

PM 2020-05

President Thomas A. Parham

June 2, 2020

Gender Equity Principles

Gender Equity Principles create a common language, a shared understanding of expectations regarding intersectional and inclusive equity opportunities for all genders at the California State University Dominguez Hills (CSUDH). The Principles provide a point of entry for CSUDH employees, students, alumni and the community we serve, to recognize the importance of gender equity. It is a commitment to consciously examine, take action, and recognize the impact of gender equity at all levels of the organizational structure of the CSUDH: The President's Office, Academic Affairs, Administration & Finance, Information Technology, Student Affairs, and University Advancement. It is a promise to ensure gender equity in all divisions of CSUDH through intentional training and support as part of all onboarding and all annual training. It is a pledge to participate in and lead the collaborative efforts of the CSU system and other related educational systems to promote gender equity, and to acknowledge the equally important role people of all genders play in every aspect of University life. It is also a commitment to acknowledge and celebrate annually each divisions' achievements to support the Principles and strengthen gender equity.¹

CSUDH is committed to the following:


1. embracing the Equal Rights Amendment and the concept: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex";²
2. ensuring pay equity, transparency in pay and promotion criteria, equitable workloads, and equal opportunity for all CSUDH employees and students;
3. maintaining equitable learning and working conditions for all CSUDH employees and students;
4. providing on-going education and professional development to eliminate gender-based and related intersectional forms of discrimination, unconscious bias, and retaliation in the classroom and workplace;
5. incorporating training for cultural shifts in the use of language to create a common language as part of professional development, which will respect and uplift all gender identities and expressions;
6. fostering the full involvement of women and men of color, LGBTQIA2+, and non-binary leaders throughout the campus, particularly in those areas in which this representation is absent or bleak.
7. prioritizing gender equity and inclusion based on the intersectionality of women and men of color, LGBTQIA2+, and non-binary employees and students;
8. providing, without career penalties, all employees with the same access to institutional support for reproductive rights/family care and family leave for all forms of family;
9. making available time and accessible on-going training and education for all levels of

¹ Passed Unanimously on 4/22/2020 as part of 2nd Reading of EXEC 20-08

² Quoted from the *Equal Rights Amendment*, <https://www.equalrightsamendment.org/>.

work classifications across divisions for career advancement strategies, contract and salary negotiations, leadership development, as well as mentorship and sponsorship as integral components of one's career advancement;

10. ensuring all divisions reiterate CSUDH's commitment to equity by educating employees that Title IX prohibits exclusion and discrimination on the basis of sex and that CSU EO 1096 and 1097 goes further and prohibits discrimination, harassment, and retaliation on the basis of sex, sex stereotype, gender, gender identity, and gender expression, and ensuring that employees understand their rights, options, and protections.

Approved: 

Thomas A. Parham, Ph.D.
President

Date: June 2, 2020