

BOD 2020-21 – 10R

**Resolution in Support of the Implementation of Anti-Bias Training for CSUEB
Faculty/Staff and Students**

WHEREAS, Associated Students, Incorporated (ASI) of California State University, East Bay (CSUEB) is the recognized voice of approximately 14,000 students; and

WHEREAS, it is the mission of the ASI Board of Directors to advocate and provide responsible and effective leadership for a diverse student population in order to make sound decisions for the betterment of CSUEB students, including their social and educational experiences; and

WHEREAS, the ASI Policy Agenda for 2020-2021 states, “The Associated Students, Incorporated of CSU East Bay stands in solidarity with our Black students and students of color and is committed to becoming stronger allies in fighting for social justice reform. We must actively denounce racism and discrimination, and we must make it clear that the oppression of individuals will not have a place in our campus community;”¹ and

WHEREAS, ASI’s Official Statement Denouncing Racial Injustice in America states, “It is ASI’s intention to serve our students in their times of need, especially those who are strongly affected by systemic racism. We condemn racism in every aspect and we stand with you as you use your voice in protest. As an institution that takes pride in diversity, we will not be silent to the injustices occurring;”² and

WHEREAS, CSUEB’s Shared Strategic Commitments includes being dedicated to “enhance our inclusive campus, responding to the backgrounds and interests of our diverse community and promoting their academic, professional and personal development;”³ and

WHEREAS, CSUEB’s shared definition of implicit bias states “implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious

¹ California State University, East Bay Associated Students, Incorporated. *Policy Agenda 2020-2021*.

² California State University, East Bay Associated Students, Incorporated. *Official Statement Denouncing Racial Injustice in America*. Retrieved from: <https://www.csueastbay.edu/asi/index.html>

³ California State University, East Bay. *Shared Strategic Commitments*. Retrieved from: <https://www.csueastbay.edu/about/mission-and-strategic-planning/shared-strategic-commitments.html>



awareness. Many studies have indicated that implicit biases affect individuals' attitudes and actions, thus creating real-world implications, even though individuals may not even be aware that those biases exist within themselves. Notably, implicit biases have been shown to trump individuals' stated commitments to equality and fairness, thereby producing behavior that diverges from the explicit attitudes that many people profess. The Implicit Association Test (IAT) is often used to measure implicit biases with regard to race, gender, sexual orientation, age, religion, and other topics;⁴ and

WHEREAS, EastBay Today express, "Cal State East Bay is once more topping national ranking lists for its diverse student population. Not only has U.S. News & World Report ranked the university the most diverse college campus in the West in its new 2018 ratings release, Cal State East Bay also received the highest diversity score of any university in the country;"⁵ and

WHEREAS, EastBay Today has also reported CSUEB being "recognized for championing diversity and inclusion. For the sixth consecutive year, the university has received the Higher Education Excellence in Diversity award from "INSIGHT Into Diversity" magazine;"⁶ and

WHEREAS, CSUEB employees "including faculty, student assistants, and temporary staff members are required to complete mandatory training on a range of subjects within 30 days of employment. Training requirements vary according to position and level of responsibility." Additionally, "Employees are required to complete some training on a continuous basis. For example, every employee must complete training on preventing discrimination and harassment, and eliminating sexual violence every year. For some employees, training on other topics like conflicts of interest must also be completed on a continuous basis (bi-annually). Continuous training requirements vary by employee group;"⁷ and

⁴ Cheryl Staats, *State of the Science: Implicit Bias Review 2013*, Kirwan Institute, The Ohio State University. See also RacialEquityTools.org, "[ACT / Communicating / Implicit Bias](#)"

⁵ EastBay Today. *Top National Ranking*. Retrieved from: <https://www.ebtoday.com/stories/top-national-ranking>

⁶ EastBay Today. *Celebrating Diversity, Inclusion*. Retrieved from: <https://www.ebtoday.com/stories/celebrating-diversity-inclusion>

⁷ California State University, East Bay Risk Management. *Training*. <https://www.csueastbay.edu/riskmanagement/training.html>



WHEREAS, the University of California, San Francisco (UCSF) defines bias as “a prejudice in favor of or against one thing, person, or group compared with another usually in a way that’s considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.” There are also types of biases: “conscious bias (also known as explicit bias) and unconscious bias (also known as implicit bias);”⁸ and

WHEREAS, UCSF also states “It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well documented, biases may exist toward any social group. One’s age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing;” and

WHEREAS, Employers Network for Equality & Inclusion (Enei) is “the leading employer network covering all aspects of equality and inclusion in the workplace,” and they states “Unconscious bias in the workplace impacts our recruitment decisions, employee development, impairing diversity and retention rates, as well as promoting a disconnected culture. Therefore, it is vital for organisations to address unconscious bias in order to develop and maintain an inclusive workforce;”⁹ and

