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**San Francisco State University Announces Action Plan to Address Antisemitism on Campus**

*In partnership with San Francisco Hillel and Hillel International, San Francisco State University released the findings of its year-long Jewish Campus Climate initiative outlining institutional context, campus climate assessment findings, and key action steps to combat antisemitism and cultivate belonging for Jewish students*

**San Francisco, CA** – After 18 months collaborating with San Francisco Hillel, Hillel International, and the Academic Engagement Network, the San Francisco State University administration released its Campus Climate Initiative on October 28 with findings and recommendations to fight antisemitism and support a robust Jewish campus life.

In the Campus Climate Initiative (CCI) statement, the University acknowledged its institutional history of antisemitism and antizionism, summarizing its findings from surveys of students, faculty, and staff, as well as offering specific recommendations in response to those findings. At a university where antisemitic incidents have occurred with all too much frequency over the years, the CCI statement demonstrates the administration’s commitment to inclusiveness and unequivocal support for Jewish students, creating a model for other universities to follow. The timing is all the more important as other Bay Area universities are grappling with these issues.

Across the country, Jewish students have been facing a [steep rise in antisemitism](https://www.adl.org/news/press-releases/adl-audit-finds-antisemitic-incidents-in-united-states-reached-all-time-high-in) on their college campuses. San Francisco State University has a singular institutional history with antisemitism. In 2020, to address this troubling history, San Francisco Hillel reached out to the University, inviting its involvement in Hillel International’s [Campus Climate Initiative](https://www.hillel.org/cci) and Academic Engagement Network’s [Improving the Campus Climate Initiative](https://academicengagement.org/improving-the-campus-climate-initiative/), a cohort of universities committed to addressing antisemtism. Under the direction of San Francisco State University President Lynn Mahoney, the University convened a campus-wide Advisory Committee that included representatives from across the university - administrators, staff, faculty, and students - as well as representatives from the [Academic Engagement Network](https://academicengagement.org/), [Hillel International](https://www.hillel.org/), and [San Francisco Hillel](https://www.sfhillel.org/).

In an effort to counter antisemitism before an incident occurs, Hillel International’s Campus Climate Initiative works with university leaders to accurately understand the atmosphere on their campuses and take specific positive steps that enable Jewish students and all students to thrive. This 16-month cohort experience facilitates learning and sharing among hundreds of university administrators committed to addressing campus antisemitism. Further, the initiative seeks to build relationships between university leadership and their local Hillel campus professionals to facilitate coordination when antisemitic incidents occur. CCI’s program is intentionally integrated into the institution’s broader diversity, equity and inclusion commitments to foster a positive campus climate for all students. The program provides campuses the tools to assess their current climate, learn best practices and policies, and develop action plans to measurably improve.

Over the course of 2021, the Initiative’s core campus leadership team undertook a series of steps, with review by the Advisory Committee throughout the process. This included designing and administering separate online surveys for students, faculty, and staff. These surveys were administered and analyzed by the TCC Group, a national consulting firm committed to collaboratively solving complex social sector problems. In addition, San Francisco State University initiated a range of campus-wide policies on topics ranging from student life and bias incident reporting to academic free speech and interfaith programming. Findings from the survey resulted in the development of an action plan to combat antisemitism on campus, which includes recommendations such as:

* Incorporating antisemitism education in all ongoing campus anti-bias trainings, including existing trainings for new student orientation and for student leaders, and existing faculty training on antiracist and inclusive pedagogy
* Acknowledging that many Jewish students hold Zionism as a key component of their Jewish identity and providing education on how anti-Zionism can take the form of antisemitism
* Ensuring that Jewish students and student groups are fully included in campus student-life activities
* Supporting campus-wide dialog on antisemitism
* Supporting Jewish students, faculty, and staff’s inherent right to express their full identities
* Including religion as a relevant category in anti-bias reporting related to the Bias Incident Education Team

San Francisco Hillel Interim Executive Director, Abigail Karlin-Resnick said: “This is a critical first step in healing the trauma many Jewish students, faculty, and alumni have experienced and an important act of *t'shuvah*, of repairing the University’s relationships with Jewish students, alumni, and the entire campus Jewish community. We believe this effort can serve as a model for how San Francisco State can support all students with marginalized identities. I am deeply grateful for the leadership of my predecessor, Rachel Nilson Ralston, for her commitment in driving the Campus Climate Initiative at San Francisco State. And I acknowledge, as well, the important leadership of President Mahoney, who has made this initiative a priority since arriving three years ago, even as she was leading the university through a global pandemic.”

The University’s statement on the Campus Climate Initiative is the first step in ensuring that all students feel accepted and affirmed in their identities. San Francisco Hillel will continue to partner with San Francisco State leadership to ensure the implementation of the action plan outlined through the CCI process.

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[San Francisco Hillel](https://www.sfhillel.org/) is the only organization in San Francisco dedicated to enriching the lives of Jewish university students. We provide pluralistic, innovative, and meaningful programs and resources for SF State, the University of San Francisco, UC Hastings College of the Law, and UCSF. SF Hillel serves students of all backgrounds, helping them cultivate connections, make meaning, meet their basic needs, and pursue justice as they author their adult identities and launch their careers. As a result of their engagement with SF Hillel, young Jewish adults graduate college with an enduring commitment to Jewish life, learning, and Israel. SF Hillel serves as a bridge and catalyst connecting emerging adults to lifelong involvement in the broader Jewish community.