



A RESOLUTION TO THE PITZER STAFF COUNCIL

Topic: A RESOLUTION IN SUPPORT OF EMPLOYMENT BENEFITS EQUITY AUDIT

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Request: A resolution in support of a Pitzer College Employment Equity Audit Project to provide the College and staff with an organizational resource of benefits available to staff and where to access them, along with unidentifiable data on staff employee benefit usage across staff levels to be used in collaboration with work already in progress at Pitzer College.

WHEREAS, one of Pitzer College’s core values is social responsibility, applicable to all community members including staff; AND

WHEREAS, there are currently separate areas of information on benefits accessible to employees of Pitzer College and a limited amount of consolidated information about the usage of benefits, specifically across staff levels; AND

WHEREAS, this project, led by staff outside of Staff Council positions, shall provide an organizational chart of benefit information for staff along with unidentifiable data, with guidance by qualified staff, to identify benefits usage at the College; AND

WHEREAS, the information attained, “can be easily translated into a presentation/discussion and shared with the community. These outputs could then be used in a variety of arenas” with relevant constituencies at the Colleges for, “discussions about strategic/tactical planning, as well as during our current accreditation period;” AND

WHEREAS, intention for this project is meant to be in collaboration with work already being conducted by the Office of Institutional Research, Human Resources and the Office of the President; AND

THEREFORE BE IT RESOLVED staff involved in this project ask Staff Council to stand as an ally, voicing support as this project reaches more constituencies at the College; AND

BE IT FINALLY RESOLVED that Staff Council sends this resolution to the President and Human Resources as a sign of support for the collaborative methods of the project meant for use with those already working to improve the staff experience.

Kirsten Carrier & Dana Pike, Co-Chairs