

Resolution
Cal Poly Pomona's Commitment to Anti-Racism

- 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
- 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:
- 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.

Adopted by the Academic Senate of California State Polytechnic University,
Pomona, on Wednesday, June 17, 2020



Phyllis Nelson, Chair
Academic Senate