



1
2 **A RESOLUTION BY THE PITZER STAFF COUNCIL**

3
4 **Topic: A RESOLUTION IN SUPPORT OF REGULAR, ONGOING STAFF**
5 **PROFESSIONAL DEVELOPMENT AND TRAINING ON CULTURAL**
6 **COMPETENCY**

7
8 **Introduced:** April 4, 2017

9 **Author(s):** Kirsten Carrier, Dana Pike and Carlos Alvarez

10 **Approved:** April 19, 2017

11 **Request:** A Pitzer Staff Council resolution in support of regular, ongoing professional
12 development and cultural competency training for all Pitzer College staff.

13
14 **WHEREAS,** staff should actively engage with Pitzer’s Core Values of Social
15 Responsibility and Intercultural Understanding; AND

16
17 **WHEREAS,** the results of the Staff, Faculty and Student Focus Groups, as shown on the
18 *Campus Climate Factor Mapping* document produced by Pitzer’s Office of Institutional
19 Research and Development indicate “Limited opportunities for professional
20 development” for staff and “Microaggressions” experienced by students from staff; AND

21
22 **WHEREAS,** the *Addressing Campus Climate Diversity Issues – Living Document*
23 indicates that staff should receive training on microaggressions and “manifestations of
24 oppressive structures”; AND

25
26 **WHEREAS,** the letter from concerned students of color dated November 23, 2015, states
27 “We demand the training of faculty, student leaders, and staff that focuses on the
28 manifestations of oppressive structures that marginalize students (capitalism, classism,
29 white supremacy, patriarchy, racism, homophobia, transphobia, sexism, colonialism,
30 etc.)”; AND

31
32 **WHEREAS,** on December 21, 2015, Staff Council formally requested Mandatory Staff
33 Diversity Education to ensure regular, ongoing and in-person training for all staff on a
34 variety of diversity and social justice topics; AND

35
36 **WHEREAS,** Human Resources is currently redesigning its employee management
37 system to utilize the Workday software with additional components, which could
38 potentially include managing professional development criteria;

39
40 **THEREFORE BE IT RESOLVED** that the Pitzer Staff Council requests that the Office
41 of the President and Human Resources move to implement a plan and guidelines for

42 regular, ongoing professional development, including both personal and professional
43 development as well as social justice, diversity and inclusion training, for all Pitzer Staff,
44 which includes all staff that are currently required to do other regular Human Resources
45 trainings; AND

46
47 **BE IT FURTHER RESOLVED** that the social justice and diversity training should
48 include an in person component; AND

49
50 **BE IT FURTHER RESOLVED** that Staff Council, along with staff and faculty, should
51 jointly be involved in the development and implementation of these efforts; AND

52
53 **BE IT FURTHER RESOLVED** that this plan should be formulated no later than fall
54 2017, in order to be incorporated into the expansion of Workday, set to launch in early
55 2018; AND

56
57 **BE IT FINALLY RESOLVED** that Staff Council will send this resolution to the
58 President, Human Resources, Faculty Executive Committee, Student Senate and
59 Diversity Committee.

Kirsten Carrier & Dana Pike, Co-Chairs