

Associated Students Inc.
California Polytechnic State University
San Luis Obispo

Bill #21-04

ASI Bylaws Amendment - Equitable Representation in ASI Executive Director Search Committee

Article I. Origin

This bill is presented in accordance with the ASI Bylaws by Amanda Tejada, College of Liberal Arts, Alan Faz, College of Engineering

Article II. Purpose

The purpose of Bill #21-04 is to include one ASI Diversity and Inclusion Committee representative on the ASI Executive Director Search Committee to promote and address issues pertaining to diversity, equity, and inclusion in the search process.

Article III. Background

As a university, Cal Poly and ASI continue to take steps to promote an inclusive environment for the diverse, underrepresented minority groups on campus, and actively seek to implement best practices. On October 25, 2017, the 2017-18 ASI Board of Directors voted to create an Ad Hoc Committee on Diversity and Inclusion. After researching the work of other universities and conducting discussions with campus partners in order to evaluate the best practices for ASI, this committee found that one step ASI Student Government could take was the creation of the ASI Diversity and Inclusion Standing Committee.

In the ASI Bylaws Section 4.3.6, the ASI Diversity and Inclusion Committee is described as follows:

The ASI Diversity and Inclusion committee is responsible for ensuring ASI Student Government serves as an inclusive environment to serve the needs and address concerns of underrepresented minority students. This committee may make recommendations to the Board on inclusive language and consideration of student intersectionality's within endorsements, resolutions, and bills. This committee will also host town halls open to all students and advertised directly to underrepresented minority groups to garner feedback on campus and ASI issues pertaining to diversity and inclusion. The committee in conjunction with the Chair and Vice Chair of the ASI Board of Directors will pursue and complete trainings about diversity, equity, inclusion and ally ship issues. This knowledge will then be applied to all committees they serve on to ensure ASI Student Government is considering all matters relating to diversity and inclusion.

Moving forward with these goals, it is crucial that the work of this committee is represented in all areas of ASI; including the search and selection of new ASI staff members who work closely with Student Government members to advance the priorities of the student body. As part of this effort, the Chair of the Diversity and Inclusion Committee has recommended updating ASI internal practices and procedures to include the addition of a D&I representative in such search committees.

For the ASI Executive Director position, however, the search committee membership defined in the ASI Bylaws.

In the ASI Bylaws Section 9.2.1, the ASI Executive Director Vacancy section is described as follows:

ASI Executive Director Vacancy. When a vacancy in the ASI Executive Director position occurs, notice will be provided to the campus by the ASI President/Officers and the Board of Directors. Until a national recruitment can be conducted for regular replacement, an interim staff appointment may be made 39 by the Officers in consultation with the University President, prior to ratification by the Board of Directors. The search committee for the regular replacement of the ASI Executive Director position shall be chaired by the ASI President and comprised of the Officers, ASI Staff Representatives that include one Director and one Student Manager, one Student Government member, one ASI Alumni Council representative, one University President's representative and one Vice President for Student Affairs' representative as well as the ASI Coordinator - Human Resources who will provide administrative support. The Officers shall determine the recruitment process structure and timeline in consultation with the ASI Coordinator-Human Resources for either the interim or regular position.

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. As such, adding a representative from the Diversity and Inclusion Standing Committee to the ASI Executive Director search committee would provide invaluable insight into the needs and wants of the student body as it pertains to addressing issues of bias and underrepresentation.

Article IV. Implementation

Current wording states:

- 9.2.1 **ASI Executive Director Vacancy.** When a vacancy in the ASI Executive Director position occurs, notice will be provided to the campus by the ASI President/Officers and the Board of Directors. Until a national recruitment can be conducted for regular replacement, an interim staff appointment may be made by the Officers in consultation with the University President, prior to ratification by the Board of Directors. The search committee for the regular replacement of the ASI Executive Director position shall be chaired by the ASI President and comprised of the Officers, ASI Staff Representatives that include one Director and one Student Manager, one Student Government member, one ASI Alumni Council representative, one University President’s representative and one Vice President for Student Affairs’ representative as well as the ASI Coordinator - Human Resources who will provide administrative support. The Officers shall determine the recruitment process structure and timeline in consultation with the ASI Coordinator-Human Resources for either the interim or regular position.

With the recommended changes, it would now state:

- 9.2.1 **ASI Executive Director Vacancy.** When a vacancy in the ASI Executive Director position occurs, notice will be provided to the campus by the ASI President/Officers and the Board of Directors. Until a national

recruitment can be conducted for regular replacement, an interim staff appointment may be made by the Officers in consultation with the University President, prior to ratification by the Board of Directors. The search committee for the regular replacement of the ASI Executive Director position shall be chaired by the ASI President and comprised of the Officers, ASI Staff Representatives that include one Director and one Student Manager, one ASI Diversity and Inclusion Committee representative, one Student Government member, one ASI Alumni Council representative, one University President's representative and one Vice President for Student Affairs' representative as well as the ASI Coordinator - Human Resources who will provide administrative support. The Officers shall determine the recruitment process structure and timeline in consultation with the ASI Coordinator-Human Resources for either the interim or regular position.

CERTIFIED as the true and correct copy, in witness thereof, I have set my hand and seal of the Associated Students, Inc. this 23 day of April 2021.

ASI Secretary

ASI Executive Director

Sponsored By:

Amanda Tejeda, College of Liberal Arts

Alan Faz, College of Engineering

ADOPTED at the regular meeting of the Board of Directors by *unanimous vote* on April 21, 2021.

ASI Chair of the Board