

## Proposed Action Plan: Prevention of Antisemitism on CSU Campus<sup>1</sup>

This document accompanies Magdalena Serpa's paper: "Prevention of Antisemitism on the CSU Campus," submitted to FLTI in June 2019.

When relating to Antisemitism we use the working definition adopted by the U.S. Department of State in 2010: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."<sup>2</sup>

### 1) BY FALL 2019:

- a) **Establish an official committee under the University President** that will be committed to dealing with the situation of antisemitism and its impact on the Jewish community on campus. After two years, this committee will consider broadening its membership and scope to other marginalized groups on campus (Muslims, immigrants, people of color, LGBTQ) OR integrate its work within other committees/offices on campus in the event its issues in regard to the Jewish community on campus are addressed properly.

Proposed members of the committee: ADL representative, the Chancellor (or representative), Student Conduct Services representative, Tell Someone representative, Office of Equal Opportunity, Vice President of Diversity Office representative, and at least one faculty member and one student from the Jewish community on campus.

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<sup>1</sup> Originally written by Carolin Aronis in May-June 2019 as an outcome of discussions with the Jewish community on and off campus that Magdalena Serpa led as part of her project; it is also based on one-on-one conversations Aronis conducted herself with relevant people from the Jewish Community on campus and with allies of this community. Among these are the Chabad Rabbi, Rabbi Gorelik, two important leaders in the Jewish community in town who led a change in coping with antisemitism in the Poudre School District (they prefer to stay anonymous), the president of CSU Hillel, Linzy Upton-Spatz, and Hillel's Campus Director, Mariah Kornberg – DeGear, as well as a few other involved Jewish and non-Jewish students and faculty on campus. In the last year Aronis was involved in ongoing conversations about the situation of Jews and the Jewish community on campus with the CEC group; the Faith, Belief and Religious Observances; Tell Someone; and as part of the Social Justice Leadership training, ACT Human Rights Film Festival, and the 2018 CSU Diversity Symposium. She organized a panel for the Diversity Symposium 2018 on the situation of Jews on the CSU campus. She also had a special meeting with former President of CSU, Tony Frank, following the Charlie Kirk event on campus. Aronis holds a PhD in Communication and Media Studies from the Hebrew University of Jerusalem. She is an Israeli Jew, a third-generation holocaust survivor, a former journalist, and has experience in bringing about policy changes for human rights and inclusivity in Israeli Academia (for Arab students, for grad students, and in regard to sexual harassment and assault). Since 2018, she has led organizational changes in Media Ecology Association in regard to inclusivity, code of conduct, and the inclusion of Jewish scholarship. Since summer 2018 she has conducted research on the appearance of nooses and swastikas on U.S. campuses (with Prof. Eric Aoki), and she has taught extensively at CSU and CU Boulder about notions of intersectionality, privilege and oppression of marginalized groups in the American society.

<sup>2</sup> See for concrete examples of antisemitism in the document: "Defining Anti-Semitism: Office of International Religious Freedom" <https://www.state.gov/defining-anti-semitism/>

The committee will be in charge of:

- i) Creating a protocol for how to react to incidents of antisemitism, hate and bias toward members of the Jewish community on campus or toward the Jewish community as a whole. The committee will work closely with the Bias Assessment Team on campus (who has worked on a general protocol) to learn what already exists and how special adjustments for the Jewish community can be adopted.
  - ii) Planning several strategies and actual practices for how to make the Jewish population on campus feel safer and more accepted and recognized. This will include recommendations on the Jewish calendar, inclusion of Jewish holidays on campus, invitation of speakers about Jews' culture and struggles, and helping the university build a curricula as part of the AUCC (All-University Core Curriculum). For these tasks, the committee is recommended to consult with members of the Jewish community on campus and in Jewish Studies programs at other universities (e.g. [CU Boulder Program in Jewish Studies](#)).
  - iii) Provide consultation to different roles and offices on campus on how to deal with anti-Semitic issues. Also, the committee will be available for consultation to address issues/problems that arise in regard to Jews on campus.
  - iv) This committee will be in charge of giving the university administration, including the President, a report on Jews on campus, especially anti-Semitic and hate incidents and crimes, and other details that will reflect work done with regard to the following suggestions. The university is missing a lot of information, and we would like to create a clear channel for providing it.
  - v) The committee will collaborate with other committees/offices on campus on how generally to react to hate incidents, hate crimes and hate speech, and how to support students.
- b) **Reporting about antisemitic incidents and crimes:** Whether as part of the above committee or another program – in Fall 2019 a clear protocol should be created by the university on reporting. This will include: (1) 2–3 ways to report an anti-Semitic incident; (2) what to do with the reports; (3) how to treat both the alleged perpetrators and the victims.

