**El Plan de Estanislao**

**Chronology of Events & Status Update**

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| **Date** | **Event** | |
| 2/27/19 | List of 10 Recommendations is posted on social media based on Teach Out Against White Supremacy on 2/26/19. | |
| 3/4/19 | Paz Oliverez meets with members of the Collective to discuss 10 Recommendations. | |
| 3/7/19 | * President Junn meets with students based on comments and concerns raised at Transformative Tuesday on 3/5/19. * El Plan de Estanislao outlining 11 Recommendations is presented to President Junn. | |
| 3/14/19 | * First meeting is held with the Collective and university administration to discuss 11 Recommendations. | |
| 4/4/19 | * Second meeting is held with the Collective and university administration to discuss 11 Recommendations. | |
| 5/2/19 | * Third meeting is held with the Collective and university administration to discuss 11 Recommendations. | |
| 5/15/19 | * MEChA members and community members met with President Junn to discuss university’s responsiveness to student recommendations and MEChA listed their priorities. They are indicated in red below under Recommendations 1, 3, 4, 6, 7, 8 & 11. | |
| **Date** | **Recommendation** | **Action Steps** |
|  | 1. President Junn to publicly denounce white supremacy and adopt an indigenous land recognition policy across campus.  a. Denounce white supremacy on the university website, in the ​Mission, Vision & Values section, and through a university-wide email announcement.  b. Acknowledge the Indigenous land on which we stand.  i. Create a campus policy so that all university public events and gatherings start with acknowledging the Yokut peoples, the original inhabitants of Stanislaus County and beyond.  ii. Adopt a smudging policy, as is modeled by Colorado College.  \*Establish Indigenous Land Recognition Policy. | 1a. On March 7th President Junn issued statement condemning hate speech and white supremacy and acknowledging CSU Stanislaus sitting on indigenous land. At April 4th meeting the group indicated that they would like statements from the California Faculty Association (CFA) and the Associated Students, Inc. (ASI).   * + On May 7th the CFA Stanislaus Chapter issued official statement on hate speech, hate crimes, and violations of academic freedom (see attached)   + ASI has passed resolutions on:     - Support of Indigenous Land Recognition Policy (4.16.19)     - Support for increasing the number of diverse faculty, staff, and counselors (add date)   + ASI will discuss proposed resolution rejecting all forms of hate speech, hate crimes, and white supremacy (5.14.19)   b.  Following several meetings (late Spring and Summer 2019) with local Yokut elders, ISA student Club, and our Ethnic Studies Department faculty, President Junn announced the first formal public land acknowledgement at the Fall 2019 Welcome Address August 19th  “As we gather here today for our Fall Welcome, I want to formally and with great respect acknowledge that we are on the traditional lands of the Yokuts Nation. Our campus, Stanislaus State, is built on the unceded ancestral lands of these indigenous tribes. Thank you for letting us honor the Yokuts and give our thanks to their ancestors and descendants for their constant and careful stewardship of this land.”  The President’s Office will work to build an Honoring Native Land webpage which can be linked to various others university pages (Diversity Matter, Diversity Center, etc).  This acknowledgement will be shared at various formal campus events such as Commencement, etc   * At April 4th meeting students requested planting of tree acknowledging Yokut people indigeneity to Central Valley.   + Administration will work to connect with local indigenous communities to confirm groups indigenous to Stanislaus State region of the Central Valley and appropriate symbol of recognition.   + Symbol and plaque will be implemented in central location of campus in time for Indigenous People’s Day in October of 2019. * President Junn has reached out to her fellow CSU Presidents to collect data on Indigenous Land Recognition Policies.   + Has heard from many of them and so far none have an established Indigenous Land Recognition Policy; she is still waiting for a few others.   + President Junn has been asked by the CSU Chancellor to facilitate discussion on importance of Indigenous Land Recognition Policies during system-wide Presidents Retreat in June.   + President Junn received information for a contact from the Yokut community and is reaching out to request a meeting that will include representation from the College of Arts, Humanities, & Social Sciences to get Yokut guidance on appropriate symbol and practice(s) for recognition of indigenous land and communities. * Administration was provided with “A Guide & Call to Acknowledgment” document authored by US Dept. of Arts & Culture. * Need to draft language for smudging and pipe ceremony policy and notification form. (Neisha/Christine) |
