

**Associated Students, SJSU, Board of Directors' Resolution 20/21-04
Resolution In Honor of Gregory Johnson, Junior:
Addressing Anti-Blackness and Systemic Racism at SJSU**

Whereas, The Associated Students (A.S.) of San José State University (SJSU) is the official voice for over 33,000 students in the California State University; and

Whereas, It is the mission of A.S. to support and represent the students of SJSU by continuing the organization's legacy of student advocacy and leadership; to enhance SJSU students' education through high quality programs and service; and to prepare students as they move towards a thoughtful and purposeful life after graduation¹; and

Whereas, In light of the nation's current climate following the development of an unprecedented health crisis, a summer of pain and turmoil as an uptick in police brutality across the United States sparked the largest Movement for Black Liberation in history, the nerve-wracking 2020 elections, a devastatingly cold winter due to economic strife caused by the pandemic and government instability, the Capitol insurrection, all of which concerning anti-Blackness in some way, it is ever so critical for this A.S. Board of Directors to address systemic inequities within our own campus structure; and

Whereas, This Resolution document seeks to build upon prior Associated Students Resolutions related to Blackness drafted at the request of Black Spartans and to further amplify Black Spartan voices who have historically lead the charge at SJSU in advocating for social justice and equity^{2,3}; and

Whereas, University Policy S01-13 states SJSU is committed to, "maintaining a climate where individuals feel welcome" and "ensuring that federal and state laws pertaining to affirmative action, non-discrimination, equal opportunity and prohibition of harassment are fully enforced"⁴; and

Whereas, The Office of Diversity, Equity, and Inclusion (ODEI) states, "San José State's mission of academic excellence as inseparable from [SJSU's] commitment to diversity, equity, and inclusion" demonstrating a commitment to social justice and a campus free from

¹ Associated Students- Division of Student Affairs <https://www.sjsu.edu/as/>

² Associated Students- Resolution to Enhance African American Studies in General Education, 2013-2014 https://drive.google.com/drive/folders/10f_8SBYTNjdSdl-dJYZKt291rkoQqvFL?usp=sharing

³ Associated Students- Resolution in Support of a Chicano(a)/Latino(a) Student Resource Center and an African American Student Resource Center <https://drive.google.com/file/d/1KNIM9LpuceLtV2GkaysWpskqkM67sE1x/view>

⁴ SJSU, Academic Senate- San José State University's Policy of Commitment to a Campus Climate that Values Diversity and Equal Opportunity <https://www.sjsu.edu/senate/docs/S01-13.pdf>

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discrimination and free from systemic and cultural barriers to academic and professional success for all of its students, faculty, staff, and administrators^{5,6,7,8}; and

Whereas, The A.S. Board of Directors agree with the following sentiment “San José State is experiencing a transformational shift in culture and momentum as a pre-eminent urban public University committed to academic excellence, diversity, and inclusion.”⁹ However, The A.S. Board of Directors seeks to interject that this transformation must require an acknowledgement of the past. This transformation in regard to campus equity must involve greater introspection on part of the Office of the President; and

Whereas, The A.S. Board of Directors seeks to sift through what seems like willful amnesia related to anti-Blackness and systemic racism within the University. This amnesia on part of the Office of the President has clouded student desires to look ahead into the future, fostering mass distress. This student body has remained unsettled for more than a decade due to instability within the Office of the President; and

Whereas, This instability has affected our Black Spartans the most. Many Black Spartans do not feel as though they belong at SJSU and have reiterated this unfortunate reality for years; and

Whereas, Associated Students recognizes that thirteen years of the aforementioned instability with the coming and going of five University Presidents necessitated more than a decade of weak leadership that did little to address crucial Black student issues^{10,11,12,13}; and

Whereas, During this period of instability, multiple instances of anti-Blackness arose. On October 7th, 2008, 20-year-old Gregory Johnson, Junior passed under suspicious circumstances

