

# Diversity, Inclusion, and Belonging

Fall 2020 Semester Report

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Associated Students, Inc. &  
University Student Center



# **ASI & SC Diversity, Inclusion, and Belonging Statement: Coming Soon**

# Employment Type

## ASI & SC Student Staff Breakdown

Position Type	Spring 2020:	Fall 2020:
Student Assistant – Paid	54.64%	46.55%
Member – Non-Paid	45.36%	53.45%

## ASI & SC Professional Staff Breakdown

Position Type	Fall 2020:
Full-Time Staff	85.71%
Part-Time Staff	14.29%

# Time with Organization

## ASI & SC Student Staff Breakdown

Time with Organization	Spring 2020:	Fall 2020:
Less than six months	*	48.28%
Six months to less than one year	*	27.59%
One year to less than two years	*	10.34%
Two years to less than three years	*	6.90%
Three years or more	*	6.90%

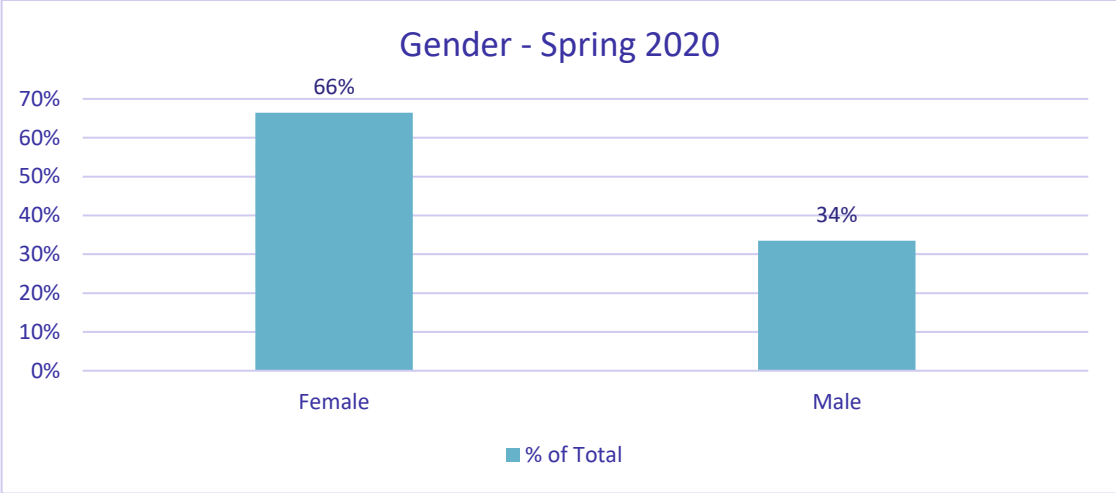
\* Data not available

## ASI & SC Professional Staff Breakdown

Time with Organization	Fall 2020:
Less than one year	35.71%
One year to less than two years	14.29%
Two years to less than five years	7.14%
Five years to less than ten years	7.14%
Ten years or more	35.71%

