

**SPECIAL TASK FORCE ON RACIAL DISCRIMINATION: FINAL
RECOMMENDATIONS--- *DRAFT FOR TASK FORCE REVIEW BEFORE FINAL
MEETING ON APRIL 17TH***

FACULTY, ADMINISTRATION & STAFF

1. Create a campus-wide Sustainable Diversity Education Program in which participation by faculty, staff and administrators is required.
2. Link faculty engagement in diversity training directly to retention, tenure and promotion.
3. Commit to the aggressive recruitment of female faculty and faculty of color; and commit to their retention, promotion and tenure.
4. Provide workshops and training materials for faculty seeking ways to integrate diversity issues into lectures, discussions, and class assignments.
5. Require mandatory diversity training for faculty, staff and administrators.
6. Provide handbooks and links to all administrators, faculty, staff that utilize exercises about the practice of “Recognizing and Interrupting Prejudice” in a variety of campus settings, such as housing, classrooms, and general socialization.

RESIDENTIAL LIFE

1. Ensure that RA's and other Residential Life staff make frequent visits to observe activities and displays in the common areas of suites and dorms; and ensure that staff is trained to recognize controversial/hate symbols and their potential to create a hostile environment for students.
2. Decrease the RA, ARLC, and RLC student ratios so that there are fewer students per staff person, and fewer staff per supervisor.
3. Mandate follow up by Residential Life staff within 24 hours with the involved students after incidents of bias/hate come to the attention of staff.
4. Ensure that Residential Life staff who most frequently interact with students (including but not limited to RA's) are aware of and sensitive to the perceived and/or self-identified racial identities of the residents.
5. Require Residential Life staff to carefully scrutinize and discuss student agreements shortly after the agreements are signed, and to immediately follow up with students if staff has any questions, need clarifications, or see anything unusual.

6. Ensure that all Residential Life staff trainings include explicit discussions about racial prejudice, racist/hate symbols, and about how to create an environment in which students will speak up without fear of retribution.
7. Schedule monthly and mandatory RA check-ins with suite-mates in group settings (and when necessary, on an individual basis); and utilize graduate students (2nd year and higher) from the Sociology, Social Work, and Psychology fields to observe these check-ins for the purpose of providing feedback to Residential Life staff about group process and about how to encourage full and honest participation by students in these monthly meetings.
8. Require all students who reside in residence halls to participate in diversity programming in which race is explicitly discussed, along with issues impacting all constitutionally-protected groups.
9. Require Housing administration and staff members to discuss the terms of the housing contracts with the residents shortly after they are signed, to ensure that the residents understand their responsibilities under the contracts.
10. Ensure that Residential Advisors reflect the diversity of the campus.
11. Ensure that Residential Advisors receive training from a competent consultant on the history of race in America, ethnic relations, gender relations, cross cultural relations involving sexual orientation, religion, veterans' status, disability and income inequity.
12. Encourage students in dorms and suites to participate in programs that promote diversity appreciation and cross cultural exchange.
13. Establish multi-cultural theme dorms with input from students, faculty and staff.
14. Ensure that all RLC and ARLC have demonstrated knowledge, skill and experience working with diverse students.

FROSH ORIENTATION

1. Include explicit and substantial programming about race, along with issues impacting all constitutionally-protected groups, in Frosh Orientation.
2. Establish a sliding scale for Frosh Orientation fee from \$0 to an amount deemed appropriate by the Administration
3. Appoint a committee of faculty, staff, administrators, and students to re-assess Frosh Orientation and Transfer Orientation. Special Task Force members Ellen Lin and Maria Alaniz should be invited to join that committee.

