

RESOLUTION No. 2020-21-05

AUTHORED BY: Roman Sotomayor, Social Justice and Equity Officer
Malluli Cuéllar, Legislative Vice President

REFERRED TO: A.S. Board of Directors

ADOPTED: August 7, 2020

UPDATED: October 12, 2020

SUBJECT: An Act to Formalize the Associated Students Social Justice and Equity Committee

WHEREAS, the Associated Students (A.S.) Board of Directors of Humboldt State University (HSU) is the single recognized voice for over 6,500 students; and,

WHEREAS, the Mission of the Associated Students of Humboldt State University serves to "assist in the protection of rights and interests of the individual student and the student body," and to "stimulate the educational, social, physical, and cultural well-being of the University community"; and,

WHEREAS, Associated Students has defined “social justice” as, “is a concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of wealth, opportunities for personal activity, and social privileges”;¹ and,

WHEREAS, A.S. champions the principles of shared governance; and,

WHEREAS, collaboration is identified as a critical part of shared governance and defined as, “a cooperative process that synthesizes and integrates the talents, resources, information, and expertise of two or more persons to accomplish a common goal... The process of collaboration is interactive and dynamic and is characterized by a balancing power when participants have unequal status.”;² and,

WHEREAS, under shared governance, “Roles and responsibilities are defined, negotiated, and redefined according to projects, assignments, committees, and/or functions rather than vested positions.”;

WHEREAS, on September 24, 2019, the Associated Students Board of Directors passed *An Act to clarify the commitment of Associated Students of Humboldt State* which included a Resolved stating, “The Associated Students Board of Directors, request and give authorization to the Social Justice and Equity Officer to *establish the ‘A.S. Social Justice Committee’*, as they see fit, and upon the creation of the parameters of the ‘A.S. Social Justice Committee’ be it automatically enacted.”;³ and,

¹ Associated Students of Humboldt State University, “An Act to Clarify the Commitment of Associated Students of Humboldt State,” associatedstudents.humboldt.edu, September 24, 2019.

² Timothy Porter-O’grady, *Implementing Shared Governance : Creating a Professional Organization* (St. Louis: Mosby Year Book, 1992).

³ Ibid.

WHEREAS, the recommended name for the Associated Students Social Justice and Equity Committee is “Associated Students Diversity Equity and Inclusion Committee (ASDEIC)” to encourage collaboration with the President’s Diversity Equity and Inclusion Council led by the Office of Diversity Equity and Inclusion (ODEI) in assessing students’ needs and ensuring ongoing projects for diversity equity and inclusion reflect those needs; and,

WHEREAS, ODEI defines their mission statement as, “focused on systems change in support of equitable and inclusive learning and community spaces. Examples of this strategic approach to dismantling institutional and systemic racism include involvement with ongoing training for all faculty, staff, and administrators as well as implementing new policy and revising inequitable practices that create institutional racism. In addition to offering educational opportunities for the HSU community, ODEI supports the recruitment and retention of faculty and staff of color. Finally, as a campus community ODEI’s mission is to strive forward with asset-based equity, student success, and student-centered initiatives that create equity, value diversity and inclusion.”;⁴

WHEREAS, together ODEI and Associated Students can ensure students, staff, faculty, and administrators remain up to date on projects that support equitable and inclusive learning and community spaces; therefore, be it enacted by the A.S. Board of Directors,

RESOLVED, that the charge and organizational structure for the Associated Students Social Justice and Equity Committee be accepted and adopted pending the first meeting of the committee wherein the charge will be reviewed and edits will be made with the collaboration of all members present. Associated Students will then review any recommended changes during a meeting of the Executive’s Committee and vote whether or not to adopt the changes.

RESOLVED, that the Associated Students alter the Administrative Code to include a new section titled “Associated Students Diversity Equity and Inclusion Committee” containing the following:

Associated Students Diversity Equity and Inclusion Committee⁵

Section #

#.01 The Associated Students Diversity Equity and Inclusion Committee’s (ASDEIC) charge is to engage students at Humboldt State University using principles of shared governance in ongoing critical examination and reflection needed to make essential changes in the academic policies, practices, and behaviors that result in inequity, exclusion, and social injustices at HSU.

#.02 The Associated Students Diversity Equity and Inclusion Committee shall be chaired by the Associated Students Social Justice and Equity officer. This structure will be

⁴ Office of Diversity Equity and Inclusion at Humboldt State, “Mission Statement | Office of Diversity, Equity, and Inclusion,” diversity.humboldt.edu, accessed July 13, 2020.

⁵ This charge has been adopted from the Sustainability, Equity, and Justice Fund Committee at Western Washington University.

reviewed every two academic years by a working group within the committee and revised as necessary to ensure it is demonstrating values of diversity, equity and inclusion. The working group will submit a report on proposed changes and the committee will then vote on those changes.

