

Minutes

of the Special Academic Senate Meeting
June 17, 2020

- PRESENT: Aragon, Barding, Chase, Chaturvedi, Chen, Davidov-Pardo, Fallah Fini, Flores, Gonzalez, Hargis, Huerta, Huh, Kumar, Kwok, Lee, Lloyd, Myers, Milburn, Nelson, Osborn, Pacleb, Puthoff, Quinn, Shen, Singh (ASI), Small, Snyder, Soper, Urey, Van, Van Buer, Von Glahn, Wachs, Welke
- PROXIES: Senator Hargis for Senator Speak, Senator Urey for Senator Ortenberg
- ABSENT: Anderson
- GUESTS: L. Alex, K. Allain, S. Alva, A. Baski, L. Beard, L. Bricker, N. Butts, C. Chavez-Reyes, S. Coley, A. Covarrubias, S. Dixon, S. Eskandari, M. Farag, S. Garver, E. Gibson, T. Gomez, N. Hawkes, L. Kessler, A. Lang, I. Levine, L. Massa, J. McGuthry, L. Roosa Millar, M. Sancho-Madriz, J. Wagoner,

[New Business - Resolution on Cal Poly Pomona's Commitment to Anti-Racism](#)

The Resolution on Cal Poly Pomona's Commitment to Anti-Racism is located on the Academic Senate website at https://www.cpp.edu/~senate/documents/packets/2020-21/06.17.20/resolution_anti-racism_06.17.20_revised.pdf (please note that this is the original version of the resolution discussed in the meeting, the final version is at the end of the meeting minutes).

Chair Nelson welcomed everyone to this special Academic Senate Meeting and in recognition of the seriousness of the meeting she asked for a minute of silence in honor of all the lives lost due to racism in the United States over many years.

She stated that the only item on the agenda is a Resolution on Cal Poly Pomona's Commitment to Anti-Racism and thanked everyone for their participation in this important discussion. Because this is such an important issue and everyone should be afforded the chance to speak, Chair Nelson explained that she is going to enforce Robert's Rules, especially the rule that if someone has spoken twice, all others on the speakers list will be allowed to speak before someone is allowed to speak for the third time. She recognized the Parliamentarian, Senator Gonzalez who will help maintain the speakers list and enforce the rules of order.

M/s to adopt the following Resolution on Cal Poly Pomona's Commitment to Anti-Racism.

Whereas, Protests are occurring across the United States after the murder of George Floyd. Floyd was killed after a police officer in Minneapolis, Minnesota pinned him down by the neck. This event follows a number of incidents of racial violence targeting Black people, including the killing of Breonna Taylor in Kentucky by police in her own home, the vigilante killing of Ahmaud Arbery

while jogging in a Brunswick, Georgia neighborhood, and the killing of Tony McDade by police in Tallahassee, Florida, and

Whereas, The United States justice system has failed to protect the civil and human rights of Black people in particular and racialized communities in general, where institutions aimed at protecting the public, such as police forces and district attorneys, not to mention prisons, have been deliberately provided immunity for cases of police abuse, racial abuse and other systematic abuses. There cannot be two systems of justice: one for white people and one for people of color, and

Whereas, The City of Pomona and the surrounding region are not immune to the mistreatment of Black and Brown people by police officers, and

Whereas, As at other CSU campuses, African American students and faculty have experienced racial incidents on our campus. This is also the case with Latinx students and faculty, and those from other racial groups as well. Asian Americans on our campus have experienced anti-Asian incidents due to COVID-19. We must create safe campus environments for racialized faculty, students, and staff on our campuses, where we immediately respond to systemic and individual cases of racism and its various manifestations in higher education, and

Whereas, In response to the ongoing incidents of racial violence targeting Black people throughout the nation, President Soraya M. Coley released a strong and powerful [statement](#) noting: “Racism continues to be the defining wound deep within our society” followed by a call to action: “We cannot simply pause from our regular lives and daily routines to reflect on the lives lost, as we so commonly do when there has been a national tragedy. To be sure, in these fraught times there is much that occupies our minds – and it can be convenient to conclude that such killings are “awful” or “shameful” or to feel sympathy for families and loved ones affected – and then to resume our daily lives. But that is not sufficient!,” and