⁵ Presidential Blog- “Updating on efforts to address systemic racism on campus”

<http://blogs.sjsu.edu/president/2020/12/16/update-on-efforts-to-address-systemic-racism-on-campus/>

⁶ The Chronicle of Higher Education- “Bringing Stability to a Campus Weary of Turnover”

<https://www.chronicle.com/article/bringing-stability-to-a-campus-weary-of-turnover/>

⁷ SJSU, Diversity- Commitment to Diversity <https://www.sjsu.edu/diversity/>

⁸ SJSU- Diversity @ SJSU

<https://www.sjsu.edu/diversity/campus/index.php#:~:text=Chief%20Diversity%20Officer%3A%https://www.santacruzsentinel.com/2016/08/25/san-jose-state-meets-its-new-president-mary-papazian/20During%20July.campus%20climate%20for%20inclusion%20assessment>

⁹ SJSU- Transformation 2030 <https://www.sjsu.edu/strategicplan/>

¹⁰ Academic Jobs, Mercury News- “San José State University president Jon S. Whitmore named CEO of testing firm ACT” <https://www.academicjobs.net/news-139-San-Jose-State-University-president-Jon-S.-Whitmore-named-CEO-of-testing-firm-ACT.html>

<https://www.academicjobs.net/news-139-San-Jose-State-University-president-Jon-S.-Whitmore-named-CEO-of-testing-firm-ACT.html>

¹¹ The Mercury News- “For new SJSU President Jon Whitmore, all the valley’s a stage”

<https://www.mercurynews.com/2008/08/22/for-new-sjsu-president-jon-whitmore-all-the-valleys-a-stage/>

¹² Los Angeles Times- “San José State president admits mistakes, pledges collaboration”

<https://www.latimes.com/local/lanow/la-me-ln-college-review-20140513-story.html>

¹³ Mercury News- “San José State president leaving school for job in Afghanistan”

<https://www.mercurynews.com/2015/07/13/san-jose-state-president-leaving-school-for-job-in-afghanistan/>

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within San José State University's Sigma Chi house, which undeniably imply this happening was a hate crime^{14,15}; and

Whereas, In November 2013, "Several students attending San Jose State University were found to have engaged in hateful behaviors toward their African American roommate, which suggested a lack of cultural sensitivity and understanding within the context of the university's diversity"². "The victim, a 17-year-old Black male, was subjected to verbal harassment, as well as physical injuries, when he resisted their attempts to place a bike lock around his neck."^{16,17}; and

Whereas, Former Santa Clara County Judge Cordell recognizes the gravity of the latter situation's hampered response and its impact on campus race relations within her Task Force report "When the response is a delayed one, the message is that the particular conduct is really not so bad."¹⁸; and

Whereas, Within an article published by Thought Catalog, SJSU alumna Symone Jackson reports, "To address the recent hate-crime incident, the university stated it would conduct an independent and transparent investigation. Additionally, fact finder "Mike" D. Moye completed a 405-page report, summarizing the events that took place and efforts that were employed to address any issues. This investigation in response to on-campus demonstrations in which students joined the university's Black Student Union for a series of "Black Lives Matter" rallies"^{14,19}; and

Whereas, "Black Unity Group [student] activists approached Associated Students with a list of improvements for the University aiming at promoting a more inclusive and culturally sensitive campus climate in order to prevent similar incidents from occurring again", their call to action exemplifying Black Spartans' need for the betterment of the campus climate and sense of belonging and their desire to contribute to these critical changes²; and

¹⁴ San José Inside- "Fraternity Life & Death" https://www.sanjoseinside.com/news/fraternity_life_death/

¹⁵ Spartan Daily- "Cover-up alleged in student's death: UPD and coroner say 20-year-old" <https://scholarworks.sjsu.edu/cgi/viewcontent.cgi?article=10552&context=spartandaily>