#.03 The Chair will be responsible for: a. Coordinating the meetings of the Associated Students Diversity Equity and Inclusion Committee; b. Scheduling and organizing meetings for ASDEIC; c. Communicating with the ODEI about projects, potential areas of collaboration, and student needs; and, d. Staying abreast on current issues and legislation affecting diversity, equity and inclusion on the college campus and beyond.

#.04 ASDEIC will be responsible for coordinating biennial campus forums for marginalized students to voice their concerns and provide feedback on campus matters pertaining to diversity and inclusion. A detailed report of the forum's findings will be created by the committee through the use of a working group and submitted to the Associated Students President, the ODEI, and made public.

#.05 ASDEIC will regularly examine the professional development content being provided to students to ensure it reflects the values of diversity, equity and inclusion. The Committee will make recommendations about changes to content in reports sent to the Executive Committee.

#.06 ASDEIC will partner with the ODEI on projects to: a. Keep the campus up to date on current events regarding diversity, equity and inclusion; b. Inform students and staff how they can participate in such projects; c. Ensure continuity between faculty and staff perceptions of student need and student need; d. Engage in thoughtful examinations of academic policies, practices, and behaviors to ensure they're meeting the standards of diversity, equity, and inclusion.

#.07 ASDEIC will never have more active subcommittees than the current membership is capable of managing. If a subcommittee has no members, it is to be considered "Temporarily Inactive Due to Decreased Membership".

#.08 ASDEIC will begin with 2 subcommittees. Subcommittees may be added, altered or removed at any point by vote. Subcommittees will provide semesterly reports of their projects and progress to ASDEIC which will then travel out to the students in collaboration with ODEI.

#.09 ASDEIC will have the following subcommittees:

- A. Inclusive and Diverse Education;
 - a. Working groups:
 - i. Combating Campus Anti-blackness
 - ii. Developing Decolonized Institutions

B. Professional Development and Enrichment;

#.10 ASDEIC will be composed of:*⁶

- A.S. Social Justice and Equity Officer (chair)
- A.S. Student Affairs Vice President
- A.S. Environmental Sustainability Officer
- Check It Representative
- Indian Natural Resource Science & Engineering Program [INRSEP] Student Representative
- Learning Center Student Representative
- Office of Diversity, Equity & Inclusion [ODEI] Student Representative
- Project Rebound Student Representative
- Student Disability Resource Center [SDRC] Student Representative
- Social Justice, Equity & Inclusion Center [SJEIC] Student Representative
- Veterans Enrollment Transition Services [VETS] Student Representative⁷
- Student Representative from each Cultural Center for Academic Excellence [CCAEE]
 - African American Center for Academic Excellence [AACAE] Student Representative
 - Asian, Desi, Pacific Islander Center [ADPIC] Student Representative
 - Indian Teacher and Educational Personnel Program [ITEPP] Student Representative
 - El Centro Académico Cultural Student Representative
- Student Body Representative (x3)

#.11 ASDEIC representatives are appointed as such:

- *Ex-Officio* Positions⁸
 - A.S. Social Justice and Equity Officer
 - A.S. Student Affairs Vice President
 - A.S. Environment and Sustainability Officer
 - Check It Representative
 - INRSEP Student Representative
 - Learning Center Student Representative
 - ODEI Student Representative

⁶ A student representative will always be preferred from administrative and staff departments. Student representatives will either be a student employed by or appointed by the corresponding department or office. When no student is present or available for appointment, a non-student staff member will be sufficient in the interim. Non-student staff members on the committee will serve as an advisory role and not have voting power.

⁷ Associated Students of Humboldt State. "Resolution in Recognition of Veterans as a Cultural Community on Campus, and in Support of Efforts to Ensure Humboldt State University is a Safe and Friendly Learning Environment for Student Veterans, Active Duty Service Members and Military Family Members". RESOLUTION No. 2008-09-04.

⁸ Centers and administrative departments will be responsible for choosing their representative and for any vetting, interviewing, or decision-making this entails. When A.S. representatives have not been elected, the A.S. President will be responsible for submitting their appointments.

- Project Rebound Student Representative
- SDRC Student Representative
- SJEIC Student Representative
- Student Representative from each CCAE
 - AACAE Student Representative
 - ADPIC Student Representative
 - ITEPP Student Representative
 - El Centro Académico Cultural Student Representative
- VETS Student Representative

- Appointed by the Social Justice and Equity Officer
 - Student Body Representative

