

Guiding Principles for Social Justice



CALIFORNIA STATE UNIVERSITY
FULLERTON

1

Enhance Equitable Learning

Create a campus community that is committed to the achievement of equitable outcomes for all students, with particular emphasis on assessing and incentivizing the closure of opportunity gaps for students from historically racially marginalized groups. Ensure faculty have the requisite tools and skills to facilitate equitable learning.

2

Expand Intentional Outreach

Redouble efforts across the institution to successfully recruit, retain, and graduate students from underserved communities, with a specific emphasis on Black/African American and Native American/Indigenous Titans.

3

Amplify HSI Designation & Radiate an Identity of Inclusion

Ensure our identity as a multiethnic, multiracial, and multicultural institution that is committed to a future free of racism and bias is clearly articulated and visible to everyone – internally and externally. Including our designation as a Hispanic Serving Institution (HSI) and our eligibility for designation as an Asian American and Native American Pacific Islander Serving Institution (AANAPISI).

4

Build a Professoriate-to-Leadership Pipeline

Increase the number of individuals from historically underrepresented racial and ethnic communities in our faculty ranks, and create a supportive pipeline for those who seek administrative futures. Continue to enhance efforts to further diversify all of the institution's educators, including staff.

5

Recognize History and Catalyze Change

Instill in all Titans – especially those in formal leadership roles – the ability to not only recognize and call out structural racism and bias, but also drive real, sustainable, systemic change at all levels of our campus community.

6

Create an Antiracist Community

Embed and implement principles of antiracism, diversity, equity, and inclusion in all that we do.