# Representation by Gender

## Stanislaus State Breakdown



## ASI & SC Student Staff Breakdown

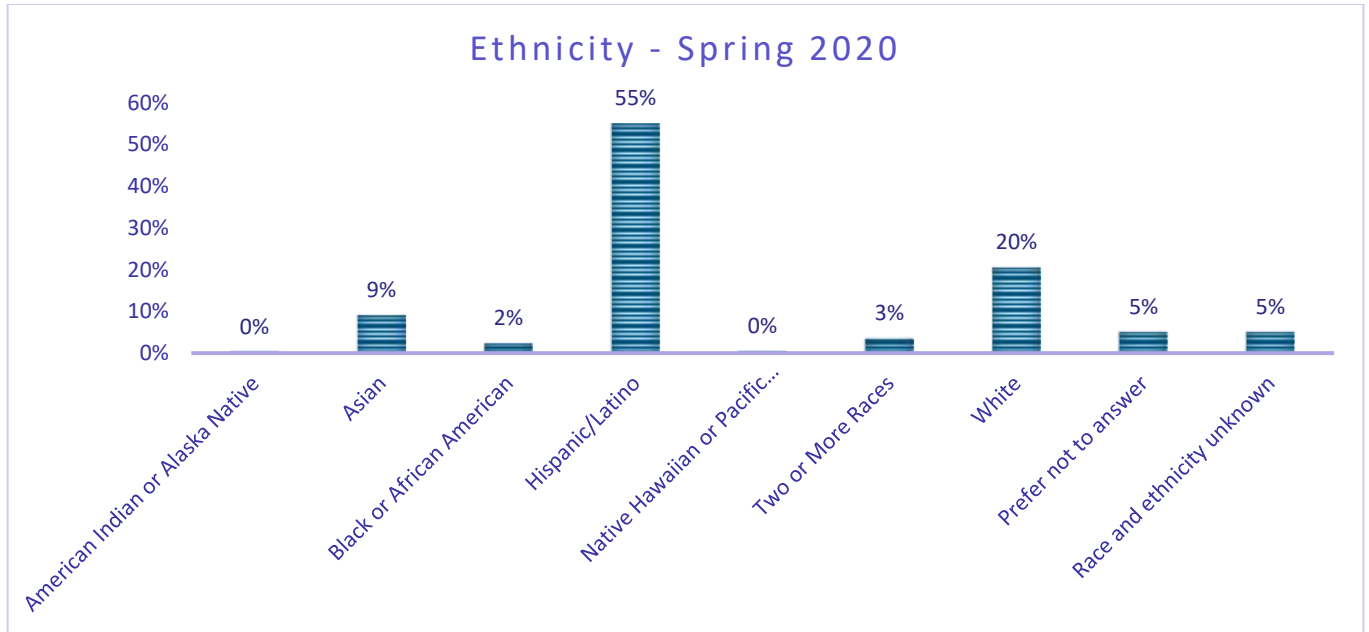
Gender Identity	Spring 2020:	Fall 2020:
Female	72.17%	72.42%
Male	25.77%	25.86%
Prefer not to answer	2.06%	1.72%

## ASI & SC Professional Staff Breakdown

Gender Identity	Fall 2020:
Female	64.28%
Male	35.72%
Prefer not to answer	0%

# Representation by Ethnicity

## Stanislaus State Breakdown



## ASI & SC Student Staff Breakdown

Ethnic Identity	Spring 2020:	Fall 2020:
American Indian or Alaska Native	1.96%	4.35%
Asian	8.82%	10.14%
Black or African American	6.86%	4.35%
Hispanic/Latinx/Mexican	66.67%	63.77%
Native Hawaiian or Pacific Islander	0.98%	1.45%
White (Non-Hispanic)	12.75%	10.14%
Other	0%	4.35%
Prefer not to answer	1.96%	1.45%

## ASI & SC Professional Staff Breakdown

Ethnic Identity	Fall 2020:
American Indian or Alaska Native	0%
Asian	0%
Black or African American	7.14%
Hispanic/Latinx/Mexican	50%
Native Hawaiian or Pacific Islander	0%
White (Non-Hispanic)	42.86%
Prefer not to answer	0%
Race/Ethnicity unknown	0%

# Representation by Age

## ASI & SC Student Staff Breakdown

Age Range	Spring 2020:	Fall 2020:
Under 18	0%	3.45%
18-20	57.73%	46.55%
21-23	28.87%	31.03%
24-25+	13.40%	18.97%

## ASI & SC Professional Staff Breakdown

Age Range	Fall 2020:
18-24	21.43%
25-34	28.57%
35-44	21.43%
45-54	14.29%
55-65+	14.29%

# Representation by Disability

## ASI & SC Student Staff Breakdown

Disability (physical or mental impairment)	Spring 2020:	Fall 2020:
No	93.81%	96.55%
Yes	2.06%	1.72%
Prefer not to answer	4.12%	1.72%