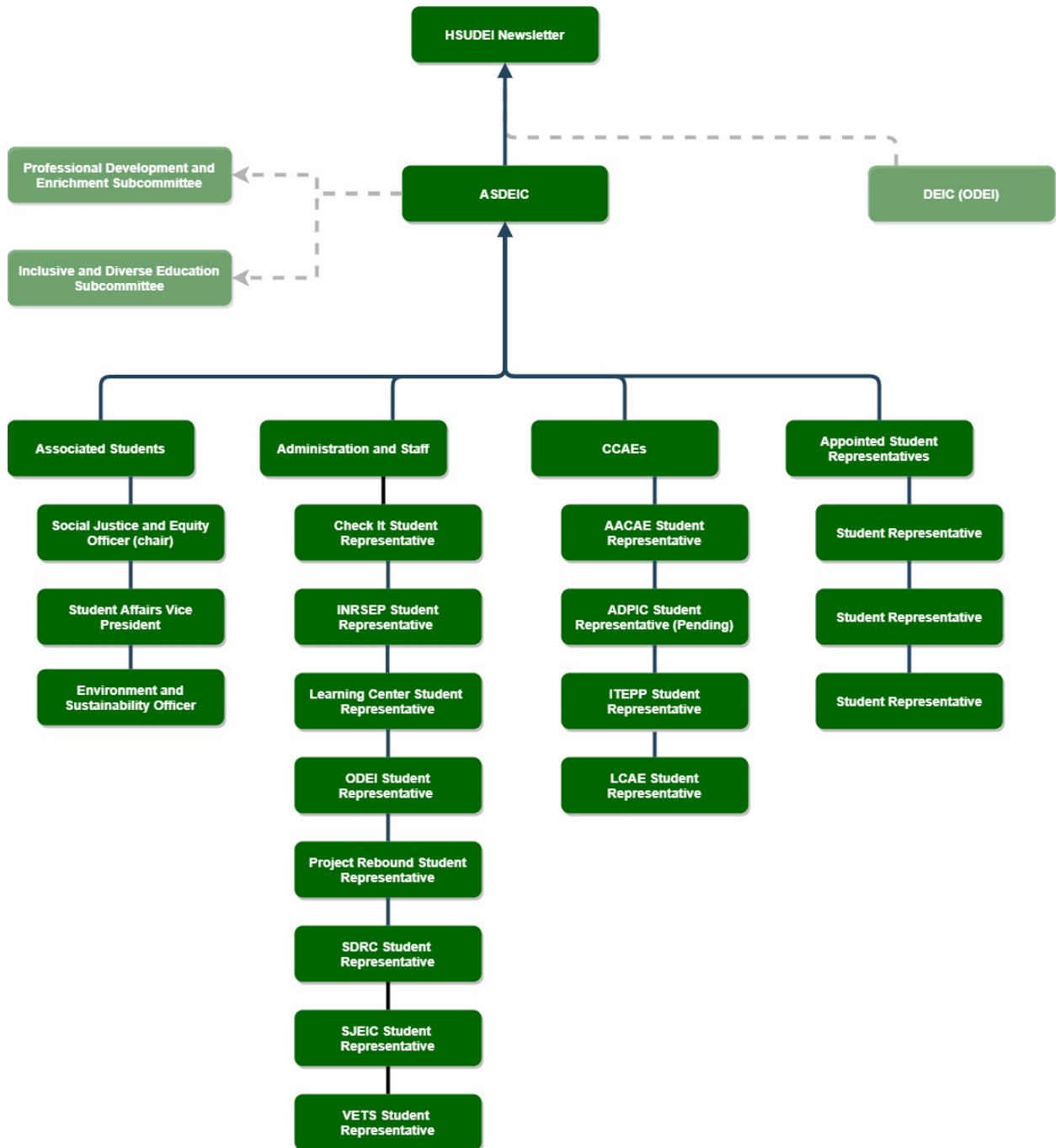
- Appointed by the Student Affairs Vice President
 - Student Body Representative

- Appointed by the Environment and Sustainability Officer
 - Student Body Representative

RESOLVED, that the Associated Students alter the Associated Students Constitution Section B Item 6 to include, “The Social Justice and Equity Officer shall sit on the Associated Students Diversity Equity and Inclusion Committee”.

RESOLVED, that copies of this resolution be sent to, but not limited to the office of Interim Dean of Students, Eboni Turnbow; the Interim Executive Director of the Office of Diversity, Equity & Inclusion (ODEI), Edelmira Reynoso; the Interim Associate Vice President of Student Success, Stephen St. Onge; every Cultural Center for Academic Excellence (CCAЕ) coordinator; Veterans Enrollment and Transition Services (VETS); the coordinator of the Social Justice Equity and Inclusion Center (SJEIC), The Lumberjack; and El Leñador.

ASDEIC Structural Chart



Works Cited

Associated Students. "Associated Students Social Justice and Equity Committee." as.wvu.edu. Accessed July 13, 2020. <https://as.wvu.edu/committees/social-justice-and-equity-committee/>.

Associated Students of Humboldt State University. "An Act to Clarify the Commitment of Associated Students of Humboldt State." RESOLUTION No. 2019-20-01. September 24, 2019. <https://associatedstudents.humboldt.edu/student-government/resolutions>.

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Porter-O'grady, Timothy. *Implementing Shared Governance : Creating a Professional Organization*. St. Louis: Mosby Year Book, 1992.