

**BOD 2020-21 – 10R**  
**Resolution in Support of the Implementation of Anti-Bias Training for CSUEB**

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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;"<sup>4</sup> 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;"<sup>5</sup> 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;"<sup>6</sup> and

**WHEREAS**, CSUEB employees "including faculty, student ~~div~~ diversity a lity

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works, and how we can reduce its harmful effects on California State University (CSU) and University of California (UC) campuses;”<sup>11</sup> 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);<sup>12</sup> 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

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

<sup>12</sup> Academic Senate of the California State University (ASCSU). ASCSU Plenary Minutes (September 19-20, 2019). Retrieved from: [https://www2.calstate.edu/csu-system/faculty-staff/academic-senate/minutes/September\\_2019\\_Plenary\\_Minutes.pdf](https://www2.calstate.edu/csu-system/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:

Approved On: Wednesday, January 27, 2021

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

Approved by: ASI Board of Directors 2020-2021

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












# BOD 2020-21 – 10R Resolution in Support of the Implementation of Anti-Bias Training for CSUEB Faculty/Staff and Students

Final Audit Report

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