## ASI & SC Professional Staff Breakdown

Disability (physical or mental impairment)	Fall 2020:
No	100%
Yes	0%
Prefer not to answer	0%

# Representation by Education

## ASI & SC Student Staff Breakdown

<b>Current Class Standing</b>	<b>Spring 2020:</b>	<b>Fall 2020:</b>
First year	19.59%	12.07%
Sophomore	20.62%	13.79%
Junior	22.68%	32.76%
Senior	31.96%	34.48%
Graduate Student	5.15%	6.90%

#### **ASI & SC Professional Staff Breakdown**

<b>Education Level</b>	<b>Fall 2020:</b>
High school degree or equivalent (GED)	7.14%
Associate degree	7.14%
Bachelor degree	64.29%
Graduate degree	21.43%

## **Representation by On-Campus Involvement**

#### **ASI & SC Student Staff Breakdown**

<b>On-Campus Extra-Curricular Involvement</b>	<b>Spring 2020:</b>	<b>Fall 2020:</b>
Greek Fraternity or Sorority	28.67%	21.88%
Non-Greek Student Organization	18.75%	21.88%
Academic Society	7.25%	4.68%
NCAA/University Athlete	4.57%	4.68%
Student Radio Station and/or Newspaper	2.36%	0%
None	38.40%	46.88%

# Beyond the Numbers

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## Quarter 1

- Designed and purchased 100 Black Lives Matter at Stan State t-shirts for Black Student Union to distribute to their members.
- Started communications with Indigenous Students in Activism club to improve relations and find ways to partner in the future.
- Started research to establish a Student of Color Scholarship for students at Stan State.
- Set aside funding for graduation ceremonies, \$1,000 per affinity group:
  - Black Graduation
  - Chicana Commencement
  - Rainbow Graduation
  - Undocu-Grad
- Added 9 People of Color owned businesses to Turlock Warrior Discounter program.
- Added 5 People of Color owned businesses to Stockton Warrior Discounter program.
- Created a policy that requires applicants to provide a diversity and inclusion statement during the employment process for professional staff, student assistants, and during elections for the ASI Board of Directors & University Student Center Board of Director application process.
- Shared on social media events supporting Black Lives Matter movement hosted by other departments.
- Partnered with Black Student Union and Warriors Cross Cultural Center to plan three open forums on Racism in America that will take place in October.
- Started to have conversations during staff meetings on a bi-weekly basis about cultural awareness, diversity, and how to ensure inclusion of all people.
- Passed and adopted a Resolution Affirming our Commitment to Diversity, Inclusion, Equal Treatment and Justice for all people.
- Passed and adopted a Resolution supporting International Students during July 6th, 2020 ICE Directives.

## Quarter 2

- Hosted the Racism in America Open Forums. This was a three-day series that covered a variety of topics during the span of the series. These workshops were in collaboration with the Warrior Cross Cultural Center and the Black Student Union (Student Organization).
- Provided a monetary donation to BSU for a donation to NAACP.
- Provided a monetary donation to ISA to support their Indigenous People's Day Event.
- A new artist was hired to complete the Diversity mural. He has provided a first round of mockups.
- Passed and adopted a Resolution Pledging continued support of the Deferred Action for Childhood Arrivals (DACA) Program and Students on Dec. 8, 2020.
- Began conversations and concept creating for the collaborative Black History Month event that will be hosted in February.



- Internal inclusivity and diversity conversations with Programming staff, based on media events.
- Continued to have conversations during staff meetings on a regular basis about cultural awareness, diversity, and how to ensure inclusion of all people.

## **Diversity is never “done”**

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Creating an inclusive organization where all people feel like they belong is a journey, not a destination. ASI & SC strive to continue this work to ensure that Stanislaus State is a welcoming place for all students to broaden their social, educational, political, and emotional growth, while developing as a leader. Diversity is not something that we can do alone. Together with our partners, employees, campus leaders, and campus community we can continue to develop our work in this space while gaining feedback along the way.