



CAMPUS CLIMATE INITIATIVES April 2018 Update

Mission-Supportive Activities

- The **President's Task Force on Campus Climate** advanced a [formal recommendation](#) to President Wong for his consideration in early February. President Wong responded in mid-March, thanking the Task Force for its efforts and [affirming their recommendation](#).
- [President Wong issued a public apology on March 23rd](#) to members of SF Hillel and their allies for previous actions and comments. He also issued a [follow-up statement on March 26th](#) reaffirming the campus's commitment to inclusion and open intellectual discourse.
- As a reminder, the CSU Chancellor's Office released a statement regarding **the CSU Commitment to Inclusive Excellence**. The [statement can be found online](#).

Organizational Development Activities

- Founded in August 2017, the new [Division of Equity & Community Inclusion](#) continues to build staff infrastructure through the hiring of new professional staff as well as student employees, as well as develop a comprehensive portfolio of programs, procedures, and services for students. AAPI Student Services, [Black Unity Center](#) and the [Office of Diversity & Student Equity](#) have settled into their new space located in Village C, 1st floor, while the [Dream Resource Center](#) is now newly established on the 2nd floor of the Student Services Building. Info about their programs and services can be found at <https://equity.sfsu.edu/>.
- The **Campus Climate Assessment Project** kicked off Monday, February 5th with Susan Rankin & Associates Consulting as our project facilitator (see <http://rankin-consulting.com/>). This is the same consultant that prepared the campus climate study for University of California. This 18-month long self-study will use both quantitative and qualitative methodologies. The Project will help serve as a needs assessment effort to guide priority setting for the new Division of Equity & Community Inclusion, as well as for the entire campus. The qualitative phase of the study, comprised of 20 focus groups, was completed on April 9th. In addition, the Campus Climate Steering Committee continues to meet with the consultants regarding project implementation. The quantitative phase of the study will invite all staff, faculty and students to participate in a comprehensive survey that will take place in October 2018. The final report from our consultants will include not only the complete data and their analysis but also a measurable, actionable plan for moving forward – developed collaboratively with the campus community.

- The Office of Diversity & Student Equity has been working with the [Center for Education, Identity and Social Justice](#) at the USC Rossier School of Education on a project known as [\(De\)Institutionalizing Islamophobia](#), which endeavors to collect and disseminate the diverse stories of Muslim students on college campuses in an effort to improve campus climate for these students, as well as reduce hate crimes and religious intolerance. We are working with our USC partners to set up student interviews for September/October 2018.
- In anticipation of the 2018-19 academic year President Wong has asked each cabinet area Vice President to prepare a concrete action plan addressing campus climate, promoting equity and inclusion, and closing the educational equity gap for students. These plans will be reviewed during Summer 2018 and vetted with various campus shared governance entities prior to finalization.

Education, Outreach & Training Activities

- The **Ad Hoc Work Group on Equity & Social Justice Educational Outreach** submitted a [Concept Paper](#) in December 2017 outlining a plan for education, training, outreach and capacity-building. This plan is in alignment with one of the focus areas that the Task Force on Campus Climate identified in their recommendations to President Wong. This Concept Paper is currently undergoing a series of “Town Hall” consultations with each of the cabinet areas, as well as with Associated Students, Academic Senate and other entities to seek broader feedback and input to guide implementation. About half of the Town Halls have been completed and should be finished by the end of Spring 2018.
- **Capacity-building and training** continues to occur on an ongoing basis for students, staff and faculty – including student groups and the University Police Department – through multiple mediums and venues. For example, relevant information is incorporated into Executive Order 1096/1097 annual training for faculty, staff and administrators.
- Co-sponsored by the Academic Senate, the Provost’s Office, and the President’s Office, the **Year of Conversation Initiative** is finishing up its second semester of collegial conversations on topics related to the theme of “How to Be a University in a World of Conflict.” The initiative aims to build community and capacity around such topics as “Hard Conversations in the Classroom” and “Teaching with Integrity” and, in the process, to promote civility and intergroup dialogue, which contribute to the experience of campus climate. More information is available at the Senate website: <https://senate.sfsu.edu/content/year-conversation>.
- Under the leadership of the **Office of the Provost & Vice President for Academic Affairs**, planning is now underway for an academic colloquium to be co-hosted by several colleges and community organizations in Fall 2018; its focus will be on building academic discourse around issues of contemporary conflict and controversy. More info about this event will be forthcoming.
- In anticipation of welcoming a new cohort of students to San Francisco State University in August 2018, the **Office of Diversity & Student Equity, Student Activities & Events, and Health Promotion & Wellness** are in the planning phases for two major speaker events to orient the Class of 2022 to San Francisco State’s guiding principles and values.

Preliminary plans include a symposium on free speech and social justice, featuring [Erwin Chemerinsky, Dean and Professor of Law at UC Berkeley](#) and author of [Free Speech on Campus](#) (with Howard Gillman), as well as a keynote event by [Tarana Burke](#) to raise awareness around the **#MeToo Movement** and on ending sexual harassment/sexual violence.

Procedures & Policy Development Activities

- In an effort to improve responsiveness throughout the CSU Executive Order [1096/1097](#) process, the **Office of Equity Programs & Compliance** has hired a third, full-time **Title IX/DHR Investigator**, allowing the Office to rely more on trained professionals who have expertise in applicable legal/policy issues, as well as strong investigative skills. More info about programs and policies related to Title IX, as well as Discrimination, Harassment & Retaliation, can be found at <http://titleix.sfsu.edu/>.
- The **Anti-Bullying Work Group** has been working diligently over the Spring 2018 semester to gather information in order to develop a recommended University Executive Directive to President Wong, along with supporting operational procedures for responding to incidents of bullying. At present, the Work Group has a draft definition of bullying on which they are now seeking consultation. Comprised of faculty, staff and students, and chaired by Dr. Christina Sabee, *Dean of Equity Initiatives*, the group hopes to complete their work by December 2018. We will likely be the first in the CSU to develop such a policy and we will work closely with the Chancellor's Office accordingly.
- The revised **Time, Place & Manner Policy ([University Executive Directive 89-13](#))** went into effect as of January 1st, 2018. A cross-cabinet **Time, Place & Manner Committee** continues to ensure a more coordinated and consistent campus response to TPM-related situations. Monthly training workshops about the new policy have been taking place throughout the Spring semester, co-hosted by Office of Risk Management, University Police Department, and the Dean of Students Office. The five-point protocol for managing protests and disruptions to assure the exercise of protected free speech for all continues to be in use to support enforcement of the Time, Place & Manner policy.

Individuals who have questions about any of these efforts can feel free to contact either Dr. Luoluo Hong, *Vice President for Student Affairs & Enrollment Management* (luoluo@sfsu.edu) or Dr. Manuel Alejandro Pérez, *Interim Assistant Vice President for Equity & Community Inclusion* (manuelp@sfsu.edu).

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