

**SAN JOSE STATE UNIVERSITY  
ONE WASHINGTON SQUARE  
SAN JOSE, CA 95192**

**SS-F13-6, Sense of the Senate Resolution, Condemning a Reported Act of Racial Hatred at San José State University and Urging Follow-Through on Previously Existing Diversity Plans and Campus Climate Studies**

**Legislative History:** At its meeting of December 9, 2013, the Academic Senate approved the following Sense of the Senate Resolution presented by Senator Kimbarow for the Executive Committee.

**SENSE OF THE SENATE RESOLUTION  
CONDEMNING A REPORTED ACT OF RACIAL HATRED AT SAN JOSÉ  
STATE UNIVERSITY AND URGING FOLLOW-THROUGH ON  
PREVIOUSLY EXISTING DIVERSITY PLANS AND CAMPUS CLIMATE  
STUDIES**

Whereas, This semester, one of our African American students was reportedly subjected to an ordeal of racist bullying in his residence hall apartment; this despicable behavior may have been significantly reduced had it been addressed promptly, and

Whereas, We recognize and respect the request for privacy and anonymity requested by the affected student and his family, and

Whereas, It is the policy of San José State University (S01-13)<sup>1</sup> to create “a diverse community guided by core values of inclusion, civility, and respect for each individual,” and to maintain “a climate where individuals feel welcome,” and

Whereas, It is the policy of San José State University (S01-13) to ensure that “federal and state laws pertaining to affirmative action, non-discrimination, equal opportunity and prohibition of harassment are fully enforced,” and

Whereas, It is the policy of San José State University (S01-13) to ensure “that students and employees have ready access to information on procedures

---

<sup>1</sup><http://www.sjsu.edu/senate/docs/S01-13.pdf>

for filing complaints for non-compliance with laws or university policies, with safeguards to ensure that reports can be filed without intimidation or retaliation,” and

Whereas, In 2006 the Campus Climate Committee (CCC), a presidential advisory group composed of faculty, students, administrators, and staff, in partnership with the Office of Institutional Effectiveness & Academic Analytics, conducted a survey to assess perceptions of the campus climate at SJSU. The student survey results reported that

*7.7% of all respondents reported having been discriminated against “occasionally” or “frequently” because of their race/ethnicity*

and that

*...surprisingly, only about 40% of students indicated that they know how to officially report racist, sexist, or other discriminatory behaviors.<sup>2</sup>*

And,

Whereas, The “Final Student Report Of The Campus Climate Focus Group Research Project”<sup>3</sup> was commissioned by the President’s Office and the Campus Climate Committee in 2009 as a follow-up to the 2006 campus climate report; in Fall 2011 this report, authored by Dr. Susan B. Murray of our Sociology department, indicated numerous ongoing concerns with stereotypes based on race or ethnicity among our students; and

Whereas, In 2009 the SJSU “Inclusive Excellence/Diversity Master Plan” was created through the work of more than 100 campus members led by Dr. Rona Halualani, who was appointed Director of Institutional Planning and Inclusive Excellence by President Don Kassing in 2007.<sup>4</sup> This diversity plan included many projects and programs designed to improve campus climate at SJSU; and

Whereas, Neither the 2009 Diversity Master Plan nor the 2011 Campus Climate Research Report were effectively publicized or implemented to improve campus climate at SJSU. The Diversity Master Plan was published on the SJSU website but was not systematically pursued and was eventually

---

<sup>2</sup>[http://www.iea.sjsu.edu/Assessment/projects/campusclimate/2006CampusClimateReport\\_Students.pdf](http://www.iea.sjsu.edu/Assessment/projects/campusclimate/2006CampusClimateReport_Students.pdf)

<sup>3</sup>[http://www.sjsu.edu/people/susan.murray/mypubs/FGReportStudent\\_LogoFinal.pdf](http://www.sjsu.edu/people/susan.murray/mypubs/FGReportStudent_LogoFinal.pdf)

<sup>4</sup><http://spartandaily.com/37484/sjsu-looks-to-spearhead-diversity-movement-in-system>

removed,<sup>5</sup> while the Campus Climate Research Report was not published by SJSU on its website;<sup>6</sup> now, therefore, be it

Resolved, That the Academic Senate of SJSU condemn the hateful behavior reportedly perpetrated on one of our students by other students and, in accordance with CSU and our campus policies, the University should ensure that all laws pertaining to affirmative action, non-discrimination, equal opportunity and prohibition of harassment continue to be fully enforced; be it further

Resolved, On behalf of the San José State University community -- including faculty, staff, administration, students, emeritus faculty, and alums which this body represents -- the Academic Senate apologizes to the student who was reportedly subjected to the racially motivated abuse and his family; be it further

Resolved, That we request that the affected student be given special understanding and consideration, while respecting his request for privacy as he seeks to complete his coursework; be it further

Resolved, That we implore the administration to reinvigorate its focus on diversity and follow-through on the previous reports and recommendations regarding campus climate, and that recommendations included in the Diversity Master Plan be vigorously pursued, and be it further

Resolved, That the administration fully engage the recently formed President's Commission on Diversity to identify further actions and recommendations to address diversity issues on campus with a progress report presented to the Senate by the final plenary of Spring 2014, be it further

Resolved, That this resolution should be distributed to the press, Chancellor Tim White, the CSU Board of Trustees, and broadly throughout the SJSU community.

*Vote:* 12-0-0

*Present:* Heiden, Van Selst, Kaufman, Von Till, Peter, Kimbarow, Ng, Frazier, Junn, Nance, Dukes, Van Selst

*Absent:* Bibb, Gleixner, Qayoumi

---

<sup>5</sup><http://www.sjsu.edu/diversityplan/>

<sup>6</sup>[http://www.mercurynews.com/education/ci\\_24617026/san-José-state-study-black-students-described-campus](http://www.mercurynews.com/education/ci_24617026/san-José-state-study-black-students-described-campus)