WHEREAS, Humboldt State’s Now reported “A group of HSU faculty, students, staff, and administrators is joining campuses across the California State University and University of California systems for Moving Beyond Bias (MBB), an initiative that examines and addresses bias on campus.”¹⁰ Moving Beyond Bias (MBB) is a “learning program that explores how bias

⁸ University of California, San Francisco. *Unconscious Bias*. Retrieved from: <https://diversity.ucsf.edu/resources/unconscious-bias>

⁹ Employers Network for Equality & Inclusion. *Unconscious Bias Training*. Retrieved from: <https://www.enei.org.uk/training-consultancy/unconscious-bias-training/>

¹⁰ Humboldt State Now. HSU Joins Campuses Across California for Sweeping Anti-Bias Training Program. Retrieved from: <http://now.humboldt.edu/news/hsu-joins-campuses-across-california-for-sweeping-anti-bias-training-progra/>



works, and how we can reduce its harmful effects on California State University (CSU) and University of California (UC) campuses;”¹¹ and

WHEREAS, the Academic Senate of the California State University (ASCSU) discussed a “UC and CSU Anti-Bias Training Pilot Program” at the September Plenary meeting (ATTACHMENT I);¹² and therefore, let it be

RESOLVED, that ASI supports and advocates for annual anti-bias training for all administrators, faculty, staff, and students of CSUEB; and

RESOLVED, that an anti-bias training for all administrators, faculty, staff, and students of CSUEB will be implemented by the University with input from ASI, the Academic Senate, and the Office of Diversity; and

RESOLVED, that the CSUEB administration allocate adequate resources to implement annual anti-bias training for all administrators, faculty, staff, and students; and

RESOLVED, that the anti-bias training will bring awareness to the issues of bias in order to promote allyship and will include knowledge and insight for both the online and physical educational atmosphere; and

RESOLVED, that CSUEB’s current academic curriculum will be reevaluated and reviewed by the Academic Senate utilizing the lens of social justice, equity, and inclusivity; and

RESOLVED, that CSUEB’s ASI strongly recommends that the Cal State Student Association (CSSA) advocates for anti-bias training on a system-wide level and all universities in the CSU system; and let it be therefore

¹¹ Moving Beyond the Bias. Retrieved from: <https://movingbeyondbias.org/>

¹² Academic Senate of the California State University (ASCSU). ASCSU Plenary Minutes (September 19-20, 2019). Retrieved from: https://www2.calstate.edu/csueastbay/faculty-staff/academic-senate/minutes/September_2019_Plenary_Minutes.pdf



RESOLVED, that copies of this resolution be distributed to the University President, the Vice President for Student Affairs, the Associate Vice President of Risk Management and Internal Control, the University Diversity Officer, the Academic Senate, CSUEB Students for Quality Education, the President of each CSU Student Government, the Pioneer, the CSSA President, digitally to all students, and any other relevant parties.

Authored by: Anjelica de Leon, *ASI Vice President of University Affairs*
Kabir Dhillon, *ASI Chair of the Board of Directors*
Arianna Miralles, *ASI Director of Concord Campus*

Approved On: Wednesday, January 27, 2021

ASI President/CEO does hereby [] *approves* / [] *refuses to approve* this resolution.


Euridice Pamela Sanchez-Martinez (Jan 28, 2021 18:43 PST)


Euridice Pamela Sanchez
ASI President/CEO


Kabir Dhillon (Jan 28, 2021 18:18 PST)

Kabir Dhillon
ASI Chair of the Board of Directors


Anjelica de Leon (Jan 29, 2021 07:59 PST)

Anjelica de Leon
ASI Vice President of University Affairs


Arianna Miralles (Feb 5, 2021 12:40 PST)

Arianna Miralles
ASI Director of Concord Campus

Approved by: ASI Board of Directors 2020-2021

ATTACHMENT I
ASCSU Plenary Minutes (September 19-20, 2019)
Academic Senate of the California State University



Academic Senate CSU (ASCSU)
401 Golden Shore, Suite 243
Long Beach, CA 90802-4210

www2.calstate.edu/csuo-system/faculty-staff/academic-senate

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ASCSU Plenary Minutes

September 19-20, 2019
CSU Office of the Chancellor

Thursday, September 19, 2019 8:00 to 12:00 noon
“Interrupting: An Anti-Racism Workshop“

