

ANTISEMITISM TASK FORCE

RECOMMENDATIONS & EXECUTIVE SUMMARY



*Presented by the Cal Poly Antisemitism Task Force
Academic Year 2025-26*



CAL POLY

INTRODUCTION

Currently, Cal Poly has a thriving Jewish student community with Jewish students making up approximately 7% of our undergraduate population, which continues to see growth. The university has multiple Jewish-affiliated student organizations, such as Alpha Epsilon Pi, Chabad, Hillel, Mustangs United for Israel, and Zeta Beta Tau. Jewish students feel connected to their Jewish community on campus and globally through regular religious, spiritual, cultural, and social events.

As we look toward the future, we must acknowledge the past and present. After October 7, 2023, Cal Poly experienced an influx of antisemitism, like most other universities across America, although at a lesser level. Incidents of antisemitic drawings and messaging on campus facilities, vandalism, hateful rhetoric, the recent physical assault directed toward AEPI, and classroom experiences that have left Jewish students feeling marginalized or unsupported must not be overlooked. While the frequency of reported incidents may be lower than at some peer institutions, the Task Force affirms that these experiences still warrant sustained institutional attention, proactive education, and continued investment in strengthening Jewish life and campus climate at Cal Poly.

Recognizing both the challenges posed by rising antisemitism and the opportunity to strengthen institutional practices, **the Antisemitism Task Force was established to assess campus climate, identify institutional opportunities and develop strategic recommendations that advance Cal Poly's capacity to strengthen Jewish life and prevent and respond to antisemitism across the university.** Addressing antisemitism is not a reactive effort but an ongoing institutional responsibility requiring education, partnership, and continuous improvement.

The Task Force's purpose was to:

- Provide university leadership with a set of actionable, sustainable recommendations that support belonging, safety, and education for Jewish life at Cal Poly.
- Discuss and review policies, practices, and campus conditions impacting Jewish students, faculty, and staff.
- Elevate community perspectives and lived experiences to inform institutional strategy.
- Align recommendations with Cal Poly's mission, the CSU Student Success Framework, and principles of inclusive excellence.

GOALS & RECOMMENDATIONS:

The goals and recommendations that follow are designed to build institutional capacity, establish measurable outcomes and accountability structures, support ongoing assessment and adaptation, and reinforce Cal Poly's commitment to inclusive excellence and educational integrity.



GOAL:

Strengthen Jewish Student Life and Sense of Belonging

RECOMMENDATIONS:

- 1.1 Establish a Dedicated Center for Jewish Student Life** that serves as an expansive and welcoming space designed to support the cultural, community, and spiritual needs of Jewish students. This center should function in collaboration with the Cal Poly Interfaith Center, providing a visible hub for Jewish student connection and community-building.
- 1.2 Integrate Education on Jewish Identity and Antisemitism into Student Leader Training.** Embed foundational education on Jewish student life, Judaism, and the prevention and recognition of antisemitism into mandatory training for student leaders, including WOW leaders, SLO Days leaders, PULSE leaders, Resident Advisors, Poly Reps, and club officers.
- 1.3 Ensure On-Campus Housing Practices Support Religious Observance.** Clearly communicate, and proactively implement housing procedures that support students of all faiths' abilities to fully observe religious holidays and practices.
- 1.4 Expand Kosher Dining Across Campus.** Establish consistent, visible, and accessible Kosher dining options across all campus dining facilities, including residential dining halls and university catering services, to ensure religious dietary needs are meaningfully supported throughout the student experience.
- 1.5 Create a Fund to Support Student Success Initiatives.** Establish a dedicated funding stream to support programming, leadership development, and community-building aligned with Cal Poly's student success initiatives that are accessible to Jewish-affiliated registered student organizations and affiliated groups.





GOAL:

Advance Employee Awareness, Capacity and Allyship

RECOMMENDATIONS:

2.1 **Develop and Provide Accessible Education and Resources on Antisemitism for Employees.**

Establish and promote a centralized, easily accessible suite of resources and training to help employees identify, understand, and respond to antisemitism.

2.2 **Advance Jewish Studies Through Strategic Faculty Hiring and Academic Leadership.**

Prioritize the recruitment of a Jewish Studies faculty position with chair-level leadership to strengthen academic offerings, expand curriculum, and advance scholarship in Jewish history, culture, religion, and contemporary issues.

