Re: BRIEF CHRONOLOGY OF CAMPUS CLIMATE ISSUES AT SJSU*

• 1978-1991: Tenure of President Gail Fullerton
  o Director of Student Affirmative Action
  o Director of Student Outreach/Recruitment, Retention and Educational Faculty Enhancement (Replaced SAA)
  o Office of Educational Equity: faculty mentor program; SAA Educational Faulty Enhancement; SAA Educational Faulty Enhancement Committee
  o Campus Affirmative Action Officer (reported to the President)

• 1995-2003: Tenure of President Robert Caret
  o Special Assistant to the President for Campus Climate (reported to the President and Sp. Assistant)/Campus Climate Office
  o Three Ethnic Community Advisory Councils (reported to the President) (1998)
  o Campus Climate Advisory Committee (reported to Sp. Assistant)
  o Student Interns to the President (reported to Sp. Assistant) (1996)
  o University’s Campus Climate Plan that recommended periodic Campus Climate Surveys (1997)

• 2004: Tenure of President Paul Yu
  o Proposal to combine the Campus Climate Advisory Committee with the Senate’s Affirmative Action Committee and the Office of Equity and Diversity (2004)
  o Proposal to have Student Interns report to the Student Affairs Division instead of the President (2004)

• 2004-2010: Tenures of Presidents Kassing and Whitmore
  o Campus Climate Report: Student Perceptions (2006)
  o Difficult Dialogues Initiative (2006-2008): faculty-staff seminars
  o Inclusive Excellence/Diversity Master Plan (2009)—13 action steps

• 2011: Tenure of President Mo Qayoumi (2011-)
  o Murray Report on Campus Climate (2011)
  o Inclusive Excellence/Diversity Master Plan (2009)
  o Special Task Force on Racial Discrimination

March 28th, 2014

Dear SJSU Task Force on Racism,

I am writing to you in regards to the hate crime incident that has occurred on SJSU’s campus in November of 2013. Though I am not a witness to this specific crime, I am a witness to various racist slangs, remarks and attitudes towards the minority groups on campus. I am a Sophomore at SJSU and can attest to the high levels of racism San Jose State fails to address.

In 2012, when I decided to become a proud Spartan here at SJSU, it was for the rich history and diversity that San Jose state has to offer. Walking through San Jose State, as an elementary student, then as high school student, and finally as college student of SJSU, my eyes have always found comfort when looking at the John Carlos and Tommy Smith monuments of 1968. Their passion and courage for equality, for a very long time, defined the legacy of SJSU. However, it is evident that racism and the lack to address this racism on campus has quickly brought shame to this campus.

Even in the year 2014, whether it is the complexion of my brown skin or it is my Mexican last name that gives away my Latina heritage, students and faculty at SJSU find it acceptable to ask me, "Are you undocumented?" They tell me, "Your people are lucky the government pays for your school through financial aid, they pay for your food through food stamps! They pay for your health care through Medicare! What else do they pay for?" As though my ethnicity had anything to do with receiving public benefits. I constantly wonder whether or not I should even raise my hand in class, considering my skin complexion already draws enough attention in a classroom. It is rare if I am not one of the few students of color in most classes. These questions are directed to me, in almost every class since I have attended SJSU. At one point one of my professors had me waiting outside of her office for an hour as she helped the white students that had gotten there after me, just to tell me that she couldn't meet with me. This happened twice.

It is truly heartbreaking that, SJSU has allowed such a horrendous hate crime to occur on our campus. It is painful to believe that up until now, no one has asked the students of color what their experience is like, no one bothered to notice how racism follows every student of color like a shadow on this campus. It is critical to acknowledge that racism not only effects African American Students, but it effects every student of color on this campus including many Chicano students, Many Native American Students, many Asian American Students and so on. I hope that San Jose State will soon recognize their inability to protect their students of color and soon create policies and educate their staff on the importance of zero tolerance for racism.

Sincerely,

[name deleted per the student’s request]