Whereas, Cal Poly Pomona has a strong core of faculty of color committed to racial and social justice. This is especially the case with Ethnic and Women’s Studies (EWS) and its diverse curricula, where police abuse, racial segregation, Jim Crow and other forms of systemic racism are examined and taught. Among our staff dedicated to a racially inclusive campus environment, we include our cultural centers, such as the African American Student Center and others, and

Whereas, We are in solidarity with the nation-wide protests in support of Black Lives Matter in particular and racial social justice in general, and

Whereas, The Academic Senate at Cal Poly Pomona has longstanding commitment to diversity, equity, and inclusion as evidenced by resolutions, such as the “Resolution Condemning the Increase in Hate Crimes Related to COVID-19” dated March 25, 2020, “Resolution in Support of Celebrating Indigenous Peoples’ Day on the California State University Calendar and Repudiating the Doctrine of Discovery” dated May 30, 2018, and “Resolution in Support of the Deferred Action for Childhood Arrivals (DACA) Program” dated October 4, 2017, and be it therefore

- Resolved, That the Academic Senate of Cal Poly Pomona condemns acts of hatred and racial violence towards Black and Brown people by police officers in particular, and within the criminal justice system overall, and be it also
- Resolved, That the Academic Senate of Cal Poly Pomona condemns the police killings of George Floyd, Breonna Taylor, Ahmaud Arbery, Alfred Olango, Tony McDade and countless others, and be it also
- Resolved, That the Academic Senate of Cal Poly Pomona and with campus leaders work together through shared governance to enact the following:
- Implicit bias training for administrators, faculty, and staff
 - Ethnic Studies graduation requirement to complement and enhance current graduation requirements
 - Curriculum development grant program to involve faculty and students in critical rethinking of curricula, with support to EWS to consult
 - Material support to enhance recruitment and retention of African American faculty and students
 - Recognize the centrality of anti-racist ideas to student success, and work with ASI to raise the priority of [student success fee](#) allocations for activities that promote the understanding of racism and anti-racism
 - Rethinking approach to a referendum on shared governance and seats for lecturers (statewide, the lecturer ranks have a different demographic profile than the tenure track ranks)
 - Collectively and critically reflecting on the historical arc of CPP as a social enterprise from its origins as a primarily white male institution to a Hispanic Serving Institution (HSI)
 - Recognize that the diversity and inclusion measures above, alone, will not change the underlying system, and be it also
- Resolved, That this resolution be distributed to the President of Cal Poly Pomona, CSU Chancellor, CSU Board of Trustees, Academic Senate of the CSU, CSU Campus Senate Chairs, California Faculty Association (CFA) Statewide President, CFA Cal Poly Pomona Chapter President, California State Student Association, ASI President of Cal Poly Pomona, California U.S. Senators, Regional U.S. Congressional Representatives for Districts, and California State legislators.

Senator Urey, one of the authors of the resolution, thanked everyone for attending this special session of the Academic Senate to consider this important resolution and the Executive Committee for convening this meeting. She also thanked the senators who helped draft this resolution and Dr. Nola Butler-Byrd, Vice Chair San Diego State University Academic Senate, who shared their resolution on June 4, 2020, which motivated her to start this process. Senator Urey communicated that the resolution contains many statements that are familiar during these weeks of protest and outrage at the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and more recently Rayshard Brooks. With this resolution, Cal Poly Pomona would add their senate voice to a broad national chorus that includes grassroots organizations, other Academic Senates, corporations, governments, and so many individuals. Notably, the Cal Poly Pomona Academic Senate would add their voice to that of President Soraya Coley, an excerpt of whose public statement is included in the resolution

presented today. But as President Coley and others emphasize making these statements and then going on with our lives is not sufficient. Senator Urey stated that this historical moment demands prompt action. She explained that the resolution presented proposes an agenda aimed both at examining racism and building anti-racism. It specifies an incomplete list of projects on which the CPP Academic Senate can act as a catalytic force. She went on to say that the Academic Senate as it deliberates and recommends the projects suggested in the resolution is using the powers of recommendation and collaboration to move the university towards being more explicitly anti-racist in how it goes about the work of higher education. Some of the work is within CPP's purview: curriculum choices, recruiting and retaining faculty, and engaging students in their educations. Some of the work requires initiating collaborations with others, such as administration or ASI, and some of the work involves self-reflection about the senate itself. Senator Urey stated that she is eager to hear what others think about the resolution and hopes that it will be supported by the Academic Senate.

