

# California Polytechnic State University

## Campus Culture and Leadership

### I. Greek Life

A. We demand the formation of a Greek Life Diversity and Inclusivity Task Force made up of students from cultural clubs on campus, staff, faculty, administrators, and greek life members.

B. We demand that Greek Life conduct an annual review of their impact on campus climate for underrepresented groups including the compilation and interpretation of data to form goals for inclusion and diversity within their organizations.

C. We demand the hiring of a full time Greek Life advisor for United Sorority & Fraternity Council. This advisor must hold extensive experience with cultural greek organizations.

### II. ASI Student Government

A. We demand transparency, streamlined communication, and active education on the part of ASI, to the student body regarding how ASI works, operates, and is organized.

B. We demand increased funding allocation to ASI social programming geared towards underrepresented populations on campus.

C. We demand the formation of a Diversity and Inclusivity position in each ASI branch.

D. We demand the allocation of funds for lowincome students to campaign for ASI elections.

E. We demand spending limits on student campaigns.

F. We demand the formation of an affinity group in parity with what has been proposed for the alumni council institutionalization (See Resolution ASI #1404).

### III. Orientation

A. We demand diversity and inclusivity programming, education, and topic areas throughout Soar and the Week of Welcome, including an awareness program specifically covering diversity.

B. We demand orientation social events centered around underrepresented groups.

C. We demand mandatory online cultural sensitivity training for new students before coming to Cal Poly in addition to all of this, so students are thinking of these issues before they even arrive .

### IV. University Housing

A. We demand overhauled diversity and inclusivity training for CA/RA's.

B. We demand gender neutral or cogender housing options for any student living on campus in locations other than PCV or Cerro Vista.

C. We demand that first year residence halls provide a comparable level of genderneutral facilities to gendered facilities, in restroom facilities and living arrangements.

V. Academic Affairs & University Advancement

A. We demand that the Poly Reps program be reviewed as to how the campus is presented to prospective students (i.e. diversion of areas or events on campus) and that incoming students are made aware of the reality of our campus climate.

Education and Curriculum

I. We demand that Cal Poly institute mandatory Women's & Gender Studies or Ethnic Studies courses for students in every major.

II. We demand the reevaluation of the USCP requirement, assessing the current model of "Out of 100 options, take 1." This could model the area "Z" GE requirement at CSU Fullerton, or could be divided into a handful of topic areas, like "Race and Ethnicity," "Sexuality," "Gender," with students required to take at least 2 or 3 courses from different topic areas.

III. We demand a first year seminar focused on topic areas related to gender, race, sexuality, and culture.

IV. We demand the implementation of a cultural sensitivity class around privilege, oppression, culture, society, and campus climate. Students mandated to take such course would receive adequate education around these topics.

V. We demand the implementation of a Queer Studies minor.

VI. We demand the establishment of a Women's, Gender, & Queer Studies major.

VII. We demand the hire of tenure track faculty members to teach in Women's, Gender, & Queer Studies.

VIII. We demand increased resources and curricular opportunities in Ethnic Studies, including courses in Arab American Studies.

IX. We demand the hiring of tenure track faculty members, as to enable Ethnic Studies to provide ethnically specific concentrations for students (AfricanAmerican/Black studies, AsiaAmerican / Pacific Islander studies, Chicanx / Latinx studies, etc.)

X. We demand that Engineering students be required to take an additional GE area to supplement not taking D5 or F. This GE area, perhaps a D6 or G, should only include courses that provide an introduction to feminist and antiracist science and technology studies.

XI. We demand that STEM students should be exposed to feminist and antiracist perspectives in their curriculum.

XII. We demand Faculty and Staff training so that all members of the campus community are aware of issues facing underrepresented students.

#### Admissions, Faculty, Staff, Retention, and Support

I. We demand that Cal Poly recruit faculty of color across all colleges.

II. We demand that Cal Poly increase the number of Cross Cultural Centers staff to more than just one representative of each ethnic minority. Currently the small staff is stretched too thin to fulfill all of the roles necessary.

III. We demand that Cal Poly **dramatically** increase tenureline faculty of color hires across all colleges (At least 3% increase every year until faculty demographics are representative of the State of California).

IV. We demand that a department leader in diversity is implemented in every department (Model after College of Business).

V. We demand guaranteed transfer procedures for students transferring from Cuesta and Hancock colleges as well as other Community Colleges in California, similar to TAG agreements that exist at other UC's and CSU's.

VI. We demand Pathway programs for local k12 students, with an emphasis on schools that have the highest percentage of free or reduced lunch, undocumented students, and students of color.

VII. We demand the support of veterans' success on campus through resources, staff, and programming.

VIII. We demand the position of Executive Director of Diversity and Inclusivity be raised to the Vice President level.

IX. We demand the moving of the Cross Culture Centers from Student Affairs to the OUDI.

X. We demand at least one multistall All Gender Restroom in every building on campus, in compliance with ASI Resolution #1506, and at least two in buildings with capacities exceeding 500.

XI. We demand that staff in the Cross Cultural Centers be given the opportunity to work on a 12 month working schedule.

#### Data, Transparency, and Accountability

I. We demand the expansion of the Student Ombuds service to encompass bias incident reporting systems specifically targeting instances of racism, homophobia, transphobia, ableism, Islamophobia, xenophobia, or queerphobia including an online reporting system with ties to the Ombuds office.

II. We demand quarterly updates from the President's Office and other campus entities highlighting specific actions that have been taken in the last quarter to address our demands and improve campus climate.