



Academic Senate Approved: 4/25/19

**Resolution Regarding Equity for Underrepresented Minority Students**

Whereas, Underrepresented minority (URM) students are defined by the California State University system as African American/Black, Latino/a, and/or American Indian/Native American; and

Whereas, At Chico State, we acknowledge the terms URM and Latino/a do not fully honor the identities of our students of color, yet are necessary for the purposes of this resolution in order to align with the California State University system’s terminology. We simultaneously acknowledge that campus-wide, the terms students of color and Latinx will be honored in practice; and

Whereas, At Chico State, we define equity as providing targeted resources and support to our underserved student populations guided by a critical consciousness, acknowledging that the equity gap is due to a legacy of unjust educational policies and practices oftentimes experienced by students of color, first generation students, and/or students from low-socioeconomic backgrounds; and

Whereas, The mission of the CSU includes a commitment “to encourage and provide access to an excellent education to all who are prepared for and wish to participate in collegiate study”; and

Whereas, Graduation is a key indicator of student achievement yet students from underserved and historically underrepresented communities continue to graduate at lower rates than their peers; and

Whereas, At Chico State, data reveals that the graduation rate disparity between URM students and non-URM students is not caused by higher URM rates of dropping out, but by higher rates of URM academic disqualification; and

Whereas URM students receive far more DFW grades and far fewer A grades than non-URM students; and

Whereas, Incoming student preparation (GPA, SAT) does not explain the discrepancy between URM and non-URM achievement at Chico State;

Whereas, Campus climate and culture play a significant role in the inclusion, support, and achievement of all students, therefore be it





- Resolved, That, in the absence of other immediate measures of achievement for all students, we define equity gaps as disproportionate grades and graduation rates demonstrated by URMs having met similar admission criteria compared to their non-URMs peers, which at Chico State contributes significantly to inequitable graduate rates; and be it further
- Resolved, That, we recognize the existence of equity gaps as an unacceptable problem at Chico State, which to solve while maintaining the integrity of a Chico State degree requires serious commitment by students, faculty, staff, and administrators; and be it further
- Resolved, That, we along with our senate committees and subcommittees, prioritize the elimination of equity gaps, scrutinize the impact of current and proposed policies on equity gaps, and support all students' timely progress towards degree completion; and be it further
- Resolved, That, we will acknowledge equity gaps are due to a legacy of inequitable policies and practices rooted in systemic and institutionalized racism that URM students experience at all levels of the U.S. public school system, as demonstrated by the equity gaps between URM students and their non-URM peers, thereby requiring a commitment by students, faculty, staff, and administrators to work toward cultivating a critical consciousness and co-creating a healthy campus culture that intentionally honors and centers the knowledges, backgrounds, and situatedness of URM students in both policy and practice.
- Resolved, That, as equity gaps are institutional and systemic, we call on campus and system-wide administrators to support students, faculty, and staff who participate in understanding and removing equity gaps, including allocating the necessary funds and resources that this work necessitates; and be it further
- Resolved, That, to encourage participation and empower faculty, the university provide instructors with equity gap data for their classes in a clear, contextualized, and confidential manner and course based resources that may be needed to help reduce this gap; and be it further
- Resolved, That this data lead to a continuous reflective process toward action by students, faculty, staff, and administrators that will develop insights into the causes of equity gaps; and be it further



Resolved, That, as part of our reflection, we learn from the experiences of colleagues at other universities and invite representatives of successful programs to share our campus and their experiences; and be it finally

Resolved, That, this resolution be distributed to:

- The CSU Chancellor,
- The CSU, Chico President,
- The Academic Senate of the CSU,
- The Academic Senate Chairs of the CSU,
- The California State Student Association,
- The CSU, Chico Associated Students,
- The CSU, Chico Student Senate,
- The CSU, Chico Office of Diversity and Inclusion,
- The CSU, Chico University Diversity Council,
- The CSU, Chico Division of Student Affairs,
- The CSU, Chico Division of Academic Affairs,
- The CSU, Chico community,
- The CSU, Chico Division of Business & Finance,
- The CSU, Chico University Advancement, and
- The CSU, Chico Academic Senate website.