Senator Hargis remarked that she fully supports this resolution and stated that she thinks it can be stronger if it recognizes that issues of racial equity and justice are central to the objectives of several programs on campus. Senator Hargis requested a motion to amend the resolution wording in the following two paragraphs (see yellow highlights for changes):

Whereas, Cal Poly Pomona has a strong core of faculty of color committed to racial and social justice. This is especially the case with Ethnic and Women's Studies (EWS), Sociology, Criminology, History, Philosophy, and Political Science, with their diverse curricula that examine and teach issues such as police abuse, racial segregation, Jim Crow and other forms of systemic racism. Among our staff dedicated to a racially inclusive campus environment, this also includes our cultural centers, such as the African American Student Center and others, and

Resolved, That the Academic Senate of Cal Poly Pomona and with campus leaders work together through shared governance to enact the following:

- Implicit bias training for administrators, faculty, and staff
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- Curriculum development grant program to involve faculty and students in critical rethinking of curricula, with support to faculty with expertise in relevant areas of racial and ethnic studies for consultation.

The motion was seconded, and the following discussion ensued.

Senator Wachs thanked the authors and remarked that it is difficult to craft heartfelt statements that meet the needs of the moment and the requirements of an Academic Senate resolution. She mentioned that when the College of Letters, Arts, and Social Sciences started the Criminology Program the college explicitly started it as a critical criminology program and not a criminal justice program. She requested to add Psychology to the list of departments mentioned in the 6th whereas paragraph and supports the second change since there may be faculty with relevant experience who do not reside in the Ethnic and Women's

Studies (EWS) Department and who would be available to assist in a very complicated discussion. Senator Wachs would like to propose an additional amendment to add to the action plan a statement to explicitly address the impact of anti-black violence on the campus community for our students, faculty, and staff. Senator Wachs has heard from students that this has a lasting and devastating impact on their ability to succeed on campus even if it does not occur on the campus. Senator Wachs suggested that the word “killing” in the first sentence be changed to “murder”. Chair Nelson informed Senator Wachs that she will need to make a motion on the amendments after Senator Hargis’s motion is considered.

Senator Flores expressed his support of the resolution but stated that the action points feel like “preaching to the converted”. He went on to say that campuses are institutions that are the least racist and that the problem exists with the police and the policy of qualified immunity, which in his opinion, prevents promoting improvement within police departments. He proposed changing the qualified immunity policy to a policy requires police officers to have insurance, like malpractice insurance. Senator Flores proposed a statement be added in support of the repeal of qualified immunity and for it to be replaced with a policy of legal recourse for victims. Also, a statement in support of a government-based licensing system for police officers that would mandate continuous education and re-licensing which includes a market-based system for insurance for police officers. He gave the example of realtors where each state has a commissioner of insurance that regulates licensed agents who pay a fee. Part of the fee goes to a fund for victims impacted by real estate fraud. The realtor involved in the fraud loses their license. Police officers would also have to carry malpractice insurance and if there is negligence on the part of a police officer they would not be able to get insurance. This is the type of system that Senator Flores would like to see implemented for police officers. Chair Nelson informed Senator Flores that he will have to revisit this motion after the current motion on the table is addressed.

Senator Huerta, one of the authors of the resolution, thanked everyone for participating in the meeting. As a victim of police abuse himself, he stated he felt morally compelled to honor the persons of black and brown color who have been killed for the sole reasons of skin color and being poor. Senator Huerta said that he is highly encouraged and profoundly happy that his senate colleagues not only support the resolution but also are strengthening the language in the resolution. He stated his appreciation for President Coley’s powerful statement and for Senator Urey for initiating the resolution. Senator Huerta agrees that Cal Poly Pomona is a strong and diverse community but stated it was founded as a white male-only university. He stated his support for moving forward with the resolution and the continued efforts to recruit more African American students and faculty and create an atmosphere where persons of color do not feel alienated and targeted. The first step in this process is to recognize our collective and individual privilege. Senator Huerta emphasized that the importance of ethnic studies is instrumental in this resolution because ethnic studies is the interdisciplinary study of race and ethnicity, as understood through the perspectives of major underrepresented racial groups.

