TO: The Academic Senate

FROM: The Faculty Diversity and Equity Committee

SUBJECT: 16-17 FDEC 1: Resolution to support and enhance a positive and inclusive campus climate in light of the SJSU 2013 racial violence case

PURPOSE: Action by the Academic Senate

ACTION REQUESTED: That the Academic Senate adopt this resolution

Resolution to Support and Enhance a Positive and Inclusive Campus Climate in Light of the SJSU 2013 Racial Violence Case (see background information below)

WHEREAS, with regard to diversity and social justice, California State University, East Bay has put into place a University Diversity Office and multiple programs, committees, and centers that are focused on providing all students the opportunity to have a safe and comfortable environment in which to learn; and

WHEREAS, the question must be asked if the above efforts are enough to help change the mindset of not only our student population, but also our faculty, staff and administration. Our concern is to ensure our students of color, specifically our African American population (as it directly relates to the case in question at SJSU) have a positive higher education experience without negative stereotypes and biases being placed upon their shoulders and to be proactive to prevent students encountering physical, mental, emotional or even spiritual abuse by members of our campus community; and

WHEREAS, the passionate work must be continued bringing forth ideas and turning ideas into action to prevent such violent discriminatory actions to occur; therefore be it

RESOLVED that we, faculty and staff members at California State University, East Bay (CSUEB), will make faculty, staff, administrators, and students aware of the SJSU 2013 racial violence case and related issues of racial violence in order to prevent similar occurrences on our campus; and be it further

RESOLVED that the Academic Senate of California State University, East Bay recommends the campus community, under the guidance of the University Diversity Officer, take the following specific actions:

1) implementing, continuing, and enhancing cultural sensitivity training;

2) initiating unconscious bias and micro-aggressions training;
3) creating campus wide sustainable diversity education programs for students, staff, administration, and faculty;

4) working with student groups, especially African American student groups, to assess and support their needs for “safe space” and other identified needs

5) identify additional actions from the final recommendations from the 2014 SJSU Task Force on Racial Discrimination (http://www.sjsu.edu/president/diversity-communications/Apr22FINAL%20RECOMMENDATIONS%20OF%20SPECIAL%20TASK%20FORCE%20ON%20RACIAL%20DISCRIMINATION%20corrected%20version.pdf); and be it further

RESOLVED that the Academic Senate of California State University, East Bay encourage the President, along with the entire campus community, to discuss and be proactive in educating our campus community (and those outside our campus community) in bringing awareness in order to encourage tolerance, acceptance, and advocacy of our diversity and social justice issues; and be it further

RESOLVED that on an annual basis Administration, via the University Diversity Officer, present a report to the Faculty Diversity and Equity Committee (FDEC) of the Academic Senate on the number and types of diversity related trainings in residential housing and other diversity related educational programming for students; the number of professional development for staff and faculty and any “reportable” instance of hate crimes, and be if further

RESOLVED that this resolution be distributed to key stakeholders at CSUEB including but not limited to ASI, President’s Cabinet, faculty and staff, the CSU Chancellor’s office, and San Jose State University

BACKGROUND:

At its meeting on April 14, 2016, the FDEC discussed a letter of concern drafted by a member of FDEC that discussed the traumatic incident that took place at San Jose State University in 2013 with a young African American male student and his Caucasian male roommates inside their dormitory room that included placing a U-shaped bike lock around his neck and telling the African American male that he is three-fifths of a human along with other racist acts. Following the incident going public, charges were brought against the Caucasian students and a trial took place. The court verdict was rendered in February 2016, and recently sentencing has taken place with the accused men receiving misdemeanor charges for the very violent physical, verbal and assumed emotional acts done upon the defendant. This was very upsetting to members of FDEC as we view these racist actions as severe. We understand that within the terms of the law hate crimes are different from hate violence, but it was mind boggling to hear that tormenting a roommate based on his race/ethnicity was considered to only be a minor crime within our society.