



Project: Equity Review of Administrative Policies

Background

In 2020, President Neufeldt committed in a message to the campus to taking specific actions related to confronting systemic racism and becoming a more anti-racist campus community.

The policy equity review aligns with current efforts such as the campus Diversity, Equity and Inclusion Inventory and the CSUSM strategic plan, specifically Goal 3: Achieving our Vision through Diversity, Equity & Inclusive Excellence.

CSUSM has charged the Administrative Policy Equity Review Committee (APERC) to be an advisory body that reviews our university’s administrative policies with an equity lens while also ensuring that all members of our campus community are represented in decision-making regarding the review and creation of policies on campus.

Project Charter

Objectives	Measures and Targets	Deliverables	Assumptions
To develop, test, and implement a framework for conducting equity reviews on university policies.	<p>Measure 1: Remove gendered pronouns from CSUSM Administrative Policies - complete.</p> <p>Measure 2: Review all CSUSM policies with an equity lens and provide feedback to policy owners within 24 months</p>	Responses regarding policy equity improvement form to APERC and when applicable revised policy	Six policies per month are reviewed by APERC.
Team Members	Stakeholders	In Scope	Out of Scope
<p>Sponsors: Dr. Aswad Allen, Chief Diversity Officer and Brittani Brown, AVP of Administration</p> <p>Project Team: Ariel Stevenson, Deputy Chief Diversity Officer, Shannon Honour Shaw, Process and Operations Manager and Edith Nuno, Policy Analyst</p>	Policy owners, APERC, individuals impacted by policies	CSUSM Administrative Policies	Policies owned by CSU (system-wide policies), Executive Orders, Tech letters, Campus law enforcement policies and policies owned by the Academic Senate