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**A RESOLUTION BY THE PITZER STAFF COUNCIL**

**Topic: A RESOLUTION TO ESTABLISH THE “STAFF ADVOCACY FOR DIVERSITY, EQUITY, AND INCLUSION” STAFF COUNCIL COMMITTEE**

**Introduced:** April 26, 2021

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**Approved:** May 24, 2021

**Request:** A Pitzer Staff Council resolution in support of establishing a “Staff Advocacy for Diversity, Equity, and Inclusion Committee” of Staff Council.

**WHEREAS**, Staff Council aims to consciously advocate for staff by developing equitable and inclusive environments in which all community members can thrive. While our college’s mission and values around these ideals are important, how we chose to close the gap between understanding and actively engaging in this work is critical; AND

**WHEREAS**, all Pitzer community members should actively engage with Pitzer’s Core Values of Social Responsibility and Intercultural Understanding; AND

**WHEREAS**, the [Pitzer Strategic Plan](#) (2019) established a primary goal to “Build a Thriving Community” and includes an Institutional commitment to “promote intercultural understanding and community trust through cross-group dialogue and other means” as well as “anticipate, identify, and respond to the diverse needs of all members of the College community, emphasizing inclusion and equity.”; AND

**WHEREAS**, a stated goal of President Oliver’s [Racial Justice Initiative](#) is to “effectively identify and address racial bias within our own community while also positioning Pitzer as an institutional leader in justice-based work that combats systemic racism, discrimination, and violence”; AND

**WHEREAS**, the letter from concerned students of color dated November 23, 2015 (also known as [Addressing Campus Climate Diversity Issues – Living Document](#)), states “We demand the training of faculty, student leaders, and staff that focuses on the manifestations of oppressive structures that marginalize students (capitalism, classism, white supremacy, patriarchy, racism, homophobia, transphobia, sexism, colonialism, etc.)”; AND

39 **WHEREAS**, in 2015 and 2017, Staff Council formally requested Mandatory Staff  
40 Diversity Education and Supervisor Training (through Resolutions [R16-02](#) and [R16-03](#))  
41 to ensure regular, ongoing and in-person training for all staff on a variety of diversity and  
42 social justice topics; AND

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44 **WHEREAS**, the results of the staff, faculty and student focus groups, as shown on the  
45 [Campus Climate Factor Mapping](#) (2016) document produced by Pitzer’s Office of  
46 Institutional Research and Assessment indicate “Limited opportunities for professional  
47 development” for staff and found instances of students experiencing microaggressions  
48 from staff;

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50 **THEREFORE BE IT RESOLVED** that the Pitzer Staff Council will establish a “Staff  
51 Advocacy for Diversity, Equity, and Inclusion” committee which will have the following  
52 primary objectives:

- 53 1. Build community and promote dialogue and wellness among staff from diverse  
54 backgrounds, staff of color, and allies, advocates, and friends
- 55 2. Advocate for sustainable solutions to challenges faced by Pitzer staff of color and  
56 those from diverse backgrounds
- 57 3. Collaborate with the Office of Institutional Research and Assessment to advocate  
58 for and review assessments of campus climate, in particular for staff, and partner  
59 to work towards campus climate improvements and acknowledgement of  
60 successes
- 61 4. Partner to advocate for professional development and training for staff related to  
62 Diversity Equity and Inclusion (DEI)
- 63 5. Support celebrations and events related to culture and identity; AND

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65 **BE IT FURTHER RESOLVED** that, in addition to this subcommittee, Staff Council  
66 advocates for the creation and maintenance of administrative positions dedicated to  
67 Diversity Equity and Inclusion (DEI) to further the implementation of this committee’s  
68 charge; AND

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70 **BE IT FURTHER RESOLVED** that participation in this committee is open to all Pitzer  
71 staff members who are committed to engaging in conversations regarding DEI topics and  
72 supporting staff of color and those from diverse backgrounds; AND

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74 **BE IT FURTHER RESOLVED** that Pitzer Staff Council will advocate for release time  
75 from jobs for staff to participate in this committee, similar to how elected Staff Council  
76 representatives are able to fully participate in Staff Council meetings and events; AND

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78 **BE IT FURTHER RESOLVED** that Pitzer Staff Council will author updates to Staff  
79 Council bylaws to dedicate an executive board position to support and chair these efforts;  
80 AND

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82 **BE IT FURTHER RESOLVED** that Pitzer Staff Council and the Staff Advocacy and  
83 DEI Committee will utilize existing college funding opportunities and may advocate for a  
84 dedicated budget to support the committee’s work; AND

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86 **BE IT FURTHER RESOLVED** that this group will regularly connect with Student  
87 Senate, Identity Board, Diversity Committee, and administrative offices for partnership  
88 and support; AND

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90 **BE IT FINALLY RESOLVED** that Staff Council will send this resolution to the  
91 President, Human Resources, Faculty Executive Committee, Student Senate, Identity  
92 Board, and Diversity Committee.

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**Carlos Alvarez, Staff Council Chair**