DATE: January 12, 2016

TO: Faculty and Staff

FROM: Horace Mitchell, President

SUBJECT: Campus Inclusivity

As we strive towards reaching excellence in all areas, it is important to recognize the ways in which CSU Bakersfield continues to encourage progress and meaningful change on our campus. Therefore, I want to take a moment to acknowledge the significant events that have occurred at the University of Missouri-Columbia, Yale University, and other campuses across the country in response to ongoing frustrations among students and others regarding racial discrimination and unfair treatment.

Our University’s commitment to equity and inclusion is embedded within the University’s core values which include “nurturing a civil and collegial campus environment that values the diversity of persons and ideas”, as well as “engaging one another with respect, trustworthiness, ethical behavior, and self-reflection”. Every member of our campus community plays an integral role in contributing to our inclusivity and maintaining a campus community where students, employees, and visitors can live, learn, and work free from discrimination. We must expand continually our intellectual understanding of the multiple world views that intersect in our global society.

In this spirit, I want to make you aware of several key initiatives currently underway at CSUB so that we may continue to strengthen our inclusive community.

Multicultural Alliance and Gender Equity Resource Center

I am pleased to announce that CSUB will be opening the doors to the Multicultural Alliance and Gender Resource Center in Fall 2016. The Office of the President and the Division of Student Affairs are collaborating on this new and transformative endeavor and will be working with students to create the foundation for the Resource Center. The Resource Center will be located in the Rohan building within Student Housing West.
Behavioral Assessment and Response Team (BART)

The CSUB Behavioral Assessment and Response Team (BART) was assembled to provide a central agency for the campus community to report dangerous, distressing, inappropriate, erratic, aggressive, or uncivil behaviors on campus. A primary goal of BART is early detection; to address potential conflicts before they escalate into more serious issues. Of primary concern are those behaviors that put the health and safety of our campus community members at risk or could lead to feelings of isolation and/or unfair treatment.

To report a concern or find out more about BART, please go to: http://www.csub.edu/bart/

If you would like a representative of the team to speak to your department or other group, please contact Rubicelia (Ruby) Alvarez at ralvarez9@csub.edu.

Gender Equity

The University has also increased its efforts to address issues of gender equity. In early 2015, the Title IX Advisory Committee was established. The Committee is comprised of students, faculty, and staff and is charged with addressing gender equity issues on campus and raising awareness on sexual misconduct. The University has also partnered with the Alliance Against Family Violence and Sexual Assault for advocate services. The Campus Advocate & Education Coordinator will join the University in late January 2016 and will provide advocacy services for survivors of sexual violence as well as assist with the campus education and outreach efforts. For more information on Title IX at CSUB, you may visit: http://www.csub.edu/compliance/Title%20IX/index.html

Discrimination, Harassment, and Retaliation (DHR) Administrator & Title IX Coordinator—Office of the President

Members of our campus community have a right to work, live, and learn in an environment free from unlawful discrimination. The University takes allegations of discrimination very seriously, and complaints alleging discrimination, harassment, and retaliation will always be addressed in a timely and appropriate manner.

The DHR Administrator and Title IX Coordinator is located in the Office of the President and investigates allegations of discrimination, harassment and retaliation and in collaboration with Human Resources also generates campus affirmative action plans for women, minorities, veterans, and individuals with disabilities. For more information, visit: http://www.csub.edu/compliance/

If you ever feel as if you are the target, or a witness to discrimination and/or harassment, or would like to learn more about available resources, please contact Claudia Catota at ccatota@csub.edu.

Our University’s continuous commitment to equity and inclusion requires the nurturing of a civil and collegial campus environment that promotes diverse ideas and perspectives. To cultivate this way of thinking, it is imperative to engage one another with respect, compassion, and appreciation. I am both hopeful and confident that during our most troubling times, perceived challenges will present opportunities for self-reflection and growth.