Resolution for the CSU to include Caste in Anti-Discrimination Policy, SR 2020-2021:05

WHEREAS, The Associated Students, Incorporated (ASI) is the elected student representatives of California State Polytechnic University, Pomona (Cal Poly Pomona); and

WHEREAS, Caste is a structure of oppression that affects over 1 billion people across the world based in birth that determines social status and assigns "spiritual purity";¹ and

WHEREAS, There are four main caste groups: Brahmins, Kshatriyas, Vaishyas, and Shudras, and those outside the caste system entirely, with lower caste Shudras and those outside the caste system, known as Dalits meaning "broken but resilient" and formerly known as "untouchables", considered oppressed by caste; and

WHEREAS, Caste-oppressed groups continue to experience profound injustices including socioeconomic inequalities, usurpation of their land, rights, and experience brutal violence at the hands of the "upper" Castes; and

WHEREAS, 25 percent of Dalits who responded to a survey, of 1,200 respondents, executed by Equality Labs reported facing verbal or physical assault based on their caste in the United States²; and

WHEREAS, One in three Dalit students report being discriminated against during their education in the United States; and³

WHEREAS, Two out of three Dalits surveyed reported being treated unfairly at their workplace in the United States; and⁴

WHEREAS, 60 percent of Dalits report experiencing caste-based derogatory jokes or comments in the United States; and⁵

WHEREAS, 20 percent of Dalit respondents report feeling discriminated at a place of business because of their caste in the United States; and⁶

WHEREAS, All of these inequalities associated with caste status have become embedded in all of the major South Asian American institutions and they extend into American mainstream institutions that have significant South Asian immigrant populations, with some of the caste social locators being last names, whether a family eats meat, whether they own land in their country of origin, who they want to marry or be in romantic relationships with, and whether they are allowed to be out in their place of worship and community; and⁷

WHEREAS, The CSU, "Strives to be free of all forms of Discrimination, including Harassment, because of any Protected Status: i.e., age, Disability (physical and mental), Gender (or sex), Gender Identity (including
transgender), Gender Expression, Genetic Information, Marital Status, Medical Condition, Nationality, Race or Ethnicity (including color or ancestry), Religion (or Religious Creed), Sexual Orientation, sex stereotype, and Veteran or Military Status"; and

WHEREAS, However, current CSU policy prohibiting discrimination includes many of the identities intertwined with caste, but does not protect from caste-based discrimination specifically; and

WHEREAS, Caste discrimination has long been overlooked by American institutions, with almost all institutions in the United States failing to protect caste oppressed people, highlighted most recently by the State of California's ongoing lawsuit against Cisco regarding caste discrimination in the workplace; and

WHEREAS, Other leading universities such as Brandeis University have already recognized the importance of adding caste to its anti-discrimination policy, understanding that "caste identity is so intertwined with many of the legally recognized and protected characteristics, discrimination based on a person's caste is effectively the same"; and

WHEREAS, The addition of caste within the anti-discrimination policy will make the California State University's in compliance with the recommendations of Equality Labs, an international human rights organization; and

WHEREAS, The addition of caste within the anti-discrimination policy will reaffirm and add to the CSU's commitment to diversity, equity and support for those most systemically marginalized; and therefore be it

RESOLVED, The Associated Students, Incorporated stands in solidarity with efforts at the CSSA around caste discrimination and commits to advocating for the addition of caste in anti-discrimination policy moving forward through conversations with the Chancellor's Office that include students; and be it further

RESOLVED, The Associated Students, Incorporated calls upon the CSU Board of Trustees to implement this policy change before the start of the 2021-2022 academic year; and be it further

RESOLVED, The Associated Students, Incorporated calls for the addition of caste as a protected category to be paired with caste competency trainings during hiring around caste-based discrimination; and be it finally

RESOLVED, That copies of this resolution be distributed widely, including, but not limited to: all affected parties including all 23 CSU Presidents, CSU Board of Trustees, CSU Foundation Board of Directors, Chancellor Joseph I. Castro, Academic Senate of the CSU, The California Faculty Association.

1 https://www.equalitylabs.org/castesurvey

2 Ibid.

3 Ibid.

4 Ibid.

5 Ibid.

6 Ibid.

7 https://static1.squarespace.com/static/58347d04beba5fb1e66df84c/t/5d9b4f9af4baef569c0a5c132/1570459664518/Caste_report_2018.pdf

8 https://calstate.policystat.com/policy/8453516/latest/

9 Ibid.
Associated Students, Incorporated
California State Polytechnic University, Pomona
Certification Form

Matthew Jacobson, ASI Attorney General, do hereby certify that the attached is a full, true and correct copy of Senate Resolution 2020-2021:05 – Resolution for the CSU to include Caste in Anti-Discrimination Policy, adopted with a favorable majority vote of twelve (12) ayes, zero (0) nays, and zero (0) abstentions by the ASI Board of Directors at their Regular Meeting on April 8, 2021.

Matthew Jacobson
Signature
ASI Attorney General
Title

<table>
<thead>
<tr>
<th>APPROVAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASI Board of Directors Approval Date: April 8, 2021</td>
</tr>
</tbody>
</table>

Verified By:

Lucille Yu, ASI President

Approved By:

Matthew Jacobson

Date
04/09/2021