|  | 2. Amend the posting policy (accountability, consequences, zero tolerance for terrorism).  a. Incorporate a process vetted by the Southern Poverty Law Center whereby materials deemed hate and terrorist speech will be immediately removed and those individuals posting these materials will be charged with hate crimes.  b. Community members finding materials that they believe qualify as deemed hate/terrorist speech by the Southern Poverty Law Center may request an investigation of those materials and of those who posted materials. | Student Affairs is doing a daily sweep to identify and remove postings that violate the posting policy.   1. Any materials that violate the posting policy should be reported to Student Affairs for review and removal. 2. UPD confirmed that they are tracking postings of hate speech on campus and President’s Office is also tracking this information. |
|  | 3. Hire a Director and Coordinator of the Diversity Center with training in student-centered social justice work.  a. The Director and Coordinator for the Diversity Center should be from the Central Valley.  b. The Director and Coordinator should be advocate for marginalized students (e.g., underrepresented, intersectional, and undocumented) and should be accountable to the Student-Centered Advisory Council (see recommendation #8).  c. The Director should regularly meet with the Student Advisory Council.  d. The Director should provide evidence of their student advocacy and their practice working with undocumented, underrepresented, and intersectional student populations on a campus.  e. The Director and Coordinator for the Diversity Center should be interviewed by the Student-Centered Advisory Council.  f. The Director should be hired before the end of the 2019 Spring semester.  g. The Coordinator should be hired before the end of the 2019 Fall semester.  h. The start date of the Director should also be when the public renaming of the Diversity Center to the Social Justice Warrior Center takes place.  i. Hire any other relevant staff as the development of the center is presented | 1. Carolina Alfaro, central valley native is named Diversity Director on May 15th, 2019. 2. Director is an advocate for marginalized communities and will be working closely with students regarding a student-centered advisory council during the Fall 19-20 academic year. 3. Director will work towards identifying a student advisory council fall semester 2019. 4. Director has 20+ years working with undocumented, underrepresented and intersectional student populations on campus. 5. Students were invited to participate in the interview search process (student forum) for Director and Dreamer Project Coordinator. 6. Please see #3A 7. Hired Dreamers Project Coordinator June 26, 2019. Search process for Program Coordinator for males of color initiative/success project is currently underway. Conducted first round of interviews on August 13-14, 2019. Failed Search. Will be sending out a new search this Fall 2019. 8. Student Collective clarified that at the time this was written the coordinator was defined as support staff to the director. 9. Diversity Director hired 7 new student staff for new academic year. In the process of hiring onboarding 1 more student assistant and 1 intern. |
|  | 4. Provide funds to the Diversity Center for training and programming with social justice focus.  a. $60,000 per academic year to cover: lawyers, grassroots community organizations, student mentoring, DACA renewals, additional scholarships for undocumented students, Know Your Rights and other types of relevant trainings.  b. $130,000 per academic year to cover: social justice programming that reflects the themes of each month and for salaries to pay 10 student assistants.  c. $10,000 per academic year for leadership and social justice training for staff and students who work in the Diversity Center.  d. Provide any other funds as relevant projects  are presented and developed. | 1. Funding by the CSU Chancellors office will help cover the expenses of two attorneys assigned to our campus. Catalyst Grant to help our campus support student peer mentoring, DACA renewal workshops, Know Your Rights trainings, Ally trainings and Dream Act workshops. 2. Current Diversity Center budget is $125,000/year with approx. $80,000 allocated for the Director’s salary and $45,000 allocated for operations and programming. This would include salary to cover 5-10 student assistants. 3. Part of the operational budget (#b) will be used to provide professional development and training for staff, student staff and diversity volunteers. 4. Diversity Director will be working closely with campus constituents to seek additional support as needed. |