2.3 **Clarify and Validate Jewish Student Organization Recognition and Inclusion.** Develop clear guidance and training for ASI and Student Affairs staff overseeing clubs, organizations, and cultural programming to recognize Jewish student groups as representing both religious and cultural identity.

2.4 **Enhance Civil Rights Reporting Transparency and Accessibility.** The Civil Rights and Compliance Office (CRCO) should strengthen processes related to antisemitism and identity-based discrimination by developing a clear, accessible Title VI resource hub with guidance and visual flowcharts outlining reporting processes, expectations, timelines, and available support resources.

2.4.1 *The university should strengthen communication and transparency regarding case processes and outcomes, consistent with applicable state and federal law, including clearer guidance regarding employee protections and reporting pathways. CRCO personnel should receive specialized training on antisemitism, antizionism, Jewish identity, and related forms of identity-based discrimination to ensure appropriate assessment and response to concerns involving Jewish community members. The university should also conduct a review of current CRCO practices related to antisemitism response and explore the establishment of an independent supportive resolution pathway, such as an independent mediator, or similarly qualified resource outside of CRCO, to strengthen institutional trust and provide additional support for individuals navigating antisemitism-related concerns.*

2.5 **Strengthen Law Enforcement Training on Antisemitism Response.** Ensure campus law enforcement personnel receive ongoing, evidence-informed training to recognize, respond to, and appropriately document incidents of antisemitism.

3

GOAL:

Foster a Culturally Inclusive and Respectful Campus and Community Environment for Jewish Students, Faculty and Staff

RECOMMENDATIONS:

- 3.1 Expand and Intentionally Design an Inclusive Interfaith and Dialogue Center.** Develop and expand the Interfaith Center as a thoughtfully designed, multi-faith space that can accommodate group gatherings (minimum capacity of 10 or more) while providing designated areas for diverse religious materials and practices.
- 3.2 Expand Education, Dialogue, and Civil Discourse Initiatives.** Develop and expand campus educational initiatives and facilitated dialogue opportunities that foster constructive engagement across differences, promote mutual understanding, and equip students, faculty, and staff with the skills to engage in respectful conversations
- 3.3 Align Institutional Planning and Communications with Jewish Religious Observances.** Establish a proactive review process of Hillel and Chabad calendars in advance of each academic year to minimize conflicts with major Jewish holidays and observances, support institutional planning, and identify opportunities for university partnership and sponsorship of programming.
- 3.4 Maintain Accurate and Current Interfaith and Spiritual Life Resources.** Ensure the Interfaith and Spiritual Life webpage is consistently updated with accurate, comprehensive information on religious resources, observances and support services, including those relevant to Jewish students, faculty, and staff.
- 3.5 Evaluate and Strengthen the Interfaith Campus Council Structure and Effectiveness.** Conduct a comprehensive review of the Interfaith Campus Council to clarify its purpose, structure, leadership, and operational effectiveness, and implement enhancements to ensure consistent convening, dedicated staffing support, and clear accountability.
- 3.6 Establish and Support a Jewish Alumni Network.** Expand and enhance the newly formed Jewish alumni network to foster ongoing connection, mentorship, and community among graduates, while strengthening ties between alumni and current students.



4

GOAL:

Build Sustainable Infrastructure for Assessment, Accountability, and Continuous Improvement

RECOMMENDATIONS:

- 4.1 Establish Standardized Climate Assessment and Data Collection Practices.** Develop a clear and consistent process for campus climate assessment and ensure Jewish community experiences are intentionally represented.
 - 4.1.1 *Integrate Jewish Identity Data into Student Assessment Practices.*** Partner with Strategic Enrollment Management/Student Affairs to explore the inclusion of voluntary, self-identified Jewish identity questions into annual student surveys to better understand and assess the Jewish student population.
- 4.2 Uphold Academic Balance and Integrity in Library and Educational Resources.** Establish clear guidelines and review processes to ensure library collections and academic materials, including those used in the classroom, reflect scholarly rigor, balance, and a diversity of perspectives.
- 4.3 Strengthen Academic Affairs Response and Faculty Development Related to Antisemitism.** Develop a coordinated Academic Affairs approach for responding to incidents of antisemitism and identity-based harm within classroom and academic settings.
- 4.4 Establish an Ongoing Advisory Structure for Implementation and Engagement.** Establish a sustained advisory structure to support implementation, monitor progress, and maintain ongoing community engagement through Academic Year 2026–27 and beyond.



