



CAL POLY

"Resolution to Establish Cal Poly's Principles of Community"

Proposed by: Academic Senate Diversity Committee

Jorge E. Moraga, Chair of ASDC (2025-26)

Academic Senate Meeting | Tuesday, May 12, 2026

ASDC (2025-26)

Charge:

“Write and bring a resolution to the Senate on the Cal Poly, SLO and Cal Poly Maritime Academy Principles of Community, with the Maritime Senate DEI committee’s work as an example.”

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VACANT		CENG			2026

Cal Poly (San Luis Obispo and Solano) Principles of Community

- Six principles
- Introduced/contextualized with two short paragraphs
- Consistency with other CSUs

Cal Poly (San Luis Obispo and Solano) Principles of Community

Cal Poly recognizes the invaluable opportunity to reside, work, and aspire in California, a state that boasts a rich diversity of people, industry, ideas, and cultures. It is both a gift and a duty, then, to ensure that our intellectual community continues to reflect the diversity of this state and provide for the mental and physical wellbeing of our students, faculty, staff, guests, and families. As institutions committed to “educating both the head and the hand”, it is vital that we continue to embody spaces for critical inquiry, meaningful dialogue, the scientific method, and supporting one another with respect, kindness, and accountability.

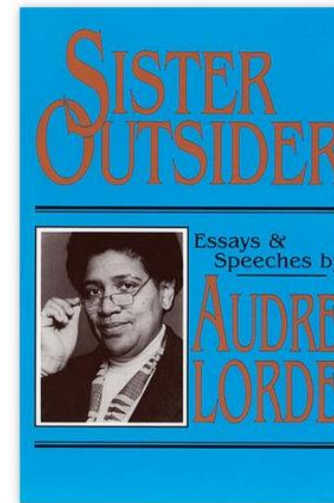
Civil rights activist, poet and humanitarian Audre Lorde (1934 – 1992) wrote: “You do not have to be me in order for us to fight alongside each other. I do not have to be you to recognize that our wars are the same. What we must do is commit ourselves to some future that can include each other and to work toward that future with the particular strengths of our individual identities. And in order to do this, we must allow each other our differences at the same time as we recognize our sameness” (*Sister Outsider: Essays & Speeches*, 1984, pg. 121). In this spirit, these Principles of Community underscore our hopes to cultivate an inclusive future, one guided by our differences and not despite them. Cal Poly (San Luis Obispo and Solano campus) commits to our Principles of Community and invite every individual to do the work individually and collectively to safeguard against the harms of ignorance, prejudice, fear, and hate. Our principles are:

1. We affirm the necessity of recognizing each individual’s unique identity as integral to the mission of student success as defined by the CSU Framework for Student Success.¹
2. We are a community composed of individuals whose diversity can provide a foundation for growth, flourishing, and excellence.
3. We advocate for open and equitable access to educational experiences, learning, and development.
4. We believe that building a foundation for success is an active ongoing process and is therefore the responsibility of all community members; fostering such a community requires an approach grounded in equity in every decision, strategy, and action.
5. We acknowledge that our society inherits historical and ongoing biases, and we promote constructive strategies for addressing these biases based on research, data, and scholarship.
6. We avow that active participation and collaboration are central to addressing the issues facing our local, global communities and our educational mission.

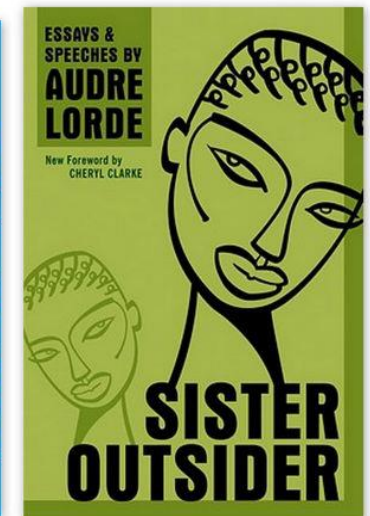
¹ See <https://www.calstate.edu/impact-of-the-csu/diversity/Pages/Student-Success-Framework.aspx>

Why Audre Lorde?

- Audre Lorde (1934-1992): poet, author, feminist, educator, anti-war activist, mother, and warrior
- In the words of Lorde, we must “commit ourselves to some future that can include each other and to work toward that future with the particular strengths of our individual identities” (1984).

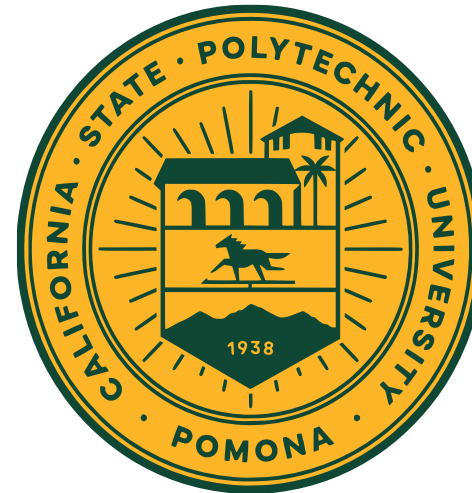


1984



2007

Mimics other CSUs



PRINCIPLES OF COMMUNITY: **HOW WE TREAT EACH OTHER**

We all play a role in fostering an inclusive work and learning environment of respect, kindness, collaboration, and accountability where every member of the student body, faculty, staff, and administration can thrive. Our Principles of Community reflect our **core values** of **Exploration, Excellence, Inclusion and Community** as well as our deep commitment to **our mission** "to empower students for success through a transformative education rooted in active service with diverse communities." These Principles were developed collaboratively by faculty, staff, and administrators. They exemplify what we aspire to be.



