Diversity and Inclusive Excellence at San Jose State University

A Workshop for New SJSU Faculty

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Workshop Agenda

- Snapshot of SJSU
- DACA
- Freedom of Speech in Higher Ed today
- Academic Freedom
- Title IX
- Classroom Consultations
- Programs
DACA, AB540, California Dream Act, Undocumented

- **DACA** - Deferred Action for Childhood Arrivals (sunsetting current administration)
  - Qualified individuals who arrived as children, are undocumented and have a clean criminal record.
  - Two year work permit, renewal every two years
  - WE DO NOT KNOW WHO OUR DACA students are
- **AB540** - Assembly Bill 540
  - Allows qualified undocumented students to pay in state tuition.
- **California Dream Act**
  - Allows qualified undocumented students to receive financial aid
DACA, AB540, California Dream Act, Undocumented

There are AB540 students who are not DACA. AB540 students who are not California Dream Act students.

There are undocumented students who are none of these.

What we know about SJSU:

- 600 AB540 students
- 20,000 DACA recipients in Santa Clara County
- DACA students are mostly Latinx and Asian

CSU is committed to continued enrollment, Cal Financial Aid, and student success of Undocumented, DACA, AB540, Cal Dream Act
Freedom of Speech

What you need to know:

• CSU system requires that policies about speech and expression hew to the First Amendment.
• Content Neutral Policies
  – Time, Place, and Manner policies for free speech
• Hate speech vs. Hate Crime
  – UPD and my office should always be notified. Let UPD make determination of whether it is a crime (graffiti, posters, etc.)
  – We will take action that is responsive to the content, targeting, and threat to safety and campus climate.
Academic Freedom

The rights within the educational contexts of teaching, learning, and research both in and outside the classroom—for individuals at higher education institutions.

As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.
Title IX & California Executive Orders

• Systemwide policy prohibiting discrimination, harassment and retaliation against students and systemwide procedure for handling discrimination, harassment and retaliation complaints by students. Any students having such complaints should contact the campus Office for Equal Opportunity at Employees and students who violate this policy may be subject to discipline.

• Executive Order 1097 reaffirms California State University’s commitment to providing equal opportunities and maintaining an environment free of discrimination, harassment and retaliation in accordance with applicable state and federal laws.
Prohibited Conduct

• Discrimination, including Harassment, because of any Protected Status: i.e., Age, Disability, Gender, Genetic Information, Gender Identity or Expression, Nationality, Marital Status, Race or Ethnicity, Religion, Sexual Orientation, and Veteran or Military Status;

• Dating and Domestic Violence, and Stalking;

• Sexual Misconduct of any kind, which includes sexual activity engaged in without Affirmative Consent;

• Retaliation for exercising rights under this policy, opposing Discrimination or Harassment because of a Protected Status, or for participating in any manner in any related investigation or proceeding;

• Employees from entering into a consensual relationship with any Student or employee over whom s/he exercises direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular authority.
Duty to Report

• Except as provided below, any Employee who knows or has reason to know of allegations or acts that violate this policy of non-discrimination or harassment across the stated categories shall promptly inform the Title IX Coordinator or DHR Administrator. These Employees are required to disclose all information, including the names of the Parties, even where the person has requested that his/her name remain confidential. The DHR Administrator or Title IX Coordinator will determine whether confidentiality is appropriate given the circumstances of each such incident.
Classroom Consultations

Consultation can be provided by ODEI on a case by case basis:
• Difficult classroom discussions or dynamics
• Diversity, exclusion concerns with colleagues, staff, or students
• Proactive advice on how to handle upcoming facilitation or assignments in class.
• Advice on research or creative activities.
Programs

- Intergroup Dialogue Facilitation
- Research based Faculty training on bias and classroom facilitation techniques
- Diversity, equity, and inclusion RSSCA grants (approximately $5,000)
  - ten given out every year
    - .2 Reassign Time
    - Research funds (reimbursement)
    - Summer salary
SJSU: A Dynamic Institution

- Ranked #6 of Western master's-level public universities by *U.S. News & World Report*
  - Ranked #3 by USN&WR for best public universities for veterans
- Ranked 8 nationally in increasing student upward mobility
  - 40% first-generation students
  - 38% Pell-qualified
- National leader of graduating URM students
  - HSI and AANAPISI status

### An Upward Mobility Top 10

<table>
<thead>
<tr>
<th>College</th>
<th>Percent</th>
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</thead>
<tbody>
<tr>
<td>New Jersey Institute of Technology</td>
<td>85%</td>
</tr>
<tr>
<td>Pace</td>
<td>82%</td>
</tr>
<tr>
<td>Cal State, Bakersfield</td>
<td>82%</td>
</tr>
<tr>
<td>University of California, Irvine</td>
<td>81%</td>
</tr>
<tr>
<td>Cal Poly Pomona</td>
<td>81%</td>
</tr>
<tr>
<td>Xavier of Louisiana</td>
<td>80%</td>
</tr>
<tr>
<td>Stony Brook</td>
<td>79%</td>
</tr>
<tr>
<td>San Jose State</td>
<td>79%</td>
</tr>
<tr>
<td>Baruch</td>
<td>79%</td>
</tr>
<tr>
<td>Cal State, Long Beach</td>
<td>78%</td>
</tr>
</tbody>
</table>

Colleges ranked by percent of students from the bottom fifth of the income distribution who end up in the top three-fifths.

Limited to colleges with at least 500 students per class and at least 10 percent of class coming from bottom fifth of the income distribution.

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