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

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

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

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

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

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

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

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

BE IT FURTHER RESOLVED that Pitzer Staff Council and the Staff Advocacy and DEI Committee will utilize existing college funding opportunities and may advocate for a dedicated budget to support the committee’s work; AND
BE IT FURTHER RESOLVED that this group will regularly connect with Student Senate, Identity Board, Diversity Committee, and administrative offices for partnership and support; AND

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

Carlos Alvarez, Staff Council Chair