|  | 5. Fund permanent public campus art projects with a social justice focus.  a. $40,000 for four permanent campus-wide ethnic murals to be completed by the end of Spring 2022 (one mural per semester, starting Fall of 2019).  i. One mural is for Native American/Indigenous historical and contemporary experiences.  ii. One mural for Black/African American historical and contemporary experiences.  iii. One mural for Chicano/Latinx historical and contemporary experiences.  iv. Asian American/Pacific Islander historical and contemporary experiences.  b. $10,000 for a sculpture/statue (including plaque) and Oak tree that honors Estanislao, to be completed by Spring 2022.  c. Locations for murals could be Bizzini Building, the Child Development Center, Library (after upcoming renovation), New Student Union, and the Art Building. The sculpture of Estanislao and tree could be placed/planted in the center of the Quad.  d. All projects should be student-centered, have a social justice focus, and be jointly coordinated by the Art Department and the Ethnic Studies Program, with administrative support from the University.  e. Artwork should be designed by Indigenous/People of Color artists.  f. Fund any other relevant art projects are presented and developed. | 1. President Junn has allocated $50,000 for murals and other art projects on campus. University Public Art Committee is working on identifying muralists.    * + Students will be involved in creation of art.        - Installations will focus on recognition of indigenous communities native to the Central Valley, and        - Be representative of the Stanislaus State student population.    1. USU Board of Directors has committed to contributing $50,000 to fund a statue of Chief Estanislao in front of the new Student Center.    2. Also considering permanent artwork that will go into Library (possibly a piece by Montoya) & Student Center and how to ensure that students are represented in those conversations.    3. All projects will have a social justice focus and jointly coordinated by the Art Dept.   For more information regarding the University Committee on Public Art (formerly University Committee on External Public Art), please contact Melody Maffei [mmaffei@csustan.edu](mailto:mmaffei@csustan.edu), cc Neisha Rhodes [nrhodes@csustan.edu](mailto:nrhodes@csustan.edu)   * 1. TBD: Identifying artist   2. TBD |
|  | 6. Implement university-wide Ethnic Studies/intersectional social justice requirement.  a. Implement an Ethnic Studies graduation requirement by Fall 2021 for all future incoming students.  b. Ethnic Studies requirement will have social justice and intersectionality focus.  c. This requirement aligns with proposed California/CSU Legislation in support of Ethnic Studies  \*Hire 1 new tenure-track faculty member for Ethnic Studies by fall 2020. | * Need to provide a status update on where things are with establishing “multicultural” requirement in the Academic Senate.   + On April 16th an Open Forum was held to discuss implementing a multicultural requirement and students were provided the opportunity to give their input.   [15/AS/19/UEPC](https://www.csustan.edu/sites/default/files/groups/Faculty%20Handbook/policies/15-as-19-uepc_amendments_to_the_constitution_of_the_general_faculty-creation_of_the_multicultural_requirement_subcommittee_of_the_uepc.pdf) – Amendments to the Constitution of the General Faculty: Creation of the Multicultural Requirement Subcommittee of the UEPC  *Approved by the Academic Senate on April 16, 2019*  *Approved by the General Faculty on May 2, 2019*  *Approved by President Junn on May 23, 2019* |
|  | 7. Hire faculty and counselors of color trained in social justice work.  a. Starting Fall 2020, hire one new tenure track Ethnic Studies faculty.  b. Starting Fall 2021, commit to hiring new tenure track lines every other academic year, until faculty of color adequately reflect the racial/ethnic demographics of students.  c. By Fall 2021, hire 2 counselors trained in social justice work, preferably who are familiar with the Central Valley and who have significant experience counseling LGBTQ+ and students of color.  d. Hire relevant faculty and counselors as programs are presented and developed.  \*Provide additional support and funding to Psychological Counseling Services | 1. Faculty Affairs/Academic Affairs is participating in the Minority Doctoral Network and actively attending their conferences to recruit a diverse pool of faculty. 2. Currently implementing recruiting practices in Student Affairs to ensure that all job postings reach a more diverse pool of potential applicants to increase likelihood of more diverse pool of candidates. 3. PCS hired new counselor of color, central valley native, and with strong understanding of social justice work and the LGTBQ+ community. Counselor to begin on 8/30/19. 4. Senior AVP of Human Resources indicated that Stanislaus may follow what other CSUs have done and include a “diversity advocate” to oversee the search process for particular positions. |
|  | 8. Conduct comprehensive (intersectional) campus climate report and implement strategic action plan.  a. Reputable outside consultants should conduct the report.  b. The report should measure student, staff, and faculty experiences.  c. The report should be cover multiple identities, including those of race, gender, sexuality, class, etc.  d. The report should be initiated before the end of the 2019-2020 school year.  e. University should implement a strategic action plan after the findings of the report are revealed for the 2021-2022 school year.  f. Continue conducting relevant campus climate reports over time.  \*Provide update on comprehensive intersectional campus climate report to implement a strategic action plan. | 1. PCDI is actively researching tools for administering Campus Climate survey to students. Will follow-up on a lead from President Junn in collaboration with HR, Academic Affairs, and Student Affairs. |
