TO: The Academic Senate
FROM: The Faculty Diversity and Equity Committee
SUBJECT: 15-16 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 (approve) this resolution to proactively monitor and enhance the campus climate.

BACKGROUND INFORMATION:
At its meeting on April 14, 2016, the FDEC discussed a letter of concern originally drafted March 8, 2016 that discussed the very traumatic event that took place at California State University, San Jose (commonly known as San Jose State University) in 2013 with a young African American male student and his Caucasian male roommates inside their dormitory room. The verdict came down February 2016, and recently sentencing has taken place, that the accused men received misdemeanor chargers for the very violent physical, verbal and assumed emotional acts done upon the defendant. This was very upsetting as we see placing a U-shaped bike lock around one’s neck and stating that he (the African American male) is three-fifths of a human being as racist actions. 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.

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

WHEREAS, the question must be asked if the above effort is enough to help change the mindset of not only our student population, but also our faculty, staff and administration population where our minority students, specifically our African American population (as it directly relates to the case in question) to have a positive higher education experience without negative stereotypes and biases being placed upon their shoulders where they encounter physical, mental, emotional or even spiritual abuse by members of our campus community.

WHEREAS, the passionate work be continued bringing forth ideas and turning ideas into action to prevent such violent discriminatory actions to occur.
BE IT RESOLVED we, faculty and staff members at California State University, East Bay (CSUEB), would like to 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. We cannot afford to wait for such incidents to happen on our campus.

Be it resolved the Academic Senate recommends the campus community take the following specific actions: we encourage actions to reduce future hate violence and hate crimes at SJSU, CSUEB, and other CSUs such as:

- implementing, continuing, and enhancing cultural sensitivity training
- unconscious bias and micro-aggressions training
- creation of campus wide sustainable diversity education programs for students, staff, administration, and faculty.

For other examples, see the final recommendations from the 2014 SJSU Task Force on Racial Discrimination (insert link).

Be it RESOLVED 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 finally advocacy of our diversity and social justice issues.

Be it Further Resolved, we request on an annual basis a report is presented to the Faculty Diversity and Equity Committee (FDEC) of the Senate on the number and types of diversity related training in residential housing and other diversity related educational programming for students.