For every incident a Jewish staff or faculty member on campus (trained and identified ahead of time) will be available to support the victim. Methods of support need to be clear and planned in advance. In addition, the reporter should be informed at the time of reporting and along the way what is been done with the report.

Centers on campus that are aware of students being targeted and that usually do

not report will be required in general to report incidents anonymously and confidentiality. The university must be provided with this information, including the official committee (See 1a).

\* Decisions about reporting will take into consideration the policy and practice of reporting about and responding to a bias incident that the Bias Assessment Team (BAT) on campus has developed. BAT will adopt the committee's recommendations in regard to anti-Semitic incidents.

2) By SPRING 2020:

- a) All committees or other initiatives on campus that deal with the following topics **will include at least one member from the Jewish community** (potential names can be provided): for instance, any committee for diversity on campus; for coping with hate or biased crimes and incidents; for coping with racism and xenophobia; or for dealing with issues related to religion or faith, multiculturalism, antisemitism, racism, people of color, minorities, or immigrants. **Other committees will be encouraged to include members of the Jewish faculty** on campus. People from the Jewish community must have visibility on relevant committees on campus as well as on general ones. The university should not ignore the need for the Jewish community to represent its members.<sup>3</sup>
- b) Create **a mandatory online course** that helps teach what is a hate crime or hate incident *in general*, what is the desired environment on campus, how to avoid expressions of racism and of antisemitism, and what to do when they happen. It could be defined as an **Anti-Biased Education course**. This online course will also be a window for learning about the population of CSU through a couple of open-ended questions where people can leave comments when completing this online course. This will be for the benefit of all minority groups on campus.
- c) Encourage departments in the Liberal Arts, Social Sciences, and Humanities to **develop courses** on the following subjects: Immigration in the US; The History of Jews in the United States; Antisemitism and Racism; Memory of the Holocaust; Discourse, Culture, and Identity; Ethics and the Other; Human Rights; and Moral Issues in the United States.
- d) In Addition to "C" – encourage departments in the Liberal Arts, Social Sciences, and Humanities to **include in existing courses the subjects of Jewish culture, Jewish history, antisemitism, and Jewish immigration** on their syllabi

3) By FALL 2020:

- a. **Have courses developed (in 2c) become part of the All-University Core Curriculum (AUCC)** [approved by the Faculty Council] – these are mandatory

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<sup>3</sup> These individuals need some level of qualification and experience in providing counseling. This is both a university mandate and to the benefit of the students we are trying to help. Well-intentioned but unqualified individuals may cause more problems than they solve. What constitutes appropriate qualification needs to be clarified.

courses for graduation.<sup>4</sup> Our recommendation is to have at least one course in every section (B–E) in Category #3.

- b. **Open an office/center at LSC** that will be dedicated to Jews on campus. (Another option is a “general” office also for other faiths/cultures/ethnicities, or for coping with hate). The goal is to have an accessible place on campus where Jewish students, faculty, and staff have a friendly place to reach out to, to be included, to get support, and to open discussions about important topics. This office will work in the same way as other offices at the LSC, e.g. the Black/African American Cultural Center and the Native Americans Cultural Center.
- c. **The University will provide financial support for Jewish events** that contribute to the embracement of and learning about Jewish culture and Jewish awareness, and which are not necessarily related to the Holocaust.
- d. **The University will offer workshops to a wide population** on campus on how to cope with hate incidents and crimes.

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<sup>4</sup> For the current list of courses see here: <http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#Basic-Competencies>

While other minority groups (Native Americans, African Americans, Asian Americans, Muslims) have courses that represent their culture, challenges, immersion in the American society, and alike, there are no courses related to Jews or Jewish culture or Jewish heritage on this list.

Courses on other minorities include:

ECON 212	Racial Inequality and Discrimination (GT-SS1)	3
ETST 260	Contemporary Indigenous Issues	3
ETST 277	Racial Representations of Black Athletes	
ETST 250	African American History (GT-HI1)	3
ETST 252	Asian American History (GT-HI1)	3
ETST 255	Native American History (GT-HI1)	3
HIST 115	The Islamic World: Late Antiquity to 1500	3
HIST 116	The Islamic World Since 1500	3
HIST 120	Asian Civilizations I (GT-HI1)	3
HIST 121	Asian Civilizations II (GT-HI1)	
ETST 253	Chicanx History and Culture (GT-HI1)	