

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

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



City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails
Resolution

File Number: 080073

Date Passed:

Resolution urging the California State University system to develop uniform hiring policies to ensure workforce diversity.

January 15, 2008 Board of Supervisors — ADOPTED

Ayes: 10 - Alioto-Pier, Ammiano, Chu, Dufty, Elsbernd, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval

Absent: 1 - Daly

File No. 080073

I hereby certify that the foregoing Resolution was ADOPTED on January 15, 2008 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

1.18.08

Date Approved

Mayor Gavin Newsom