

36 **Resolved** that the Academic Senate of San José State University encourages faculty,
37 staff, and students to learn about the resources and policies in place to support peaceful
38 discourse over ideas. We urge our community to be mindful and empathetic when
39 disagreeing with others, and to be aware of how actions can cause anxiety and fear
40 amongst students, which often leads to feelings of deprived belongingness. We
41 encourage our community to respectfully welcome discourse and disagreement, as they
42 are the foundation and virtue of a free and democratic society. Be it further,

43 **Resolved** that the Academic Senate of San José State University strongly encourages,
44 and suggests, the use of the Intra-Group Dialogue (IGD) [Program](#) in the Office of
45 Diversity and Inclusion as a useful tool for engaging in difficult but civil discussions of
46 controversial issues. IGD can build one's capacity for inclusive excellence and
47 engagement with social issues in day-to-day work /life. We believe this form of
48 communication is vital for the future of our democracy. Be it further,

49 **Resolved** that the Academic Senate encourages the campus community to engage in
50 civil and respectful discourse, without disrespecting or dehumanizing members of our
51 community. We reaffirm that all ideologies and opinions are welcomed in our
52 community, as long as they are protected by the First Amendment of the U.S.
53 Constitution. We also reaffirm our University's commitment to diversity, equity, and
54 inclusion.

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56 **Estevan Guzman**
57 **Kelly Masegian**
58 **Sarab Multani**
59 **Kenneth Peter**
60 **Julian Vogel**