Thursday, September 19, 2019 – 12:00 noon. to 5:00 p.m. - Dumke Auditorium

Friday, September 20, 2019 - 8:00 a.m. to 3:00 p.m. - Dumke Auditorium

ROLL CALL

(CSU Bakersfield) Millar, Tarjan; (CSU Channel Islands) Grzegorzczuk, Yudelson; (CSU Chico) Boyd, Ford; (CSU Dominguez Hills) Celly, Norman; (CSU East Bay) Glass, Wu; (CSU Fresno) Jenkins, Schlievert; (CSU Fullerton) Matz, Stambough, Stohs; (Humboldt State) Creadon, Zerbe; (CSU Long Beach) Janousek, Soni; (CSU Los Angeles) Bezdecny, Riggio; (CSU Maritime Academy) Browne, Trevisan; (CSU Monterey Bay) Lopez-Littleton, Waltz; (CSU Northridge) Ricks, Schutte, Sussman; (CSPU Pomona) Speak, Urey; (CSU Sacramento) Hamilton, Holl, Van Gaasbeck; (CSU San Bernardino) Steffel, Ullman; (San Diego State) Butler-Byrd, Csomay, Ornatowski; (San Francisco State) Collins, Sinha, Yee-Melichar; (San José State) Curry, Rodan, Van Selst; (CPSU San Luis Obispo) Laver, Rein; (CSU San Marcos) Barsky, Basu; (Sonoma State) Nelson, Ostroff; (CSU Stanislaus) Filling, Strahm; (CSU ERFSA) Pasternack

CALL TO ORDER

With a quorum being present, the meeting was called to order.

APPROVAL OF AGENDA

Approved with amendments

APPROVAL OF MAY 16-17, 2019 MINUTES

Moved, Seconded and Approved.

ANNOUNCEMENTS

There will be a social this evening, hosted by the Executive Committee

PRESENTATIONS/INTRODUCTIONS

- Senator Grzegorzczuk, Channel Islands
- Senator Van Gaasbeck, Sacramento
- Senator Basu, San Marcos



- CLEP units vs. GE Breadth Credit
 - A CLEP exam may earn 6 units towards the baccalaureate yet only be appropriate for the awarding of 3 units in a GE Area; This was referred to APEP.
- Campus responses to the GE Task Force report are due by next month. GEAC is not obligated to take any particular action regarding these responses.
- **Academic Conference Implementation Committee – Darlene Yee-Melichar, Co-Chair**
 - The 2019-2020 Academic Conference Implementation Committee (ACIC) convened on Wednesday, September 18, 2019 during a working lunch meeting. We wish to thank Executive Vice Chancellor Loren Blanchard for the \$10,000 in the ASCSU budget for the ACIC. The Academic Conference is targeted for implementation during February 2021.
 - Members of the ACIC consist of Kelly Janousek (Long Beach), Tom Norman (Dominguez Hills), Dipendra Sinha (San Francisco), David Speak (Pomona), Mark Hoven Stohs (Fullerton), and Darlene Yee-Melichar (San Francisco) with outstanding staff support by Tracy Butler and Reem Osman in the Chancellor's Office.
 - As ASCSU Executive Committee At-Large Members, Senators Norman and Yee-Melichar agreed to serve as ACIC Co-Chairs. ACIC members discussed and agreed to meet monthly during the 2019-2020 academic year. We will meet face to face on Wednesdays during lunch when ASCSU convenes in the Chancellor's Office. During interim committee meetings, we will meet on Fridays at 2:00 p.m. (or another day that week to be determined by doodle poll) via Zoom when the majority of members are available.
 - We are in the process of collecting data for a CSU campus location where the conference will be held. Two Northern and two Southern campus possibilities will be explored. We are in the process of identifying possible theme for the conference. So far, we have discussed: 1) Inclusive Excellence; 2) Quality/Value of Education and Workforce Needs; and 3) 2050: The Role of the CSU Mid-Century. We also discussed possible speakers including Governor Gavin Newsom.
- **UC and CSU Anti-Bias Training Pilot Program – Nola Butler-Byrd**
 - **Background**
 - The 2018 California Budget Act included an appropriation of \$1,200,000 on a one-time basis to “contract for a two-year pilot program to provide anti-bias training for administrators, faculty, staff, and student leaders at campuses of the University of California and the California State University.”
 - A joint University of California (UC) and California State University (CSU) workgroup of content experts was formed, including scholars and practitioners of anti-bias and implicit-bias trainings, to define the scope and learning outcomes of an evidence-based training program appropriate for the university populations.
 - The UC-CSU workgroup issued a Request for Proposals (RFP), inviting vendors to demonstrate their training modules and address questions. In June 2019, after a comprehensive review of all proposals, the UC-CSU workgroup selected Just Communities of Central Coast to deliver the pilot training programs.



