

Resolution for PSC Racial Diversity Advocate

Whereas according to the Fall 2002 CUNY Affirmative Action Report, the professional staff are 51.9% White [including Italians], 26.8% Black, 13.9% Hispanic, and 7.1% Asian; and

Whereas according to the Fall 2002 CUNY Affirmative Action Report, the faculty are 73.4% White, 12.2% Black, 6.8% Hispanic, and 7.3% Asian; and

Whereas CUNY reported the Fall 2002 CUNY student population as 33.2% White, 29.5% Black, 23.5% Hispanic, and 13.6% Asian; and

Whereas the 2000 Census Report listed the New York City population as 27% Hispanic, 24% Black, 10% Asian and 35 % White; and

Whereas in proportion to their numbers in the general population, Blacks, Hispanics and Asians are highly underrepresented in the ranks of the instructional staff at CUNY, and Whites are over-represented; and

Whereas the University's goals to provide employment discrimination complaint procedures as stated in the 1999 manual, *Employment Discrimination Complaint Procedures*, to hear discrimination complaints and to report annually its compliance with affirmative action requirements [Affirmative Action/Equal Employment Opportunity (AA/EEOC) Officers] have not resulted in a CUNY workforce that reflects the diverse population of the City; and

Whereas many campuses and departments have an unsatisfactory record of hiring, retaining, and promoting faculty and staff of color; and

Whereas CUNY's performance is in contradistinction to SED Law 6201 section 3 that states ". . . the university will continue to maintain and expand its commitment to academic excellence and to the provision of equal access and opportunity for students, faculty and staff from all ethnic and racial groups and from both sexes." Section 5 of the same law that states, "Only the strongest commitment to the special needs of an urban constituency justifies the legislature's support of an independent and unique structure for the university. Activities at the city university campuses must be undertaken in a spirit which recognizes and responds to the imperative need for affirmative action and the positive desire to have city university personnel reflect the diverse communities which comprise the people of the city and state of New York;" therefore be it

Resolved, that each PSC chapter executive committee appoint a Racial Diversity Advocate. The responsibility of the Advocate will be to work with the chapter to organize around issues of racism, to advocate for and monitor the hiring, promoting, retaining and reclassifying of the instructional staff of color, and to report information to the central union so that it may act to move the University toward a more diverse faculty and staff; and be it further

Resolved, that the union develop guidelines to assist the chapter executive committee and the chapter Racial Diversity Advocate to carry out these objectives; and be it further

Resolved, that the PSC Constitution will be reviewed so that establishment of this chapter position complies with it.

Passed at the June 17, 2004 PSC Delegate Assembly