TASK FORCE’S PROPOSED REVISIONS/EDITS TO FINAL RECOMMENDATIONS:

CAMPUS CLIMATE

15. Require the Center for Faculty Development to provide faculty training about the rules for civil discourse and respect in the classroom, and about understanding the strengths diverse students bring into the classroom; develop effective strategies for engaging diverse students. (Pizarro)

16. Present events each semester that highlight the experiences and important contributions of diverse communities 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. (Pizarro)

18. Convene ethnic-specific leadership retreats during the Fall semester to facilitate the transition of Frosh and transfers into the SJSU environment. (Randle)

FACULTY, ADMINISTRATION & STAFF

Delete #5 because it is duplicative of #1: 5. Require mandatory diversity training for faculty, staff and administrators. (Pizarro)

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. (Pizarro)

6. Combine the second part of #1 with #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; and ensure that staff is trained to recognize controversial/hate symbols and their potential to create a hostile environment for students. (Pizarro)

FROSH ORIENTATION

3. Appoint a committee of faculty, staff, administrators, and students to reassess Frosh Orientation and Transfer Orientation. Invite Special Task Force members Ellen Lin, Maria Alaniz and Michael Randle to join that committee. (Randle)
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 students, staff, faculty and administrators to report campus-wide incidents anonymously. Publicize the link throughout the campus. Require the Office of Diversity to appoint a staff person to monitor, record and investigate the postings in a timely manner. (McKee-Stovall)

2. Ensure that the VP of Student Affairs, the VP of Finance & Administration, the Vice President of Diversity Engagement and Inclusive Excellence and 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. (Pizarro)

3. 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. Publicize to students, faculty and staff information about all locations on the campus where bias-based incidents can be reported. Delete #14 in the Campus Climate section and put in this recommendation. (Pizarro)

5. 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 cultural sensitivity training and progressive disciplinary actions, up to and including, expulsion from admission to the university, or termination from employment with the university. Delete “such as the legacy of hate in America.” (Pizarro)

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. Delete this recommendation since it is duplicative of #8 above. (Pizarro)
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. **Delete this recommendation since it is duplicative of #8 above.** (Pizarro)

**RECOMMENDATION FOR IMPLEMENTATION**

Within 30 days of the receipt of these recommendations, prioritize them and create a timeline for their implementation; publicize the prioritization and timeline on the university’s webpage, along with periodic progress reports. (Heiden & Cordell)