¹⁶ Thought Catalog- "Why is Former San José State University Student Gregory Johnson, Jr.'s Death Still an Unsolved Mystery?" <https://thoughtcatalog.com/symone-jackson/2014/02/why-is-former-san-jose-state-university-student-gregory-johnson-jr-s-death-still-an-unsolved-mystery/>

¹⁷ SJSU Newsroom- President's Update: Racial Intolerance <https://blogs.sjsu.edu/newsroom/2013/presidents-update-racial-intolerance/>

¹⁸ East Bay Times- "San José State discrimination: School needs to take stronger stand against hate crimes, panel says" <https://www.eastbaytimes.com/2014/03/20/san-jose-state-discrimination-school-needs-to-take-stronger-stand-against-hate-crimes-panel-says/amp/>

¹⁹ HansonBridget- Independent Fact Finding Report Concerning Incidents in Student Housing Fall 2013 <http://www.profbob.com/SJSU%20Administration/Dorm%20Race%20Incident%20Report%20SJSU%20020314.pdf>

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Whereas, In April 2014 the University's Special Task Force on Discrimination that President Qayoumi established after the uproar provided more than 50 recommendations to the University response to the 2013 incident on campus.²⁰ The Task Force recognized these hate crimes "may have been symptoms of campus climate"^{18,21,22}; and

Whereas, Regarding the 2013 incident on campus President Qayoumi admits, "By failing to recognize the meaning of a Confederate flag, intervene earlier to stop the abuse or impose sanctions as soon as the gravity of the behavior became clear, we failed him. I failed him."²³; and

Whereas, Administrative and Academic Senate leaders reviewed the Special Task Force's recommendations and in December 2015 formulated a list of tasks for the University, these recommendations have not been addressed in its entirety²⁴; and

Whereas, The A.S. Board of Directors looks to illuminate the inhumane disparity between Gregory Johnson, Junior's case and the hate crime in 2013 and how these two cases were handled by the University itself. Both instances speak to the culture of intolerance ingrained within the University as a whole. Both instances imply racial tension between students within the University. Both incidents were vastly insidious in their own ways and are not isolated. There are countless more instances of hate, intolerance and inequity at SJSU that must be addressed²⁵; and

Whereas, Mary A. Papazian accepts role as President in July 2016 "after years of tumultuous and shifting leadership...[with] many at San José State waiting to see if Papazian will help to restore a sense of stability and academic progress to the 30,000-student campus"²⁶; and

Whereas, Aurion Wiley-Green along with Black Spartans drafted a letter of Black Student Demands over the summer of 2020 in response to the uptick in police instigated violence across the country and overflowing emotions regarding belonging on SJSU campus²⁷; and

²⁰ Final Recommendations of Special Task Force on Racial Discrimination- "Toward a More Welcoming Community: San José State University Action Plan"

https://www.sjsu.edu/diversity/docs/Apr22_FINAL_RECOMMENDATIONS_OF_SPECIAL_TASK_FORCE_ON_RACIAL_DISCRIMINATION.pdf

²¹ San José Inside- "Task Force: Hate Crimes a Symptom of San José State Climate"

https://www.sanjoseinside.com/culture/24_24_14_task_force_hate_crimes_may_have_been_symptoms_of_campus_climate/

²² SJSU, Diversity- Diversity Action Plan <https://www.sjsu.edu/diversity/archive/action-plan.php>

²³ SJSU President on Black Student: 'I failed him' <https://www.sfgate.com/bayarea/article/SJSU-president-on-black-student-I-failed-him-5011303.php>

²⁴ SJSU, Diversity- Update on Action Items

<https://www.sjsu.edu/diversity/docs/Update%20on%20Action%20Items%20Dec%202015.pdf>

²⁵ Instagram, @Studens4GregoryJohnson <https://www.instagram.com/p/CKwolaUDvUp/?igshid=13gxc218qz985>

²⁶ Santa Cruz Sentinel, Education- "San José State meets its new President, Mary Papazian"