- Overview of Anti-Bias Training Pilot Program
 - ~ Just Communities, in partnership with Dr. Carmel Saad, has developed a training program with customized modules for four distinct university populations: **senior administrators, faculty, staff** with training roles on their campus, and **student leaders**. Training content will cover population-based biases at the intersections of race, gender, sexual orientation and religion, e.g., anti-Semitism and Islamophobia.
 - ~ All trainings are free to members of the UC and CSU communities who register for the training. Modules include an in-person training, a virtual follow-up session, and pre- and post-training surveys. The trainings will take place between **January 2020 and November 2020** at two Northern California locations (Northridge and Sacramento) and two Southern California locations (Irvine/Fullerton).
 - ~ The UC/CSU anti-bias training pilot program has four key learning outcomes:
 - ❖ *Raising Awareness*: This includes learning about personal biases and understanding how biases may influence behavior and decision making at the University.
 - ❖ *Application to Organizational-Level Change*: Participants will be able to draw a connection between social group biases (positive and negative) and the impact they have on university policies, procedures and population-specific outcomes.
 - ❖ *Tools and Strategies for Disrupting Bias*: The training will introduce participants to tools and strategies for mitigating harmful bias in their functional area. They will learn how to change or disrupt attitudinal and procedural patterns that perpetuate multiple forms of biases.
 - ❖ *Practice*: Participants will receive ample opportunities to practice the tools and strategies for disrupting multiple forms of biases.
- About Just Communities
 - Just Communities Central Coast is a nonprofit organization based in Santa Barbara, CA, founded in 2001 as a local chapter of the National Conference for Community and Justice (NCCJ). Just Communities has an 18-year track record of providing innovative educational and organizational change training programs that help individuals, groups, organizations and communities understand and take action on issues of diversity, inclusion, and equity.
 - For this training program, Just Communities is partnering with Dr. Carmel Saad, Associate Professor of Psychology at Westmont College. Dr. Saad's work focuses on the impact of implicit bias intervention programs. Her team aims to understand the nature of implicit bias and how it impacts behavior toward others and to equip participants with evidence-based strategies to disrupt the effects of bias on behavior and mitigate its impact on real-world outcomes.
 - Just Communities has modeled their UC/CSU anti-bias training program after Dr. Patricia Devine's "Breaking the Bias Habit[®]" framework, which emphasizes that bias is a natural habit of the brain that can be disrupted with sufficient awareness,



concern and practice implementing the strategies to mitigate the impact of bias on behavior.

- According to the lead trainers Jarrod Schwartz and Dr. Carmel Saad: “We know that shame and blame demotivate participants, so instead, we rely on research on how bias leads to significant disparities in various sectors; review how the brain gravitates toward biases in the first place; give participants an opportunity to reflect on bias in their own lives; and then empower them with evidence-based strategies shown to be effective in disrupting the effects of bias on behavior.”

- Current and past clients of Just Communities include the Santa Barbara Unified School District, County of Santa Barbara, Santa Barbara Police Department, University of California Santa Barbara and Deckers Brands to name a few.
- Measuring effectiveness, protocols, IRB oversight

ASCSU Group photo shoot – Dumke Auditorium (Time Certain: Thursday 1:15)

SPEAKERS

Loren Blanchard, CSU Executive Vice Chancellor of Academic and Student Affairs (Time Certain: Thursday 2:00 p.m.)

- **Academic & Student Affairs Organizational Changes**
 - Since the conclusion of the last academic year, we have several new hires and individuals who have moved into new roles.
 - Dr. Luoluo Hong has joined the Chancellor’s Office as the new associate vice chancellor for Student Affairs and Enrollment Management.
 - This department was previously known as Student Academic Services. The department name has been updated to better reflect the breadth of work that occurs, and to formalize the interconnected nature of Student Affairs and Enrollment Management.
 - Additionally, Dr. Alison Wrynn has moved into a new role as Associate Vice Chancellor for Academic Programs, Innovations and Faculty Affairs.
- **Board of Trustees**
 - Moving now to the Board of Trustees... at next week’s meeting there are three presentations during the Committee on Educational Policy.
 - Title 5 – Student Organizations
 - The first presentation is a Title 5 change related to student organizations.
 - The Title 5 change was originally brought before the board during the July meeting... and relates to the policy required of recognized student organizations... that they cannot discriminate on the basis of any protected class.
 - The change would align language with other CSU policies as defined by federal and state law, adding as protected statuses: religious creed, medical condition, genetic information, gender identity, gender expression and veteran and military status.
 - Responding to questions raised by trustees, the Title 5 change is being brought back as an information item with “citizenship” retained as a protected class.












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Final Audit Report

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