

Associated Students Inc.  
California Polytechnic State University  
San Luis Obispo

## **Bill #18-03**

### **ASI Bylaws Amendment - Implementation of ASI Secretary of Diversity and Inclusion Executive Cabinet Position**

#### **Article I. Origin**

This bill is presented in accordance with the ASI Bylaws by Nimrah Aslam, Secretary of Inclusivity and Diversity, Mitchell Collins, College of Science and Mathematics, Denise Hensley, Orfalea College of Business, and James Smith, College of Liberal Arts.

#### **Article II. Purpose**

The purpose of Bill #18-03 is to create an ASI Executive Cabinet position, Secretary of Diversity and Inclusion, within the ASI Bylaws. This position is dedicated to promoting and addressing issues pertaining to diversity and inclusivity at California Polytechnic State University, San Luis Obispo (Cal Poly).

#### **Article III. Background**

As a university, Cal Poly and ASI need to take steps to ensure the campus as a whole promotes an inclusive environment for the diverse, underrepresented minority groups on campus, and actively seek to implement national best practices. On October 25, 2017, the 2017-18 ASI Board of Directors voted to create an Ad Hoc Committee on Diversity and Inclusion. Over the past six months, the Ad Hoc committee researched the work of other universities and conducted discussions with campus partners to evaluate best practices for ASI to implement. Through their research, the Ad Hoc Committee found one step ASI Student Government could take is the annual appointment of a Secretary of Diversity and Inclusion. While ASI currently has a Secretary of Inclusivity and Diversity, the selection of the position is currently at the discretion of the president and relationships cannot be held from year to year without consistency. By ensuring the position is consistent, development can continue year to year when addressing diversity and inclusion on our campus.

The ASI Secretary of Diversity and Inclusion would be charged with forming, and maintaining, foundational relationships with Cal Poly's underrepresented minority communities. The results of the Ad Hoc Committee's research, coupled with the current climate of Cal Poly, necessitates the need for a permanent position of Secretary of Diversity and Inclusion. This position will also serve to work on the goal of constructing trust and faith within ASI and serve to promote inclusivity across Cal Poly's campus.

In summation, as the "Official voice of students" ASI needs to ensure that every individual voice on Cal Poly's campus is equally valued, considered and supported. The external research done by the Ad Hoc Committee on Diversity and Inclusion and an internal needs assessment illustrates the external prevalence and internal need for this position. The maxim of this position is to build relationships with the underrepresented minority communities to ensure advocating for those communities through serving to promote inclusivity across Cal Poly's campus.

## Article IV. Implementation

Current wording states:

7.4.2.7.1. Composition of the ASI Executive Cabinet: The ASI Executive Cabinet shall be comprised of members appointed by the ASI President. The ASI Executive Cabinet shall include at least five and no more than nine students. Titles may be granted for ASI Executive Cabinet positions, as determined by the ASI Chief of Staff and/or ASI President.

7.4.2.7.1.1. Selection of ASI Executive Cabinet: A campuswide application process open to all students will be conducted and the ASI President-elect shall hold interviews with select applicants. The interviewing committee will include, but is not limited to, the ASI President-elect and the ASI Chief of Staff nominee. The ASI Executive Cabinet appointments will be shared with the ASI Board of Directors on or before the first regularly scheduled meeting of the ASI Board of Directors in fall quarter.

7.4.2.7.1.2. Duties of Executive Cabinet: The ASI Executive Cabinet members will be responsible for their respective subcommittees under the supervision of the ASI Chief of Staff in fulfilling the goals of the ASI President, by providing recommendations on relevant student issues and coordinating special events and projects. These ASI Executive Cabinet subcommittees include but are not limited to: community, diversity, environmental, legislative, outreach, public relations, and university issues.

With the recommended changes it would now state:

7.4.2.7.1. Composition of the ASI Executive Cabinet: The ASI Executive Cabinet shall be comprised of members appointed by the ASI President. The ASI Executive Cabinet shall include at least five and no more than nine students, with one member being the Secretary of Diversity and Inclusion. Other titles may be granted for the remaining ASI Executive Cabinet positions, as determined by the ASI Chief of Staff and/or ASI President.

7.4.2.7.1.1. Selection of ASI Executive Cabinet: A campuswide application process open to all students will be conducted and the ASI President-elect shall hold interviews with select applicants. The interviewing committee will include, but is not limited to, the ASI President-elect, and the ASI Chief of Staff nominee. The ASI Executive Cabinet appointments will be shared with the ASI Board of Directors on or before the first regularly scheduled meeting of the ASI Board of Directors in fall quarter.

7.4.2.7.1.1.1. The interviewing committee of the Secretary of Diversity and Inclusion will include, but is not limited to,

the ASI President-elect, the ASI Chief of Staff nominee, and the outgoing ASI Secretary of Diversity and Inclusion.

7.4.2.7.1.2. Duties of Executive Cabinet: The ASI Executive Cabinet members will be responsible for their respective subcommittees under the supervision of the ASI Chief of Staff in fulfilling the goals of the ASI President, by providing recommendations on relevant student issues and coordinating special events and projects. These ASI Executive Cabinet subcommittees will include diversity and inclusion and may include, but are not limited to: community, environmental, legislative, outreach, public relations, and university issues.

7.4.2.7.1.2.1. The Duties of the ASI Secretary of Diversity and Inclusion. The ASI Secretary of Diversity and Inclusion shall be responsible for building and maintaining relationships with underrepresented minority groups on campus and the Cross Cultural Centers. The Secretary of Diversity and Inclusion shall host group discussions to facilitate dialog on campus climate and tangible action steps with the leaders of all cultural clubs and organizations. Additionally, the position shall coordinate with ASI Leadership Team on any actions or statements after the occurrence of large scale discriminatory matters on campus.

**CERTIFIED** as the true and correct copy, in witness thereof, I have set my hand and seal of the Associated Students, Inc. this \_\_\_\_ day of \_\_\_\_\_, 2018.

**ADOPTED** at the regular meeting of the Board of Directors by **majority/ unanimous vote** on \_\_\_\_\_, 2018.

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ASI Secretary

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ASI Chair of the Board

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ASI Executive Director

Sponsored by: Nimrah Aslam, Secretary of Inclusivity and Diversity, Mitchell Collins, College of Science and Mathematics, Denise Hensley, Orfalea College of Business, and James Smith, College of Liberal Arts.