<https://www.santacruzsentinel.com/2016/08/25/san-jose-state-meets-its-new-president-mary-papazian/>

²⁷ The Black Spartan Community- Black Student Demands

<https://docs.google.com/document/d/15wludUBxRD3hZaT86ri6G2Q5GulcDf2f0x85UZKu7R0/edit>

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Whereas, Black Student athletes, Natasha Harris, Caleb Simmons, and Darrian Reed created platform Athletes4CHNGES, “CHNGES being an anagram for Community, Humanity, News, Gender, Equality and Solidarity” to raise awareness within and beyond the [SJSU] athletic community on the aforementioned topics, especially those related to anti-Blackness and systemic racism. Simmons says, “We have a voice that needs to be heard. We stand up to highlight the injustice and racial inequality in America. We are using our platform to bring change for the sake of humanity. We are up now. Our generation has a lot to do with how the next 30 years will look”²⁸; and

Whereas, The Solidarity Network wrote an open letter to President Papazian on SJSU’s response to systematic oppression and made recommendations addressing institutional changes imploring the campus leadership to “take timely actions towards transforming good intentions into measurable impacts”²⁹; and

Whereas, Students for Gregory Johnson (SFGJ) was founded in Fall 2020 (10/07/2020) as a recognized student organization as the demands for justice from the community have become more vocal. There have been a growing number of protests, meetings and community spaces to address the wrongful death of Gregory Johnson, Junior; and

Whereas, The Santa Clara County District Attorney’s Office and Medical Examiner Coroner’s Office have reopened the investigation into Gregory Johnson, Junior’s death³⁰; and

Whereas, Whereas, September 2, 2020 Princeton acknowledges systemic racism within, “Racism and the damage it does to people of color nevertheless persist at Princeton as in our society, sometimes by conscious intention but more often through unexamined assumptions and stereotypes, ignorance or insensitivity, and the systemic legacy of past decisions and policies. Race-based inequities in America’s health care, policing, education, and employment systems profoundly affect the lives of our staff, students, and faculty of color. Racist assumptions from the past also remain embedded in structures of the University itself”³¹; and

Whereas, President Papazian released a statement regarding Gregory Johnson, Junior, presumably an indirect response to the first draft of this document. Papazian says, “SJSU

²⁸ San José State Spartans- Spartans Leading the Battle for Change <https://sjsuspartans.com/news/2020/6/11/general-spartans-leading-the-battle-for-change.aspx>

²⁹ Solidarity Network of SJSU, 2020 Letter to the President- <https://docs.google.com/document/d/1RCujhbnEs9KgjxukSpdfj5hswCrs7lj3KNerWd3mYYk/edit?usp=sharing>

³⁰ Fox 2 KTVU- “Case of SJSU student’s death reopened by Medical Examiner” <https://www.ktvu.com/video/872909>

³¹ Princeton University, The Office of Communications- “Letter from President Eisgruber on the University’s efforts to combat systemic racism” <https://www.princeton.edu/news/2020/09/02/letter-president-eisgruber-universitys-efforts-combat-systemic-racism>

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recognizes that...the circumstances surrounding Gregory's death are emblematic of longstanding systemic racism in our nation"³² and not the University itself; and

Whereas, President Papazian continues to name the institutionalized, long term actions the University is taking, however fails to acknowledge the demands issued by Black students or display a sense of urgency for short term, "timely actions towards transforming good intentions into measurable impacts"²⁸ in regards to anti-Blackness and Gregory Johnson, Junior³³. This failure contradicting the sentiment of prioritizing the well-being and sense of belonging of Black Spartans is a "most pressing goal" for this University³⁴; and

Whereas, The Office of Diversity, Equity, and Inclusion at SJSU invited Rankin & Associates Consulting to launch a campus climate (belong@SJSU) survey during 2019-2020 and defines campus climate as "the current attitudes, behaviors, standards and practices of employees and students of an institution"³⁵; and