Senator Chaturvedi thanked the authors of the resolution and stated that this is a very difficult topic. He remarked that he is very happy that the body is strengthening the original statements in the resolution. Senator Chaturvedi thanked Senator Hargis for proposing additional language to include some of the expertise across campus. He mentioned that the College of Letters, Arts, and Sciences American Ethics Politics course covers many of the issues being discussed in detail. Senator Chaturvedi stated that it is important to remember

the political aspect of current issues and how impactful a civic education is. He also supports Senator Wachs's suggestion of changing "killings" to "murders" to make a stronger statement. Senator Chaturvedi suggested changing the sentence in the 4th whereas statement to read "Asian Americans on our campus have experienced anti-Asian incidents ~~due to~~ including, but not limited to COVID-19." This is necessary because it is important to recognize that there were anti-Asian incidents on campus before COVID-19.

Senator Von Glahn commented that he fully supports this resolution and is very grateful that the Academic Senate is considering it today. He also stated that he would be remiss as the senator from psychology if he did not suggest that psychology be added to the list of departments in the 6th whereas statement. His colleagues in the department teach multi-cultural psychology, as well as social psychology, teach about implicit bias, and work to strengthen the understanding of these issues with a diverse curriculum.

Senator Quinn echoed others' appreciation of consideration of this resolution. He added that other departments that are committed to social justice and racial equity should be added to the 6th whereas statement. He did mention that he is a bit wary of a long list of departments because some departments might feel left out, but if there is going to be a list he recommends that Liberal Studies, Interdisciplinary General Education, Early Childhood Studies, and Education departments be added. Senator Quinn also suggested that in the 4th whereas the words "as in other CSUs" be removed and that the word "incidents" be replaced with something stronger. He also added that he would like to see an additional bullet added to the 3rd resolved to state that the departments/offices where complaints are filed should be assessed for institutional racism. Chair Nelson reminded the body that additional motions for amendments will have to be addressed after the motion on the table is resolved. Additionally, Chair Nelson asked that wording for amendments be sent to senate@cpp.edu to accurately capture the changes.

Vice Chair Pacleb, one of the authors of the resolution, stated that she is grateful to be working with faculty members who realize the importance of making this statement. She also thanked President Coley for her words on this issue that have been incorporated into the resolutions. Senator Pacleb suggested that on the first bullet point of the 3rd resolved, the word "effective" be added to the beginning so the statement reads "effective implicit bias training for administrators, faculty, and staff". Senator Pacleb expressed her support for the additional amendments requested.

Senator Puthoff added that he supports the resolution and appreciates the way the authors have referred to the material circumstances and considerations that underlie what is going on. He commented that that is what makes this resolution stronger than some of the other statements being released.

Chair Nelson returned the conversation to Senator Hargis's amendments. Senator Hargis proposed adding the following departments to the whereas statement: Liberal Studies, IGE, Education, and Early Childhood Studies.

Senator Urey requested that Urban and Regional Planning be added but stated that there are probably many departments committed to racial and social justice and that the list could get overwhelming.

Dr. Dixon, Chair of EWS, appreciated the opportunity to speak and asked how are experts in racial and social justice defined? She commented that the resolution needs to consider those that are experts and have done the research, have the narrative, and have the experience.

Senator Huerta expressed that including other departments in the resolution is important and mentioned that Ethnic and Women's Studies was created 50 years ago to deal with the same issues that are being discussed today. He would like to see the sentence end with EWS and then another sentence added that highlights other programs.

Senator Chaturvedi stated that adding departments to this paragraph strengthens the statement because it shows that Cal Poly Pomona does have faculty committee to fighting racism and social injustice.

Senator Van agreed with Dr. Dixon's suggestion that faculty should not only be committed to racial and social justice, but they should also have expertise in racial and social justice.

Senator Small stated that in the interest of representing his constituents he noted that there are many STEM education faculty and researchers in the College of Science who focus on social equity issues. He referred to the other College of Science Senators to make amendments as necessary but stated that he would be remiss if he did not mention this fact.

Senator Davidov-Pardo mentioned that in the College of Agriculture there are faculty who teach on issues of equity and social justice from a nutrition and production aspect and he would like to see some of the departments from the College of Agriculture represented in the list of departments. Although, he did add that he understands that listing every department that teaches on these issues could make the list in the whereas very cumbersome.

Senator Puthoff added that as a representative from the College of Engineering he is willing not to have the College of Engineering represented and have other academic domains have the leadership on this issue. But he did want it noted that the College of Engineering values the principles being discussed.

