

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

**SS-F20-2, Sense of the Senate Resolution, Condemning Anti-Black Racism and Systemic Racism and Calling for SJSU Academic Senate Actions to Promote Racial Equity**

**Legislative history:**

On November 9, 2020, the Academic Senate approved the following resolution presented by Senate Sen and Senator Yang from the floor of the Senate.

**SENSE OF THE SENATE RESOLUTION  
CONDEMNING ANTI-BLACK RACISM AND SYSTEMIC RACISM AND  
CALLING FOR SJSU ACADEMIC SENATE ACTIONS TO PROMOTE  
RACIAL EQUITY**

**Whereas:** Educational leaders in all aspects of University life, including the SJSU Academic Senate, have a responsibility to recognize that systemic racism has been a part of the United States and the higher educational system since their inception, and that resulting inequities have been deeply ingrained; and

**Whereas:** Racism and marginalization are based on hegemonic traditions that persist in higher education, and specifically within SJSU and its own systems and structures; and

**Whereas:** The Senate acknowledges its own contributions to racial injustice in many aspects of its processes, including a lack of racial and ethnic diversity within its own membership; and

**Whereas:** The Senate recognizes that we must take action in identifying specific practices and policies that perpetuate institutional racism; and

**Whereas:** The Senate recognizes that the dismantling of institutional racism will involve ongoing, long-term processes that will require significant time, reflection, consultation, and action, not all of which can be addressed in one Sense of the Senate resolution; therefore be it

- Resolved:** That the SJSU Academic Senate condemn anti-Black racism and all forms of marginalization of people of color, including institutional and systemic racism, and be it further
- Resolved:** That the Senate work on diversifying its membership in consultation with campus experts on diversity, equity, and inclusion, and that this planning process be steered by the Organization and Government Committee; and be it further
- Resolved:** That the Senate policy committees continue to deliberately engage in processes that promote racial equity and justice, including, but not limited to, implicit bias training, meaningful consultation with relevant entities regarding proposed policy resolutions, and ongoing review of its own campus-wide communications; and be it further
- Resolved:** That the Senate evaluate existing and proposed university policies through an anti-racist lens, recognizing that this will be a multi-year project coordinated by the Senate Chair in consultation with policy committee chairs; and be it further
- Resolved:** That a steering committee be formed to organize a *Senate Speakers Series* about SJSU's own history and participation in anti-Black and other racist practices and policies, and that this series include faculty, students, and staff with a deep knowledge of SJSU history; the steering committee will be formed by the Organization and Government Committee in consultation with the Committee on Committees; and be it further
- Resolved:** That the Senate support campus-wide efforts by faculty, students, and staff to eliminate institutional racism; and be it further
- Resolved:** That the Senate Chair report out annually on actions/activities as we continue our commitments to equity in the years to come; and be it further
- Resolved:** That this resolution be distributed to the CSU Chancellor, CSU Board of Trustees, Academic Senate of the CSU, CSU Campus Senate Chairs, California Faculty Association (CFA) Statewide President, CFA SJSU Chapter President, California State Student Association, SJSU Associated Students President and Directors, and the SJSU Staff Council.

Approved: November 9, 2020

Vote: 46-0-1

Financial Impact: Possible funding assistance for Speakers' series.

Workload Impact: Increased workload for policy committee chairs, the Organization & Government committee, the Committee on Committees, the Senate Chair, and the Senate Administrator.