

**CAL POLY HUMBOLDT  
University Senate**

**Resolution on the University Senate's Support and Participation in the Institutional Anti-Racism Action Plan**

27-20/21-EX — May 10, 2022 — First Reading

**RESOLVED:** That the University Senate of Cal Poly Humboldt recommends to the President that the Cal Poly Humboldt University Senate meaningfully engage in the activities and purposely work toward the outcomes described in the Institutional Anti-Racism Action Plan (IARAP); and be it further

**RESOLVED:** That participation of the University Senate in the IARAP be explicitly distributed amongst all of the offices and officers of the Senate, and included in all of its programs; and be it further

**RESOLVED:** That the University Senate continue to collaborate with ODEI to anchor key actions for education, prevention and response to discrimination at the Senate when appropriate. In those areas where the University Senate can productively contribute to the IARAP those actions can be added to the IRAR outcomes and goals section by ODEI; and be it further

**RESOLVED:** That the University Senate support the IARAP goal 4.4 (All units have diversity plans with program outcomes that measure their progress towards anti-racism on a regular basis) by way of the activities outlined in the University Senate's Anti-Racism Action Plan and by sharing the IARAP with all senate committee chairs to encourage anti-racism policy-making and practices within Senate standing committees; and be it further

**RESOLVED:** That the University Senate support the IARAP goal 2 (All administrators, faculty, staff, and students are engaged in ongoing anti-racism professional development) by offering a dedicated senate meeting every year to train Senators in best practices to disrupt hierarchy, bias and white supremacy; and be it further

**RESOLVED:** That the University Senate support IARAP goal 2.5 (Normalize conversations about race and racism with courageous conversations) through our continued use of the CFA commitment to interrupt moments of bias for all Senate meetings; and be it further

**RESOLVED:** That the University Senate support IARAP goal 4.1 (Increase DEI presence in communications and messaging (including Equity Fellows) by offering opportunity for DEI invitations, reports and updates to be part of Senate Executive and University Senate meetings as appropriate; and be it further

**RESOLVED:** That the University Senate support IARAP goal 6.1 (Engage campus community in sustained professional development around healthy communication and conflict resolution) through Senate sponsored workshops and trainings to strengthen capacity for Senators, faculty and staff to interrupt moments of harm through best practices of bystander intervention; and be it further

**RESOLVED:** That the Office of Diversity Equity and Inclusion (ODEI) continue to collaborate on the IARAP as stewards of a living, evolving document with the University Senate, including calls to engage a broader constituency across campus, reflecting on concepts, definitions, and calls to action included in the document, and to offer a broader more intersectional approach to disrupting bias.

***RATIONALE:***

This resolution commits the University Senate to contribute to and use the positions of leadership to foster justice and inclusion at Cal Poly Humboldt. That the work of anti-bias and justice on this campus is broadly understood as a norm that requires healthy self-critique and refinement. All faculty, staff and students including University Senators should contribute to the best of their ability with generosity of spirit and deep engagement.