A UNIVERSITYWIDE APPROACH TO ENHANCING JEWISH LIFE AT CAL POLY

The recommendations outlined in this report are grounded in the understanding that combating antisemitism is both a moral responsibility and an institutional imperative directly connected to student success, employee engagement, and the university's broader educational mission. Addressing antisemitism is not a matter of incident response; rather it requires sustained institutional alignment across policies, practices, education, and campus culture.

Addressing antisemitism effectively requires coordination across academic affairs, student affairs, administrative units, campus safety, and community partnerships. The task force's work recognizes that lasting progress depends on integrating responsibility across institutional structures rather than situating the work within any single office or initiative.

A universitywide approach must include:

- Shared leadership and accountability across divisions.
- Collaboration with student organizations, including SLO Hillel, Cal Poly Chabad, and other campus partners.
- Engagement with faculty expertise to advance educational programming, civil discourse, and scholarly understanding across campus.
- Continuous communication and transparency with the university community and local community at large.

This integrated model ensures that efforts to combat antisemitism are sustainable, scalable, and embedded within institutional operations while aligning all efforts with the below campus goals.

1

Strengthen Jewish Student Life and Sense of Belonging

Enhance the university environment so all Jewish students feel welcomed, supported, and connected across their academic, social, and co-curricular experiences.

2

Advance Employee Awareness, Capacity and Allyship

Equip employees and volunteers with the knowledge, skills, and confidence to address antisemitism, support Jewish community members, and foster inclusive learning and working environments.

3

Foster a Culturally Inclusive and Respectful Campus and Community Environment for Jewish Students, Faculty and Staff

Promote practices, spaces, and representations that affirm Jewish identity, combat antisemitism, respect cultural and religious needs, and cultivate a climate grounded in safety, dignity, and civil discourse.

4

Build Sustainable Infrastructure for Assessment, Accountability and Continuous Improvement

Establish well-defined and transparent processes, data-collection pathways, and accountability mechanisms to monitor progress, guide decision-making, and ensure long-term institutional commitment to combating antisemitism.

SPECIAL THANKS TO THE 2025-26

CAL POLY ANTISEMITISM TASK FORCE

Institutions of higher education play a critical role in cultivating environments where intellectual inquiry, cultural expression, and personal identity coexist within a framework of mutual respect and shared responsibility. At Cal Poly, this commitment is grounded in the university's mission to foster student success, inclusive excellence, and a campus climate where all members of the community can learn, work, and thrive free from discrimination and harassment.

MEMBERS

Jen Haft, *Co-Chair, Chief of Staff to the President*

Dr. Beya Makekau, *Co-Chair, Associate Vice President, Culture and Institutional Excellence*

Dr. Benjamin N. B. Alexander, *Associate Professor of Management*

Lauren Bandari, *Executive Director of Hillel San Luis Obispo*

Benjamin Broudy, *Cal Poly Student, Microbiology '26*

Joshua Burt, *Regional Director, ADL Santa Barbara/Tri-Counties*

Leora Feinsmith, *Cal Poly Student, Public Health '26*

Marta Harmon, *Cal Poly Parent*

Rabbi Chaim Hilel, *Director of Chabad of SLO & Cal Poly*

Abby Lassen, *Community Member*

Seth Murawsky, *Equity & Inclusion Lead Coordinator, Fraternity & Sorority Life*

ADVISORS

Leslie Gilbert-Lurie, *CSU Trustee*

Christine Dietrick, *San Luis Obispo City Attorney*

Terrance Harris, *Vice President, Strategic Enrollment Management & Student Affairs*

George Hughes, *Associate Vice President Public Safety*

Matt Weinstein, *Vice President, University Development and Alumni Engagement*



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Equip employees and volunteers with the knowledge, skills, and confidence to address antisemitism, support Jewish community members, and foster inclusive learning and working environments.

3

FOSTER A CULTURALLY INCLUSIVE AND RESPECTFUL CAMPUS AND COMMUNITY ENVIRONMENT FOR JEWISH STUDENTS, FACULTY AND STAFF

Promote practices, spaces, and representations that affirm Jewish identity, combat antisemitism, respect cultural and religious needs, and cultivate a climate grounded in safety, dignity, and civil discourse.

4

BUILD SUSTAINABLE INFRASTRUCTURE FOR ASSESSMENT, ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

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GOAL: Build Sustainable Infrastructure for Assessment, Accountability and Continuous Improvement

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