Whereas, the belong@SJSU study reported that 21.7% students' (n = 414) stated that racial identity was a top base of experienced exclusionary conduct and also found that among the 25% of undergraduate students (n = 580) who seriously considered leaving, 43.9% identified as Black or African American³⁶, while Black or African American students make up 3.4% (1,115) of the SJSU population and the 2013-2017. ^{37, 38}; and

Whereas, One of the desired outcomes of SJSU's Transformation 2030 plan under Goal 3: Grow and Thrive is to "foster an inclusive environment and infrastructure where diverse populations."³⁹ SJSU is committed to diversity, equity, and inclusion and valuing its students though the University has not taken accountability nor been transparent about Gregory Johnson, Junior's case⁴⁰ or the many incidents of anti-Blackness and systemic racism at SJSU which remain

³² President Mary A. Papazian- SJSU Statement Regarding Gregory Johnson, Jr. February 18, 2021

<https://twitter.com/PrezPapazian/status/1362583946593259521?s=20>

³³ Presidential Blog- "Latest Update: SJSU's actions on systemic racism

<https://blogs.sjsu.edu/president/2020/07/15/latest-update-sjsus-actions-on-systemic-racism/>

³⁴ Chief Diversity Officer Kathleen Wong(Lau), Office of Diversity Newsletter February 10, 2021

³⁵ SJSU, belong@SJSU- FAQ <https://www.sjsu.edu/belong/faq/index.php>

³⁶ SJSU, Office of Diversity, Equity, and Inclusion- belong@SJSU Survey Findings

<https://www.sjsu.edu/belong/findings/index.php>

³⁷ SJSU, Institutional Research- Student Quick Facts <http://www.iea.sjsu.edu/Students/QuickFacts/>

³⁸ African American/Black Task Force for Black Student Success Task Force- Preliminary Report, Fall 203-Spring 2017

<https://www.sjsu.edu/accreditation/docs/4.17%20African%20American%20Black%20SS%20Task%20Force%20Report.pdf>

³⁹ Transformation 2030, Goals and Outcomes- Goal 3: Grow and Thrive <https://www.sjsu.edu/strategicplan/goals-and-outcomes/grow-and-thrive.php>

⁴⁰ ABC7 News, Education- "San José State University to reevaluate campus policing with help of new taskforce"
<https://abc7news.com/san-jose-state-police-sjsu-department-campus-defunding-the/6320457/>

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shrouded in secrecy due to a culture of silence maintained by University bureaucracy, institutionalized racism, and deeply rooted white supremacist ideals; and

Whereas, Associated Students recognizes the existence of “misunderstanding, hatred, ignorance, and hostility [maintained by University bureaucracy, institutionalized racism, and deeply rooted white supremacist ideals] cannot provide, to those looking in from outside or those experiencing this misfortune from within, a view of place to look for guidance, assistance, nor for any other teaching that this [University] should have the ability to provide”⁴¹; therefore, be it

Resolved, That there is a duty to the Johnson Family to recognize their voice, meet their demands and address the implications of anti-Blackness and systemic racism at SJSU, which ultimately lead to Gregory Johnson Junior’s death; and further be it

Resolved, That Associated Students will allocate funds for a scholarship in Gregory Johnson, Junior’s name to as a means to honor Gregory Johnson, Junior’s life, to establish a legacy for Gregory as one of SJSU’s brightest students, to affirm the Johnson Family’s journey to justice, and ensure that Black Spartans, those who apply, are awarded access to resources they need to succeed each year; and further be it

Resolved, That Associated Students vows to condemn organizations which perpetuate ideals in anti-Blackness, systemic racism, and white supremacy, as we “the representatives of the student body of San Jose State University, feel that it is our responsibility to portray a position of leadership that will not allow [manifestations of anti-Blackness and white supremacy] to continue”²⁸; and further be it

