We propose that, prior to bringing a motion for a vote of no confidence in President Fritz and Provost Parrish to the floor again, we make the following demands of the senior leadership at CSI. If the demands are not met by April 2021, we should bring the vote of no confidence back to the floor of the FS/CC in May 2021.

1. President Fritz and Provost Parrish should release a formal statement explaining the delayed response and lack of action/continuous effort to address the COACHE (2019) and Rankin (2016) surveys, as well as their lack of response to the many other formal and informal requests to address the ongoing issues of racism, Islamophobia, and other acts of exclusion and/or aggression occurring on campus. Senior administration must include in this statement an explanation for their failure to address and act on the College's failing grade on the Lumina Foundation/USC Race and Equity Center Statewide Equity Index scorecard (2019), the Faculty Diversity Strategic Plan (2013-2018), and other studies conducted by the Faculty Senate Executive Committee for strategic solutions to CSI's lack of diversity, gender equity, and intensifying racism and Islamophobia.
2. Senior administrators should respond to crises in racism, Islamophobia, and other acts of exclusion and/or aggression with immediate statements and clearly identified ACTIONS to stop it from happening again.

The President should make retention, promotion, and success of faculty and staff of color a required component of every supervisor’s evaluation. All ECP employees should attend training and mentorship to lead this effort and provide training and resources for supervisors engaging effectively in BIPOC faculty recruitment & retention. See example:

[**FACULTY RETENTION TOOLKIT**](https://www.dropbox.com/s/ob24tqw3aioxu5z/Faculty%20retention%20Toolkit.docx?dl=0)

1. The Provost should instruct deans to evaluate academic department chairs, and the President should arrange for the annual evaluation of all other department heads, which must include diversity and inclusion as a key component of the evaluation. The Provost should provide training and the appropriate resources for supervisors to effectively create and develop practices that support recruitment, retention and promotion of BIPOC faculty and staff.
2. Modeled after Dr. Estella Mara Bensimon’s *Diversity Score Card* (article attached), the President should direct that the following information be presented to the FS/CC annually, beginning in March 2021:

Identify the rank and numbers of

1. faculty, staff, and students of color,

2. LGBTQ+ faculty, staff, and students,

3. Faculty, staff, and students with disabilities, identifying:

* 1. How many are currently employed/ were hired each year?
  2. How many were retained each year?
  3. Have the numbers improved or gotten worse over the past three years (rolling average each year)?
  4. Where, specifically does retention break down? Analysis should be conducted annually in January and presented at the first FS/CC meeting of the new year.
  5. A current status report should be presented in February 2021 with updates and analysis annually beginning in 2022.
  6. The President should report to CC/FS each February the specific actions that have been taken and are being planned to improve the numbers, beginning in 2021.
  7. Subsequent annual reports should include an assessment of the success of the prior year’s plan for improvement.

1. The campus should create a *Diversity, Equity, Inclusion, and Belonging Dolphin Award*, to be given annually at the Dolphin Award ceremony.
2. The President and Provost should promote successes in diversity, equity, inclusion, and belonging by posting achievements on the landing page of the CSI website, being careful to include the significant achievements of federally protected groups including all BIPOC, LGBTQ+ and women faculty, staff, and students. It should be updated every other month, beginning in January 2021.

Signed,

Social Work Department

Physical Therapy Department

**Addendum**: We wish to make clear that this does not address all of the concerns expressed by faculty, for example, serious concerns regarding deficits in leadership transparency, communication, research support, and financial management remain and should be addressed with a similarly aggressive timeline.