WE ARE RESPECTFUL

To approach interpersonal interactions with collegiality and integrity, we strive to...

- Value all employees and welcome their contributions.
- Listen with attention to all perspectives with the intent to understand.
- Consider the impact of our communication.
- Honor our word and commitments.
- Maintain confidentiality and privacy as appropriate.

WE ARE KIND

To foster a sense of belonging and demonstrate compassion, empathy, care, and concern, we strive to...

- Contribute to making Fresno State a welcoming community for all.
- Use words thoughtfully and be mindful of our actions.
- Assume good intentions.
- Acknowledge the contributions of others.
- Be patient and supportive.

WE ARE COLLABORATIVE

To work together to achieve common goals, support the greater good and embrace Fresno State's mission, we strive to...

- Build relationships to create a positive work and learning environment.
- Communicate to engage and be supportive of each other's goals.
- Consider diverse ideas and opinions.
- Participate fully as a team member, do our share and make space for others to shine.

WE ARE ACCOUNTABLE

To hold ourselves and our colleagues accountable for behaviors and outcomes, we strive to...

- Clearly communicate expectations and, when appropriate, jointly develop goals and objectives.
- Explain the purpose of decisions and actions.
- Share honest, meaningful feedback in a timely manner and receive feedback with an open mind.
- Own responsibility for our behaviors and actions.

University's Definition of Diversity: Individual differences (e.g., personality, language, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation/sexual identity, country of origin, and ability status as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

FRESNO STATE



CAL POLY

Principles of Community for Inclusive Excellence



Principles of Community for Inclusive Excellence

Cal Poly Humboldt (HSU) is a diverse Hispanic-Serving Institution (HSI) and a Minority-Serving Institution (MSI). Humboldt is a multicultural community that is committed to improving the human condition and the environment by dismantling systems of oppression so that we all have what we need to thrive. We come from a multitude of backgrounds and experiences which shape our identities, perspectives, and life journeys. Individually and collectively, we recognize that to create an affirming and intellectually vibrant community that supports everyone's safety, success and well-being, we must understand and value our individual differences, common ground, and positionality in, and history of the systems in which we navigate. Accountability for results, belonging, compassionate collaboration, confidentiality, cultural humility, integrity, ongoing learning, respect, service, and social justice are the Principles of Community that animate this commitment. These principles of community anchor our unifying institutional vision of inclusive excellence.

We recognize that each of us has an obligation to the Humboldt community which is now ours to call home, and to contribute to its sustainability. We strive to build and maintain a culture and climate based on these principles of community when engaging with one another, working together to foster healing whenever necessary, and acting on behalf of Humboldt.



Principles of Community



[CPP](#) > [EODA/Human Resources Operations](#) > [About](#) > Principles of Community

Principles of Community (POC)

Cal Poly Pomona's Principles of Community are a shared commitment to fostering a positive, inclusive, and respectful campus environment. These guiding values set expectations for behavior, encourage open dialogue, and provide a framework for navigating conflicts fairly and constructively. To shape these principles, we invited the Bronco community to share their perspectives in Fall 2023....

[POC FAQ'S \(PDF\)](#)





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Principles of Community

California State University Maritime Academy is committed to promoting an environment that supports every member of our community in an atmosphere of mutual respect, fairness, cooperation, professionalism and leadership. Cal Maritime expects that every campus member will practice the following Principles of Community.

1. We affirm each individual's right to dignity and strive to maintain a climate of respect and justice as cornerstones of our campus community.
2. We are a community comprised of individuals with multiple cultures, lifestyles and beliefs. We celebrate this diversity for the breadth of ideas and perspectives it brings.
3. We embrace open and equitable access to opportunities for learning and development as our obligation and goal.
4. We affirm the right to freedom of expression. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity, confidentiality and respect.
5. We believe that active participation and leadership in addressing the most pressing issues facing our local and global communities are central to our educational mission.
6. We acknowledge that our society carries historical and divisive biases, and we promote awareness of these biases through education and constructive strategies for resolving conflict.
7. We are committed to the highest standards of civility and decency toward all. We are committed to promoting and supporting a community where all people can work and learn together in an atmosphere free of bias and discrimination.

Cal Poly's own institutional history

Previous statements, resolutions, or reports include:

- AS-695-09: Statement on Commitment to Community (2010)
 - https://academicprograms.calpoly.edu/content/academicpolicies/community_commitment_statement
- AS-807-15: Statement on Diversity and Inclusivity (2015)
 - <https://academicprograms.calpoly.edu/content/academicpolicies/diversity-statement>
- Embracing the Journey: The CPX Research Study (2019)
 - <https://diversity.calpoly.edu/cpx/final-report>

**Thank you for your time and
consideration.**

Comments. Questions. Feedback.