

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

SS-S21-1, Sense of the Senate Resolution, Requesting the Appointment of a Presidential Task Force on the Needs of Native Students, Staff, and Faculty

Legislative History:

At its meeting of March 22, 2021, the Academic Senate approved the following Sense of the Senate Resolution presented by Senator Sasikumar for the Organization and Government Committee.

Whereas: San José State University (SJSU) is committed to the promotion of an inclusive, safe, supportive, responsive, and equitable educational and workplace environment for all faculty, staff, and students; and

Whereas: One of the goals of the California State University (CSU)'s Graduation Initiative 2025 is to increase graduation rates and eliminate equity gaps¹; and

Whereas: According to the National Center for Education Statistics (NCES), college enrollment at two-year and four-year educational institutions from 2000 to 2018 has increased for Black and Latinx (Hispanic) students, yet it has not increased for Native students²; and

Whereas: From 2000 to 2019, the percentage of 18- to 24-year-olds with a bachelor's degree or higher increased for White, Black, and Latinx (Hispanic) populations; yet it has not increased for the Native population³; and

Whereas: CSU and SJSU graduation rates are lower for Native students relative to other Under Represented Minority (URM) students. The six year graduation rate (for 2014) for all American Indians is 57.1% (versus 56.8%

¹<https://www2.calstate.edu/csu-system/why-the-csu-matters/graduation-initiative-2025/What-Is-Graduation-Initiative-2025>

² The National Center for Education Statistics, *The Condition of Education* (2020) https://nces.ed.gov/programs/coe/indicator_cpb.asp

³ The National Center for Education Statistics, *The Condition of Education* (2020) https://nces.ed.gov/programs/coe/indicator_caa.asp

for URM) for the CSU. The six year graduation rate for SJSU for all American Indians is 52.5% (versus 55.5% for URM); and

Whereas: Task forces on racial discrimination, community safety and policing, and Asian/Pacific Islander/ Desi American students, have been formed to assess the university's environment, but none have been established for Native students, staff, and faculty; therefore be it

Resolved: That the Academic Senate recommends that the President form a task force that will include Native faculty, staff, and students, to:

- Ensure that we institutionalize the use and analysis of aggregated Native and American Indian student data that account for the fact that many Native and American Indian students are identified in other racial and ethnic categories
- Assess the needs of, and services provided to, Native students, faculty, and staff
- Identify best practices in fostering relationships with Muwekma and other Native nations with the SJSU Campus
- Identify strategies for outreach, advising, and retention of Native students, faculty, and staff
- Identify best practices in serving Native students, faculty, and staff
- Evaluate and recommend changes to the mechanisms for data collection on Native students, faculty, and staff; and be it

Resolved: That the Native Task Force begin work as soon as feasible, reporting to the President by the end of Spring 2022, with recommendations on how SJSU can best serve Native students, faculty, the Muwekma, and the local Native community; and be it further

Resolved: That the Native Task Force members be compensated with release time and/or a stipend to complete the work of gathering data, formulating a survey, conducting interviews, and writing a report with recommendations.

Approved: March 15, 2021

Vote: 11-0-0

Present: Altura, Birrer, de Bourbon, Grosvenor, Higgins, McClory, Millora, Okamoto, Sasikumar, Taylor, Thompson

Absent: Maciejewski

Financial impact: Resources needed for support staff, and stipend or release time for faculty.

Workload impact: There will be additional workload for those serving on the task force.