



**THE ASSOCIATED STUDENTS OF COLORADO STATE  
UNIVERSITY**

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**26th SESSION OF THE FIFTY-SECOND SENATE  
12 APRIL 2023**

**BILL #5218  
Interview Attire Wardrobe**

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**WRITTEN BY:** Reham Abdunabi, Senator for Asian Pacific American Cultural Center; Joe Ford, Associate Senator for College of Liberal Arts

**COLLABORATED WITH:** Rachel Wada, Assistant Director, Asian Pacific American Cultural Center; JoAnn Cornell, Director of the Asian Pacific American Cultural Center, Sam Boren, Assistant Director of Experimental Learning, Career Center; Katie Lloyd, Associate Executive Director of Career Services, Career Center; Carolina Avila, Career Education Graduate Assistant; Barbara Richardson, Career Center Director of Operations and Assessment; Sam Boren, Associate Director of Experiential Learning;

**SPONSORED BY:** Evan Welch, Director of Governmental Affairs; Mia Ritter, Chair for Budgetary Affairs Committee; Sammy Trout, University Affairs Committee Chair, Senator for the College of Liberal Arts; Adrian Salazar, DEI Affairs Committee Chair, Senator for the Pride Resource Center; Ava McCall, Senator for the Women and Gender Advocacy Center; Diversity, Equity, Inclusion Affairs Committee;

**ENDORSED BY:** Rob Long, Student Body President; Liberal Arts Deans Leadership Council; Ariadne Athey, Senator for Student Disability Center; Nora Aslan, Internal Affairs Committee Chair, Associate Senator for the Pride Resource Center; Ben Torres-Doxey, Associate Senator, Asian Pacific American Cultural Center; Claudia Paraiso, Senator for the Black/African American Cultural Center; Faraaz Bukhari, Recruitment and Retention Officer; Ashton Barbone, Associate Senator for the Native American Cultural Center; Ruairi Low, Senator for the Student Disability Center; Hayden Taylor, Senator, College of Liberal Arts; Clay Kimberling, Associate Senator, College of Liberal Arts; Ellie Lutz, Senator for Warner College of Natural Resources; Budgetary Affairs Committee

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*ABSTRACT: This bill asks for 20,000 dollars to provide professional attire to students for interviews, career fairs, job searches, internships, or fieldwork. It seeks to relieve the barriers for students who are not able to purchase professional clothing and experience attire inequities.*

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WHEREAS

We acknowledge that there are often professional standards about attire in the workplace that are not always fair or equitable. Access to attire can be financially demanding on people job searching and attire standards can impact a student's confidence, comfort, and ability; and,

WHEREAS

According to Colorado State University's employers' ranking surveys, students are ranked low "not well dressed", but overall very prepared. If the clothing barrier is removed or lessened it will allow for students to have a larger advantage when applying for positions; and,

WHEREAS

Studies show that 71% of interviewers will pass on a candidate who isn't appropriately dressed; and,

WHEREAS

It has also been shown that 51% of employers admitted on a survey that they have discriminated against a candidate based on the way they look; and,

WHEREAS

The purpose of this fund is to empower students to select attire that makes them feel confident and comfortable; and,

WHEREAS

The clothing will be sourced from the most affordable and sustainable vendors that are available. The plan is to source the clothing from local thrift stores and Walmart, however due to changing circumstances for Fall 2023 this may change; and,

WHEREAS

This budget does not consider possible donations and discounts from vendors. But discounts and donations will be accepted; and,

WHEREAS

Although the career center does have a career attire fund, it reduces the students of total financial aid and takes six to eight weeks to process. This bill seeks to provide easy access to career attire without the inaccessibility of the Career Centers current fund; and,

WHEREAS

The interview attire fund pilot program will provide inclusive clothing for all CSU students sizes from XS-5XL. The fund also provides gender inclusive clothing that is appropriate for all students.

Type of clothing	Price	Quantity	Total	
White/Black/Green/Blue Women's Dress Shirt		\$14	300	\$4,200
White/Black Men's Dress Shirt		\$14	300	\$4,200
Tie-Thrifted		\$5	150	\$750
Blazers/Shoes-Thrifted		\$15	250	\$3,750

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Men's Dress Pants	\$14	250	\$3,500
Extra Fees	\$100	1	\$100
Women's Dress Pants	\$14	250	\$3,500
Total			\$20,000

**THEREFORE, BE IT HEREBY ENACTED**

That the Senate Discretionary Fund allocates \$20,000 to the CSU Career Center for the purpose of funding professional attire for CSU students; and,

**THEREFORE, BE IT HEREBY FURTHER ENACTED**

The Career Center will use these funds to purchase clothing for the Interview Attire Fund pilot program with the purposes of helping students prepare appropriately for the Fall 2023 career fair; and,

**THEREFORE, BE IT HEREBY FURTHER ENACTED**

If the total funds allocated are not used up by November 30, 2023, the remainder returns to the Senate Discretionary Fund; so,

**THEREFORE, BE IT HEREBY FURTHER ENACTED**

That this fund will not be added to the Career Center's current attire fund but shall be a separate fund that does not deduct from financial aid to use.

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**PASSAGE AND ENACTMENT OF BILL 5218  
26th SESSION**

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31-2-0


12 APRIL 2023

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**SENATE PASSAGE**

**DATE**

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ASCSU PRESIDENT ~~MOB~~ LONG  
Robert

4/14/2023

DATE

**RESOURCES**

The Overall Data from career fair evaluations by employers for CSU Career Center.

Lazic, Marija. "30 Mind-Blowing Interview Statistics to Get You Going in 2022." *30 Mind-Blowing Interview Statistics to Get You Going in 2022*, LegalJobs, 1 Nov. 2022, <https://legaljobs.io/blog/interview-statistics/>.

Renner, Ben. "Survey: 51% of Employers Still Judge Job Applicants Based on Appearance." *Study Finds*, 23 May 2022, <https://studyfinds.org/survey-51-of-employers-still-judge-job-applicants-based-on-appearance/>.

**THAT THIS LEGISLATION SHALL BE FORWARDED TO**

- Amy Parsons, President of Colorado State University
- Tony Frank, Chancellor of the CSU System
- Blanche Hughes, CSU Vice President for Student Affairs
- Jess Dyrdaahl, ASCSU Advisor
- Jessi Sholts, ASCSU Administrative Assistant
- JoAnn Cornell, Director of the Asian Pacific American Cultural Center
- Duan Ruff, Director of the Black/African American Cultural Center
- Dora S. Frias, Director of El Centro
- Maggie Hendrickson, Director of the Pride Resource Center
- Tyrone Smith, Director of the Native American Cultural Center
- Justin Dove, Director of the Student Disability Center
- Jon Cleveland, Executive Director of Career Resources for the Career Center
- Katie Lloyd, Associate Executive Director for the Career Center

**ARCHIVE INFO [Parliamentarian Use Only]**

**INTRODUCTION DATE/SESSION:**

**ARCHIVE DATE:**

**COMMITTEE'S REVIEWED:**

**MONETARY? Y/N**