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STATE UNIVERSITY

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September 1, 2016

Dear SF State faculty, staff, students and community members,

As I have shared in past communication with you, my leadership team and I are aware that we have significant work to do to improve campus climate for all of our students. This week I received the final copy of the findings of the independent review of the Hillel event featuring Jerusalem Mayor Nir Barkat, which confirms this fact.

The report [[click for link to report](#)] offers a thorough and fair critique. It makes exceptionally clear that the responsibility for the inadequate response prior to, during and following the event falls squarely on the shoulders of San Francisco State University administrators. On April 6, we failed our students — both the event attendees and the protesters — through multiple inactions.

This summer, we have made great progress in correcting our policies, developing better response protocols, and providing critical training for staff. Following the receipt of the report, we were able to finalize a comprehensive Initiatives and Interventions Plan [[click for link to plan](#)], which is being implemented and will continue to be revised based on new learning throughout the coming academic year. While I cannot disclose specific details, be assured that I have also taken personnel actions that hold administrators accountable for their failures related to this incident.

The issues confronting campuses across the U.S. are significant. I recently attended a one-and-a-half-day long workshop addressing campus tensions and best practices for preventing and responding to campus unrest. I attended this meeting, along with my Chief of Staff and have since engaged my executive leadership team in deep and thoughtful discussions on how we can continue to progress and move forward.

Ensuring our campus is a safe environment for all students is my top priority for the coming year. We will continue to monitor the campus climate, and we will make every effort to respond to student concerns in a timely fashion. We will work to build trust with our students and the broader community so that we can fully embody our institutional mission and our values.

Sincerely,

A handwritten signature in black ink that reads "Leslie E. Wong".

Les Wong
President