After all discussion there was a motion and a second to change the wording to the following:

Whereas, Cal Poly Pomona has a strong core of faculty of color committed to and with expertise in racial and social justice. This is especially the case with Ethnic and Women's Studies (EWS), and others such as Sociology, Psychology, Liberal Studies, IGE, Education, Early Childhood Studies, Criminology, History, Philosophy, Urban and Regional Planning, University Library and Political Science, with their diverse curricula that examine and teach issues such as police abuse, racial segregation, Jim Crow and other forms of systemic. Among our staff dedicated to a racially inclusive campus environment, we include our cultural centers, such as the African American Student Center and others, and

The motion to change the wording passed with four (4) nays.

M/s that the third bullet of the third resolved paragraph be changed as follows:

Resolved, That the Academic Senate of Cal Poly Pomona and with campus leaders work together through shared governance to enact the following:

- Implicit bias training for administrators, faculty, and staff
- Ethnic Studies graduation requirement to complement and enhance current graduation requirements
- Curriculum development grant program to involve faculty and students in critical rethinking of curricula, with support to faculty with expertise in relevant areas of racial and ethnic studies for consultation.

The motion to change the wording in the third bullet of the third resolved paragraph passed unanimously.

Chair Nelson recognized Senator Wachs who suggested that a bullet point be added to the 3rd resolved to add a statement about explicitly addressing the impact of anti-Black violence on the campus community.

After some discussion about the wording, there was a motion and a second to add a bullet point to the 3rd resolved paragraph, above the resolved bullet statement, that states the following:

- To actively address the impact of anti-Black violence on members of the campus community

The motion to add the bullet above passed unanimously.

Senator Flores made a motion, which was seconded, to add the following two (2) new resolved paragraphs to the resolution:

Resolved, Support the repeal of qualified immunity, and replace it with legal recourse for victims through the courts.

Resolved, Institute a government-based licensing system for police officers that mandates continuous education and re-licensing and institute a market-based system of malpractice insurance for police officers and for police departments.

Senator Lloyd agreed that the two (2) new resolved paragraphs are good ideas but stated that the remainder of the resolution involves actions that the university has control over and can execute to improve conditions at the university. He questioned how the university would express support for repealing qualified immunity and instating a government-based licensure system. Senator Flores responded that this resolution will be sent to California U.S. Senators, Regional U.S. Congressional Representatives for Districts, and California State legislators, and Cal Poly Pomona's support for these actions will be recognized.

Senator Wachs added that she appreciates the suggestions but is concerned about explicit policy suggestions when she cannot be sure that her colleagues/constituents, or herself, would support such policies. She is concerned about having this level of specificity in a

senate document without having campus consent and without consulting with other experts on the campus.

Senator Huerta asked if Senator Flores would consider deleting the second proposed resolved paragraph since it deals with specific policy and just keep the first paragraph which addresses the main issue of the police murdering innocent unarmed black and brown persons. The fact that they can murder and there is no recourse is addressed by the first proposed paragraph about the repeal of qualified immunity. In response, Senator Flores stated he is willing to delete the second paragraph from his motion. He agreed because if the time comes that qualified immunity is repealed, some market-based insurance system will come out of that.

Vice Chair Pacleb advised that in the second whereas paragraph there is a statement regarding the police force and qualified immunity that states “the United States justice system has failed to protect the civil and human rights of Black people in particular and racialized communities in general, where institutions aimed at protecting the public, such as police forces and district attorneys, not to mention prisons, have been deliberately provided immunity for cases of police abuse, racial abuse and other systematic abuses.” Senator Flores responded that a whereas paragraph states the present situation and the resolved paragraph details what should be done about the situation.

Senator Lloyd stated that the repeal of qualified immunity, while laudable, is too narrow. He has read the budget proposal put forward by Black Lives Matter Los Angeles, which includes a CSU faculty member, Dr. Melina Abdullah, who has done a tremendous amount of research on defunding the police and shifting those resources to social programs. Senator Lloyd added that if the Academic Senate gets into recommending specific policies, this statement leaves a lot out. He stated that the whereas statement is a strong statement regarding what is wrong with qualified immunity and then leaves it to the experts to put forth policy proposals.

The motion was modified to the following one (1) resolved statement, and it was seconded.

Resolved, Support the repeal of qualified immunity, and replace it with legal recourse for victims through the courts.

The motion to add a resolved supporting the repeal of qualified immunity failed with 18 nays and 11 yeas.

