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**77= Campus Community; :5G=Faculty and Staff; :fcg\=Frosh Orientation;
F9G=Residential Life; FDD=Reporting, Policies, and Procedures; -AD=Implementation'**

	<u>I b]jYfg]hm'5Wh]cb'D`Ub'</u>	<u>FY'UhYX'HUG' : cfWY' FYWc a a YbXUh]cb]fgt'</u>	<u>H]a Y']bY'fghUfh' UbX'YbX'XUhYgt'</u>
1	<p>The president will charge the President's Commission on Diversity to gather best practices regarding diversity engagement and inclusive excellence and engage the campus in providing feedback regarding this function and possible organizational structure. Upon final determination by the cabinet, appropriate funding, structure, staffing and programming will be implemented. The outcome will form the basis for a cohesive plan regarding diversity engagement and inclusive excellence.</p>	<p>CC-1, Create the Office of Diversity Engagement and Inclusive Excellence to be located in Tower Hall and led by a Vice President of Diversity Engagement and Inclusive Excellence who reports directly to the President, is a member of the President's Cabinet and whose responsibilities are as described in the Recommendations of Dr. Rona T. Halualani in Appendix A; CC-3, Maintain the Office of Diversity Engagement and Inclusive Excellence for a minimum of five years; CC-4, Provide sufficient funding for the Office of Diversity Engagement and Inclusive Excellenc _ _ important contributions of diverse communities such as the showing of "Undocumented," with opportunity for discussion; encourage faculty to provide extra credit for participation that includes written and/or oral presentation reflecting on the experience; and incorporate discussion about # dh pr m required; FAS-5, Provide handbooks and links to all administrators, faculty, staff that utilize exercises about the practice of "Recognizing and Interrupting Prejudice" in a variety of campus settings, such as housing, classrooms, and general socialization; FAS-7, Ensure that all administrators have demonstrated knowledge, skill and experience working with diverse populations.</p>	<p>June 1 - Dec. 31, 2014</p>
2	<p>The president will charge the President's Commission on</p>	<p>CC-2, Update and implement the Diversity Master Plan as described in</p>	<p>June 1 - Dec. 31, 2014</p>

Diversity to implement a Campus Climate Survey, review the Diversity Master Plan, and provide recommendations to the President. Composition and charge of the PCOD will be reconsidered.

the Recommendations of Dr. Rona T. Halualani in Appendix A;
CC-5, Reactivate the Campus Climate

semester to facilitate the transition of
Frosh and transfers into the SJSU
environment.

<p>staff training that augments existing training with specific topics that address diversity including, but not limited to race, ethnicity, prejudice and hate.</p>	<p>RA's) are aware of and sensitive to the perceived and/or self-identified r_</p>	<p>ev n #</p>	<p>race</p>	<p>ise es</p>	<p>M th</p>
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	<p>conduct. Recommendations will be provided to the president's cabinet for implementation. Reported incidents will be distributed to and reviewed by appropriate university departments.</p>	<p>do not rise to the level of criminal behavior. The link should allow students, staff, faculty and administrators to report incidents that occur on the campus anonymously. Publicize the link throughout the campus. Appoint a staff person to monitor, record and investigate the postings in a timely manner; RPP-2, Reinstate the SJSU mobile application for smart phones to report incidents of hate crimes and incidents of bias-based conduct/speech; RPP-5, Create a user-friendly link on the housing website where residents can feel free to raise their concerns, with the option of reporting anonymously; publicize the link throughout the campus. Publicize to students, faculty and staff information about all locations on the campus where bias-based incidents can be reported.</p>	
19	<p>The Behavioral and Crisis Intervention Team (formerly known as CAIT) will be charged to develop a comprehensive response protocol for reported incidents. The protocol will be widely communicated to the campus community.</p>	<p>RES-3, Mandate follow up by Residential Life staff within 24 hours with the involved students after incidents of bias/hate come to the attention of staff; RPP-3, Ensure that the Vice President of Student Affairs, the Vice President of Finance & Administration, the Vice President of Diversity Engagement and Inclusive Excellence, the Provost, and other executive level officials and the Campus Police immediately inform the Office of the President and the Cabinet of conduct that is or may be viewed as constituting hate crimes; RPP-4, Ensure that the University's response to bias-based misconduct is as immediate as it is for other forms of misconduct; RPP-8, Develop a coordinated campus response matrix that (1) describes all policies specific to bias, discrimination, hate violence and bullying; (2) specifies time periods for documenting and communicating the occurrence of incidents of bias, discrimination, hate violence and bullying; (3) documents the actions taken and recommended actions to be taken in response to the incidents. Publicize the matrix throughout the campus; RPP-9, Provide to all administration, faculty, staff and students copies of and/or links to policies, procedures and forms that will assist the campus to develop and maintain an open, transparent just process for reporting incidents and obtaining appropriate feedback about the campus management of incidents that occur on</p>	<p>June 1 - Dec. 31, 2014, including new case management software installation.</p>

campus;

RPP-10, Develop a protocol for the prompt communication by the Director of Housing to residents when there are major incidents on