values-and-priorities>

¹⁰ <https://www.iff.org/home/>

¹¹ https://www.csulb.edu/sites/default/files/uploads/b2030_bigideas_opportunities2.pdf

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Maythe Alderete Gonzalez
Maythe Alderete Gonzalez, Vice President &
Chair, Associated Students Board of Directors

Delivered to the President of the Associated Students on:

5/5/2021
Date

Omar Prudencio Gonzalez
Omar Prudencio Gonzalez, Associated Students President

5/5/2021
Date

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