Senator Chaturvedi made a motion, which was seconded, to change the fourth whereas statement to read “Asian Americans on our campus have experienced anti-Asian incidents including, but not limited to COVID-19.”

The motion to make the above change passed with one (1) nay.

M/s to make the following changes to the resolution:

- In the beginning of the fourth whereas paragraph remove the words “as at other CSU campuses”
- To add a bullet point to the third resolved paragraph that states “examine the institutions in place on campus for institutional bias”

The motion to make the above changes passed with two (2) nays.

M/s to change the first bullet of the third resolved paragraph to read, “required effective implicit bias training for administrators, faculty, and staff, based on researched, proven methods”.

The motion to change the first bullet of the third resolved paragraph as detailed above passed with one (1) nay.

M/s to change the third bullet in the third resolved paragraph to “Curriculum development grant program to involve faculty and students in critical rethinking of curricula, with support to faculty with expertise in relevant areas of racial and ethnic studies for consultation as well as students who identify with the racial or ethnic heritage being discussed”

The motion to add the statement “as well as students who identify with the racial or ethnic heritage being discussed” passed with two (2) nays.

Senator Small asked about the Academic Senate’s commitment to implement the required actions described in the resolution which include very substantial policy and curricular issues. He also asked about the Senate’s involvement with the action that states “recognize the centrality of anti-racist ideas to student success, and work with ASI to raise the priority of student success fee allocations for activities that promote the understanding of racism and anti-racism”. Senator Singh, ASI Vice President, responded that the ASI leaders have already been looking into student success fee allocations through the Fee Advisory Committee to which the Academic Senate appoints members.

M/s to change the first whereas paragraph as follows:

Protests are occurring across the United States after the murder of George Floyd. Floyd was murdered after a police officer in Minneapolis, Minnesota pinned him down by the neck. This event follows a number of incidents of racial violence targeting Black people, including the murder of Breonna Taylor in Kentucky by police in her own home, the vigilante murder of Ahmaud Arbery while jogging in a Brunswick, Georgia neighborhood, and the murder of Tony McDade by police in Tallahassee, Florida, and

The motion to change the words killed/killing to murdered/murder passed unanimously.

Senator Huerta stated because this is a resolution and it is not binding in terms of the actions in the resolved paragraphs, so some of the actions are truly aspirational. Ethnic Studies as a requirement is inseparable from the murders of George Floyd, Breonna Taylor, and everyone else on the list because this is what is studied. This is not an ethnic studies problem, it is not a black person’s problem or a brown person’s problem, it is an American problem, and if the student body as a whole is introduced to ethnic studies, this is how we solve the problem. Therefore, the university must take a position on anti-racism. It is up to each department to advocate for more faculty of color.

Senator Pacleb added that the Academic Senate, as a body, wants to work with campus leaders, with administrators, and with students, towards a solution and this resolution lays

out a plan to work towards a solution. It is a strong statement about the Academic Senate's commitment to anti-racism.

The [resolution](#) with all amendments incorporated is as follows and is located on the Academic Senate website at

https://www.cpp.edu/~senate/documents/resolutions/resolution_anti-racism_final.pdf:

Whereas, Protests are occurring across the United States after the murder of George Floyd. Floyd was murdered after a police officer in Minneapolis, Minnesota pinned him down by the neck. This event follows a number of incidents of racial violence targeting Black people, including the murder of Breonna Taylor in Kentucky by police in her own home, the vigilante murder of Ahmaud Arbery while jogging in a Brunswick, Georgia neighborhood, and the murder of Tony McDade by police in Tallahassee, Florida, and

Whereas, The United States justice system has failed to protect the civil and human rights of Black people in particular and racialized communities in general, where institutions aimed at protecting the public, such as police forces and district attorneys, not to mention prisons, have been deliberately provided immunity for cases of police abuse, racial abuse and other systematic abuses. There cannot be two systems of justice: one for white people and one for people of color, and

Whereas, The City of Pomona and the surrounding region are not immune to the mistreatment of Black and Brown people by police officers, and

Whereas, African American students and faculty have experienced racial incidents on our campus. This is also the case with Latinx students and faculty, and those from other racial groups as well. Asian Americans on our campus have experienced anti-Asian incidents including, but not limited to COVID-19. We must create safe campus environments for racialized faculty, students, and staff on our campuses, where we immediately respond to systemic and individual cases of racism and its various manifestations in higher education, and