REPORTING PROCEDURES & POLICIES

1. Create a user-friendly link on the SJSU website connected to the campus police and to the Office of Diversity for the reporting of hate crimes, as well as incidents of bias-based conduct/speech (race, ethnicity, religion, gender, sexual orientation) that do not rise to the level of criminal behavior. The link should allow individuals to report anonymously. Publicize the link throughout the campus.
2. Reinstate the SJSU mobile application for smart phones to report incidents of hate crimes and incidents of bias-based conduct/speech.
3. Ensure that the VP of Student Affairs, the VP of Finance & Administration, other executive level officials and the Campus Police immediately inform the Office of the President and the Cabinet of conduct that is or may be viewed as constituting hate crimes.
4. Ensure that the University's response to bias-based misconduct is as immediate as it is for other forms of misconduct.
5. Create a user-friendly link on the housing website where residents can feel free to raise their concerns, with the option of reporting anonymously; publicize the link throughout the campus.
6. Require the Chief of SJSU Police Department and the University administration to review the MOU between Santa Clara County Law Enforcement Agencies and the Santa Clara County Network for a Hate Free Community to ensure familiarity with the terms of the MOU and compliance with the best practices articulated in the document. Review this MOU in concert with the Santa Clara County Chiefs of Police Association and the Santa Clara County Network for a Hate Free Community.
7. Require the University administration, in collaboration with the Academic Senate, student leaders and staff, to review all campus policies specific to bias, discrimination, hate violence and bullying for the purpose of determining the adequacy of the policies to meet current expectations regarding the establishment and maintenance of a campus free of bias, discrimination, hate violence and bullying, and transformative measures such as the legacy of hate in America, cultural sensitivity training and progressive disciplinary actions, up to and including, termination from admission to the university, or employment with the university.
8. Develop a matrix that (1) describes all policies specific to bias, discrimination, hate violence and bullying; (2) specifies time periods for documenting and communicating the occurrence of incidents of bias, discrimination, hate violence

- and bullying; (3) documents the actions taken and recommended actions to be taken in response to the incidents. Publicize the matrix throughout the campus.
9. Develop a coordinated campus response matrix for incidents of bias, discrimination, hate violence or bullying. Publicize the matrix throughout the campus.
 10. Provide to all administration, faculty, staff and students copies of and/or links to policies, procedures and forms that will assist the campus to develop and maintain an open, transparent just process for reporting incidents and obtaining appropriate feedback about the campus management of incidents that occur on campus.
 11. Develop a matrix that shows the University's policies, procedures and communication protocols for bias, discrimination, hate violence and bullying and include the matrix in all staff and faculty trainings. Make the matrix available to students, staff, faculty, and administrators.
 12. Develop a protocol for the prompt communication by the Director of Housing to residents when there are major incidents on or near the campus.

CAMPUS CLIMATE

1. Create an Office of Campus Diversity, as described by Professor Halualani, led by a Vice President for Diversity who reports directly to the President and whose authority is to coordinate and oversee diversity with respect to students, faculty, staff and administration.
2. Conduct Periodic Campus Climate Surveys (akin to the Murray Study) at least every four years under the auspices of the Office of Campus Diversity, which study is to be available to the public and utilized by faculty, staff, administrators and students to determine what if any programs are necessary to promote diversity on the campus.
3. Give formal University recognition to the groundbreaking work by Professor Susan Murray on the 2011 Campus Climate Research Project and ensure that her study remains available to the campus and general public on the SJSU website.
4. Undertake a study to determine why graduation rates for African American and Latino males are low and take immediate steps to improve those rates.
5. Develop a Student Resource and Success Center to support underrepresented students of color with low graduation rates and conduct outreach to these students to make them aware of the Center.
6. Include explicit discussion about race in all diversity programming.

7. Create a first-year experience course (for Frosh students and transfer students) focused on diversity, that includes, but is not limited to culture, ethnicity, gender, race, religion and sexual orientation.

8. Institute a Diversity & Ethnic Studies course requirement for all students.

9. Publicize to students, faculty and staff, information about all locations on the campus where bias-based incidents can be reported.

10. Require the Center for Faculty Development to provide faculty training about the rules for civil discourse and respect in the classroom.

11. Present events, such as the showing of “Undocumented,” with opportunity for discussion; encourage faculty to provide extra credit for participation that includes written and/or oral presentation reflecting on the experience; and incorporate discussion about the event into class discussions, when appropriate.

12. Convene Leadership Today retreats at least twice a year in order to increase student participation in the program.