

CALIFORNIA STATE UNIVERSITY, EAST BAY

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Date Submitted: April 27, 2011

TO: The Academic Senate

FROM: The Faculty Diversity and Equity Committee (FDEC)

SUBJECT: FDEC Resolution To Educate Against Hate Motivated Acts Including but Not Limited to Hate Crimes and Hate Incidents

PURPOSE: For endorsement by the Academic Senate

ACTION

REQUESTED: That the Senate endorse the Resolution provided below

BACKGROUND

INFORMATION: At its meeting on April 27, 2011, the FDEC reviewed a CFA resolution* which was referred to FDEC by the Academic Senate at its meeting on March 8th. The Senate asked that FDEC provide a CSUEB resolution on the same topic. The members of FDEC unanimously approved the attached resolution.

*The original resolution was adopted on 10/16/10 by the 73rd General Delegate Assembly of the California Faculty Association and Endorsed on 11/1/10 by the Executive Committee of the East Bay Chapter of the California Faculty Association.

FDEC Resolution To Educate Against Hate Motivated Acts
Including but Not Limited to Hate Crimes and Hate Incidents

WHEREAS, California State University East Bay is one of the most diverse institutions of higher education in the nation and has a mission of addressing California's infrastructure, economic needs and social needs; and

WHEREAS, California State University East Bay has a mandate to be an inclusive institution that honors, respects, and serves the diversity of all its communities, and

WHEREAS, hate motivated acts and hate crimes are on the increase in California and the nation,

WHEREAS, California State University has the resolve, resources, talent and commitment to promote inclusiveness, tolerance and appreciation of all forms of diversity including racial, cultural, religious, disability, gender, economic circumstance and sexual orientation; and

WHEREAS, public educators have a special responsibility to encourage inclusiveness among the diverse students they educate and serve; and

WHEREAS, California State University East Bay is fiscally supported by a legislature that condemns all acts of discrimination, intolerance and hate directed at individuals that comprise the state's diversity;

WHEREAS, though the state has enacted numerous laws to oppose acts of discrimination, such intolerance continues to pervade many of our public schools and colleges; and

Therefore, be it resolved that

The Academic Senate of California State University East Bay encourages the president, along with the entire campus community, to discuss and be proactive in developing and implementing a campus policy and action plan that positively addresses hate motivated acts and hate.

Be it further resolved that annual trainings be organized and conducted by the Faculty Development Center, in cooperation with the Diversity and Equity Committee, focusing on classroom management and incidents of, but not limited to, hate speech;

Be it further resolved that the campus administration instruct campus leaders including the Provost, Vice Presidents, Deans, Chairs and the Academic Senate to encourage faculty to speak openly with students informing them that an environment of hate will not be tolerated.

Be it further resolved that the campus administration including the President, Provost, Vice Presidents, Deans, and Chairs be strongly encouraged to

participate in annual diversity trainings that address administrative “best practices” in the limitation and control of hate crimes and hate speak on university campuses.

Be it further resolved that California State University East Bay establish a mechanism for documentation and reporting on hate motivated acts including, but not limited to, hate crimes and hate incidents and that such reports are disseminated annually to the campus community.

Be it further resolved that CSU East Bay will support and encourage continual training for campus police officers and other front-line staff who meet and greet the public regarding diversity and hate motivated acts including, but not limited to, hate crimes, hate speech, and hate incidents;

Be it further resolved that CSU East Bay shall assign the DELO in consultation with the EEO Officer to collect and document from the Counseling Center, campus police and all other applicable groups all hate motivated acts (both hate crimes and hate incidents) reported throughout the campus.

Therefore, be it resolved that California State University pledges to be a hate free environment committed to respecting, serving and including all its communities and those in its wider service areas.