| . | 9. Fund a paid Student-Centered Advisory Council on campus climate, culture, and equity with a social justice focus.  a. A student-centered advisory council should be created to work with administration to implement these recommendations.  b. The first-year council will include representatives from MEChA, the Ethnic Studies Club, ISA, and QTPOCC, and/or a seat will be reserved for an additional representative of another club or group that must be approved by majority vote of the student centered advisory council.  c. The student-centered advisory council will continue after the first year.  d. After the first year, the Director and Coordinator of the Diversity Center, in consultation with the first student-centered advisory council, will create guidelines for the participation of new students.  e. The student-centered advisory council should begin when the Fall 2019 semester starts.  f. Continue funding the student-centered advisory council as projects are presented and developed. | 1. Need to discuss how the Student Advisory Council fits with PCDI and if that might be the space where we can increase student engagement. There are currently vacant seats for student representatives on PCDI that have traditionally not been filled. 2. Administration will work with students to ensure that all student representative seats are filled and determine if additional student seats should be added.  PCDI is working with ASI to appoint five students. PCDI meets the first Wednesday of each month (September-December, February-May), 9:30 am – 11 am.   Meeting are open to the campus community (faculty, staff, and students). If you wish to attend in person, or join via zoom, please contact Neisha Rhodes nrhodes@csustan.edu   1. TBD 2. Students provided clarification that coordinator can be anyone supporting the Diversity Center Director. 3. Director to work with students from collective to discuss participation and timeline after consulting w/PCDI (refer to b) 4. Funding is not available for student advisory council, however there are opportunities for projects to be funded by PCDI. |
|  | 10.Create a social justice center for critical education, healing, and action.  a. Create a new independent, multi-use space on campus.  b. This should be a space where classes can take place.  c. This space will be maintained by the Ethnic Studies program.  d. This space will be decorated to reflect the discipline of Ethnic Studies, as modeled by CSU Northridge’s various Ethnic Studies classrooms.  e. This space is necessary for social justice/cultural/healing pedagogy.  f. This space should be effective to use by Fall of 2020.  g. Continue to expand space as relevant programs are presented and developed. | * Need to determine how this space will differ (or not) from the Diversity Center. Academic Affairs may need to be involved. |
|  | 11.Recruit and retain Native American/Indigenous, Black students.  a. Recruit and retain 50 new Native American students, to start for the fall of 2020, thereafter per academic year for the next 5 years.  b. Recruit and retain 30 new black/African American students, to start for the Fall of 2020, thereafter per academic year for the next 5 years.  c. Fund scholarships specific to these populations per academic year; minimum of $5,000 per scholarship to aid with tuition fees, books, supplies, transportation, and housing.  d. Allow Special Enrollment for students of these populations.  e. Continue to work on recruiting and retaining historically marginalized/underrepresented student populations as needed.  f. Provide funds and resources to Outreach Specialists in the Office of Admissions, to meet recruitment and retention of Native American/Indigenous and Black students.  \*Confirm the steps the university will take to ensure that recruitment efforts take place in diverse high schools with large populations of African American, Indigenous, and Latino students that reflect the community’s population. | * Enrollment Management Committee will examine practices for recruiting Indigenous and African American/Black students. * Need to ensure that Stanislaus State is enhancing support for Indigenous, African American/Black, and other underrepresented student populations to ensure their persistence and degree completion.   + Males of color program will help to support retention of underrepresented male student populations, including Native American/Indigenous and African American/Black students. * proactively and collaboratively to rename the Center. Director will be providing opportunity for students to rename the center during the week of September 23, 2019. * The Diversity Center will pay student staff and interns to staff the Center and deliver diversity training and programming for students. * Diversity Director to conduct intern interviews on August 26th |