

1 [Urging the California State University system to develop uniform hiring policies to ensure
2 workforce diversity.

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4 **Resolution urging the California State University system to develop uniform hiring**
5 **policies to ensure workforce diversity.**
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7 WHEREAS, The Bureau of State Audits recently found that the California State
8 University (CSU) system lacks a uniform hiring policy for professors and managers; and,

9 WHEREAS, The lack of a uniform policy has resulted in search committees that do not
10 include women or minority members and has hampered CSU's efforts to create a diverse
11 workforce; and,

12 WHEREAS, The lack of diversity has resulted in a workforce that does not represent
13 California's diverse population, decreasing the quality of education provided at CSU; and,

14 WHEREAS, This has resulted in discrimination against minorities in the hiring process
15 and has left CSU exposed to unnecessary legal action; and,

16 WHEREAS, Since 2002, 92 employment discrimination charges have been filed
17 against CSU, costing the state more than \$7.6 million in damages and attorney fees; and,

18 WHEREAS, The University of California has developed uniform hiring policies which
19 have helped create a diverse workforce campus-wide; now, therefore, be it

20 RESOLVED, That the Board of Supervisors of the City and County of San Francisco
21 urges the California State University system to develop a comprehensive uniform hiring policy
22 to be implemented system wide; and, be it

23 FURTHER RESOLVED, That the Board of Supervisors urges the California State
24 University system to require that all search committees for professors and administrative staff
25 include women and minorities; and, be it

1 FURTHER RESOLVED, That the Board of Supervisors directs the Clerk of the Board
2 to send a copy of this resolution to the Chancellor and Board of Trustees of the California
3 State University System.

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