Whereas, In response to the ongoing incidents of racial violence targeting Black people throughout the nation, President Soraya M. Coley released a strong and powerful [statement](#) noting: "Racism continues to be the defining wound deep within our society" followed by a call to action: "We cannot simply pause from our regular lives and daily routines to reflect on the lives lost, as we so commonly do when there has been a national tragedy. To be sure, in these fraught times there is much that occupies our minds – and it can be convenient to conclude that such killings are "awful" or "shameful" or to feel sympathy for families and loved ones affected – and then to resume our daily lives. But that is not sufficient!," and

Whereas, Cal Poly Pomona has a strong core of faculty of color committed to and with expertise in racial and social justice. This is especially the case with Ethnic and Women's Studies (EWS), and others such as Sociology, Psychology, Liberal Studies, IGE, Education, Early Childhood Studies, Criminology, History, Philosophy, Urban and Regional Planning, University Library, and Political

Science, with their diverse curricula that examine and teach issues such as police abuse, racial segregation, Jim Crow and other forms of systemic racism. Among our staff dedicated to a racially inclusive campus environment, we include our cultural centers, such as the African American Student Center and others, and

- Whereas, We are in solidarity with the nation-wide protests in support of Black Lives Matter in particular and racial social justice in general, and
- Whereas, The Academic Senate at Cal Poly Pomona has longstanding commitment to diversity, equity, and inclusion as evidenced by resolutions, such as the "Resolution Condemning the Increase in Hate Crimes Related to COVID-19" dated March 25, 2020, "Resolution in Support of Celebrating Indigenous Peoples' Day on the California State University Calendar and Repudiating the Doctrine of Discovery" dated May 30, 2018, and "Resolution in Support of the Deferred Action for Childhood Arrivals (DACA) Program" dated October 4, 2017, and be it therefore
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- Resolved, That the Academic Senate of Cal Poly Pomona and with campus leaders work together through shared governance to enact the following:
- Required effective implicit bias training for administrators, faculty, and staff, based on researched proven methods
 - Examine the institutions in place on campus for institutional bias
 - Ethnic Studies graduation requirement to complement and enhance current graduation requirements
 - Curriculum development grant program to involve faculty and students in critical rethinking of curricula, with support to faculty with expertise in relevant areas of racial and ethnic studies for consultation as well as students who identify with the racial or ethnic heritage being discussed
 - Material support to enhance recruitment and retention of African American faculty and students
 - Recognize the centrality of anti-racist ideas to student success, and work with ASI to raise the priority of [student success fee](#) allocations for activities that promote the understanding of racism and anti-racism
 - Rethinking approach to a referendum on shared governance and seats for lecturers (statewide, the lecturer ranks have a different demographic profile than the tenure track ranks)
 - Collectively and critically reflecting on the historical arc of CPP as a social enterprise from its origins as a primarily white male institution to a Hispanic Serving Institution (HSI)
 - To actively address the impact of anti-Black violence on members of the campus community

- Recognize that the diversity and inclusion measures above, alone, will not change the underlying system, and be it also

Resolved, That this resolution be distributed to the President of Cal Poly Pomona, CSU Chancellor, CSU Board of Trustees, Academic Senate of the CSU, CSU Campus Senate Chairs, California Faculty Association (CFA) Statewide President, CFA Cal Poly Pomona Chapter President, California State Student Association, ASI President of Cal Poly Pomona, California U.S. Senators, Regional U.S. Congressional Representatives for Districts, and California State legislators.

M/s to adopt the Resolution on Cal Poly Pomona's Commitment to Anti-Racism as amended.

The motion to adopt the amended Resolution of Cal Poly Pomona's Commitment to Anti-Racism passed 29 to 3.

President Coley commended everyone for the deliberation undertaken on this resolution. She stated that she has valued and appreciated the discussions about clarification and understanding the statements in the resolution and noted that it will take all the campus working together to solve these difficult problems. President Coley commented that some of this hard work has started, not just at the Academic Senate level, it has started within the divisions, within the units, and within the academic departments. She asked the body to think about this work in the important context of academic freedom and freedom of speech. Present Coley stated that she looks forward to everyone's input and taking the actions put forth in this resolution. She appreciated the earnestness in the discussions and dialog that resulted in this document that everyone can be proud of as representing Cal Poly Pomona.

Chair Nelson thanked everyone for a spirited and difficult dialogue, and for their time and attention and professionalism, and adjourned the meeting at 4:45 p.m.