

JOINT COMMITTEE ON EDUCATIONAL POLICY AND FINANCE

Annual Systemwide Report on Hate Incidents on Campus

Presentation By

Steve Relyea
Executive Vice Chancellor and Chief Financial Officer

Ray Murillo
Assistant Vice Chancellor for Student Affairs, Equity, and Belonging

Melinda Latas
Chief Compliance Officer

Summary

This item provides a required annual report on hate violence incidents reported on California State University campuses pursuant to California Education Code § 67380(a)(5). The statute requires the CSU to report annually the number of reported incidents of criminal and non-criminal hate violence. During the 2023 calendar year, there were 13 reported hate crimes and 3 reported acts of hate violence.

More importantly, the presentation of this item also addresses the detrimental effects of hate incidents that occur beyond those that fit narrow regulatory definitions and how the California State University works to prevent such incidents and respond with care and compassion when they do occur.

Background

The CSU supports a safe educational and working environment that includes compliance with safety laws and regulations including the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act (Clery Act) (20 U.S.C. § 1092(f)) and the federal Violence Against Women Reauthorization Act of 2013 that amends the Clery Act under the Campus Sexual Violence Elimination Act provision (Campus SaVE Act). State laws and regulations include the Higher Education Act (California Education Code § 67380 *et seq.* and § 67390 *et seq.*).

Hate Incidents Reported for Calendar Year 2023

For the year ending December 31, 2023, 13 reported hate crimes and 3 reports of noncriminal hate violence will be published by the California State University according to the specific definitions of the California Education Code §67380(a)(5). The table below includes the number of hate incidents reported over the past three years.

Reported Hate Incidents on CSU Universities

<u>Year Ending December 31</u>	<u>Hate Crimes</u>	<u>Hate Violence</u>
2021	7	0
2022	13	6
2023	13	3

Reporting

These reports are collected from law enforcement and from individuals categorized as Campus Security Authorities, as defined by Section 34 CFR 668.46. Campus Security Authorities are identified by each campus based on their roles and are provided with information about their responsibilities and mechanisms for reporting.

California Penal Code §422.55 defines a hate crime as “*a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim:*

- (1) Disability.*
- (2) Gender.*
- (3) Nationality.*
- (4) Race or ethnicity.*
- (5) Religion.*
- (6) Sexual orientation.*
- (7) Association with a person or group with one or more of these actual or perceived characteristics.*

Hate violence for reporting purposes is defined in California Education Code § 67380(c)(1) as “*any act of physical intimidation or physical harassment, physical force or physical violence, or the threat of physical force or physical violence, that is directed against any person or group of persons, or the property of any person or group of persons because of the ethnicity, race, national origin, religion, sex, sexual orientation, gender identity, gender expression, disability, or political or religious beliefs of that person or group.*”

Actions to Prevent and Respond to Hate Incidents

The CSU will maintain and enhance its efforts to prevent hate crimes and hate violence, responding with care and compassion when incidents occur. Our strategy focuses on three key approaches: education and training, support, and communication. Across all 23 CSU universities, various divisions and departments are committed to reducing the incidence and prevalence of hate crimes and violence through their dedicated efforts.

Education and Training

We are mindful of the negative impacts of hate crimes, hate incidents, and violence on our campus climate. Both the campus and systemwide office civil rights teams provide training and outreach to promote equity and inclusion and ensure compliance with the CSU Nondiscrimination Policy that prohibits discrimination, harassment, retaliation, and violence. Residential life and housing operations also provide educational programming designed to combat discrimination, harassment, and retaliation, and promote welcoming communities. Many universities also provide bystander education to help prevent hate violence incidents and crimes. Education and training on inclusivity and effective discourse are key to effective prevention efforts. Campus Senior Diversity Officers play a critical role in building the capacity of campuses to build inclusivity and belonging for students, faculty, and staff.

Support

University multicultural and identity-based student centers, as well as offices of student life, provide ongoing support for students. By supporting and advocating for students these spaces encourage the inclusion of diverse perspectives and experiences in the campus community, enriching the campus culture, and promoting a more inclusive, equitable environment for all students.

Counseling and Psychological Services staff, Senior Diversity Officers, Dean of Students Office representatives, and members of campus-based critical incident response teams coordinate responses to reported hate violence incidents and promote healing, sense-making, and reconciliation after a reported incident has occurred and throughout investigation.

Communication

CSU employees recognize that even the mere perception of a hate crime can have a profoundly detrimental effect on the campus community. In response to reported incidents, they approach the situation with care, compassion, and concern. Discriminatory acts target LGBTQIA+ individuals and communities, manifest as anti-Black violence, and exhibit overt racism toward Asian Americans, Pacific Islanders, and Latinx individuals. Moreover, individuals who are immigrants or undocumented often face unjust targeting. The ongoing violence in Israel and the Gaza Strip has also precipitated troubling confrontations on CSU campuses and across the nation.

ED POL / FIN

Agenda Item 3

November 20-21, 2024

Page 4 of 4

In the event of hate violence incidents, CSU universities promptly implement strategic communication initiatives under the guidance of university presidents. These efforts include issuing timely alerts to inform the campus community of incidents, conducting forums or town hall meetings to facilitate dialogue and address concerns, and providing appropriate resources to support affected individuals. Such initiatives aim to enhance awareness, underscore the availability of support services, and reinforce community cohesion.