Resolved, That Associated Students will annually support the efforts of The Black Leadership and Opportunity Center (The BLOC) to offer a Black Student Orientation to intentionally reach out to Black students, better acclimate students to campus, offer more resources; and further be it

Resolved, That Associated Students Board of Directors will return to this document annually to assess progress related to the eradication of anti-Blackness and systemic racism from SJSU on part of the student government body itself and that of the University Cabinet, as a means to demonstrate organizational memory in this matter of addressing the past to move onward into the present, future; and further be it

Resolved, That Associated Students will continue to conduct training on racial bias, systemic racism, social justice and equity, and any other topics related to the aforementioned topics to further accountability within Associated Students and align with the organization’s mission¹; and further be it

⁴¹ Associated Students- Resolution On the Fight Against Hate Crimes, 1999-2000
https://drive.google.com/drive/folders/10f_8SBvTNjdSdl-dJYZKt291rkoQqvFL

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Resolved, That President Mary A. Papazian, must direct the University, as a whole, to “address anti-Black systemic racism [within San José State University] in terms of processes, protocols, and distribution of resources and opportunities as well as distribution of discipline and power”³⁰; and further be it

Resolved, That under the purviews of Vice President for Administration and Finance, Charlie Faas, and Vice President for University Advancement, Theresa Davis, there is allocated funding and fundraising to close equity gaps for Black students, with annual assessment; and further be it

Resolved, That the University’s Division of Student Affairs and Information Technology under the purviews of Vice President for Student Affairs, Patrick Day and Vice President for Information Technology and Chief Information Officer, Bob Lim, respectively, must prioritize its Black students’ lives and livelihoods in order to retain Black students, provide essential resources and promote student success with all Spartans; and further be it

Resolved, That under the purview of Vice President for Student Affairs, Patrick Day, the base funding (i.e. staffing and resources) for spaces on campus, including The Solidarity Network, that primarily work on social justice and building community be increased as supported by Governor Gavin Newsom⁴²; and further be it

Resolved, The University’s Strategic Communication and Marketing team under the purview of Senior Associate Vice President, Christine Hutchins, will publicly recognize that the circumstances surrounding Gregory’s death are emblematic of longstanding systemic racism within the University itself and emphatically pledge to redress and dismantle policies, practices, and laws which enable anti-Blackness and systemic racism to persist within the University^{25,43}; and

Resolved, That the University’s Office of Diversity, Equity and Inclusion under the purview of Chief Diversity Officer, Kathleen Wong(Lau), must conduct a more intentional examination of data related campus climate, avoiding unnecessary emotional taxation and placing burden on Black students through an extensive, formal surveys and instead solicit feedback from specific

⁴² The California State University, Press Release: Budget- “CSU Chancellor Timothy P. White’s Statement on the 2020 May Budget Revision” <https://www2.calstate.edu/csu-system/news/Pages/CSU-Chancellor-Timothy-P-Whites-Statement-on-the-May-Budget-Revision.aspx>

⁴³ Inside Higher Ed- “Envisioning Higher Education as Antiracist” <https://www.insidehighered.com/views/2020/07/02/actions-higher-ed-institutions-should-take-help-eradicate-racism-opinion>

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student demographics through meeting and making space for the community to speak where they feel safe (i.e. centers on campus); and further be it

Resolved, That the University's Academic Affairs Leadership Team under the purview of Provost and Senior Vice President for Academic Affairs, Vincent J. Del Casino, Jr, invest in additional student services to recruit, retain and empower Black Spartans such as a Spartan Eastside Promise but targeted to recruit Black students; and further be it

Resolved, That SJSU Athletics Team under the purview of the Director of Intercollegiate Athletics, Marie Tuite, acknowledge, address and resolve the concerns of Black student athletes aforementioned in this document, and student athletes in general; and further be it

Resolved, That the University's Personnel team under the purview of Senior Associate Vice President, Joanne M. Wright, and Vice President for Research and Innovation, Mohamed Abousalem, also recruit, support, and retain more Black faculty, lecturer faculty, staff, administrators, advisors and counselors (in both mental health, academic and research fields) in conjunction with the SJSU Academic Senate; and further be it

Resolved, That the University, under the purview of the Vice President for Strategy and Chief of Staff, Lisa Millora, will provide a comprehensive report regarding the demands listed in this resolution, the 2020 Letter to the President from the Solidarity Network, and the Black Student Demands issued in the Summer of 2020, every 6 months (once per semester) to the A.S. Board of Directors and the campus community as a whole to increase transparency and communication regarding these matters of equity; and further be it

Resolved, That the Chancellor's Office under the purview of Chancellor Joseph I. Castro, will also review the aforementioned report in order to eradicate equity gaps, spur social and cultural healing, and prepare "the bold, ethical and compassionate leaders who will drive California's recovery and make our communities, state and nation stronger for decades to come"^{44,45,46}; and further be it

Resolved, The Associated Students 2020-2021 Board recognizes our Black Spartans, those with us today and those taken from us too soon, who have experienced anti-Blackness and the detrimental effects of institutionalized racism within the bounds of Washington Square; and let it be finally

⁴⁴ CSU, Remarks by Dr. Joseph I. Castro- October 23, 2020 <https://www2.calstate.edu/csu-system/chancellor/the-chancellors-communications/Pages/CaliforniaHawaii-NAACP-Annual-State-Convention%e2%80%93Remarks.aspx>

⁴⁵ CSU, Remarks by Dr. Joseph I. Castro- February 1, 2021 <https://www2.calstate.edu/csu-system/chancellor/the-chancellors-communications/Pages/Advocacy-Week-2021-Welcome-Remarks-Feb-1-2021.aspx>

⁴⁶ CSU, Remarks by Dr. Joseph I. Castro- February 18, 2021 <https://www2.calstate.edu/csu-system/chancellor/the-chancellors-communications/Pages/ACCCA-Keynote-February-18-2021.aspx>

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Resolved, That Associated Students will make this document public and will forward this resolution to the following parties, including, but not limited to: The Johnson Family, Justice for Gregory Johnson, Students for Gregory Johnson, The Williams Family, President Papazian, Members of the President's Cabinet, Chancellor Joseph Castro, California State University Board of Trustees, African American Faculty & Staff Association, SJSU African-American Studies Department, The San José/Silicon Valley National Association for the Advancement of Colored People, African American Community Service Agency (AACSA), Black Liberation and Collective Knowledge (B.L.A.C.K. Outreach), Black Spartan Alumni Network, Santa Clara County District Attorney Jeff Rosen, Assemblymember Ash Kalra, Senator Dave Cortese, Representative Zoe Lofgren, Mayor Sam Liccardo, San José City Council Member Raul Peralez, University Police Department, San José Police Department, University Housing Services, The Solidarity Network of SJSU, Academic Senate, SJSU Human Rights Institute, SJSU National Pan-Hellenic Council, SJSU United Sorority & Fraternity Council, SJSU Intrafraternity Council, SJSU Panhellenic Council, Black Honors Society, Black Student Union, Black Campus Ministries, Black Alliance for Scientists and Engineers, Black Male Collective, Black Women's Collective, Habesha Student Association, Nigerian Student Association, and The Cal State Student Association, Mercury News, San José Spotlight, and The Spartan Daily.

Submitted by:

Jocelyn Jones-Trammell, A.S. Director of Sustainability Affairs
Anoop Kaur, A.S. Director of Academic Affairs

Supported by:

**Passed and Adopted by the Associated Students of San José State University
Board of Directors at a Board meeting held March 24, 2021 by a vote of
11-Yea 0-Nay 0-Abstention 1-Absent**

DocuSigned by:

Brendan Quock

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Brendan Quock, Vice President and Chair
Associated Students, SJSU

4/5/2021

Date