

NEW JERSEY HUMAN RELATIONS COUNCIL MINUTES OF MEETING

January 13th, 2016

The meeting of the New Jersey Human Relations Council was held on January 13, 2016 at the New Jersey State Police Museum, NJ State Police Headquarters, State Police Drive E, West Trenton, New Jersey, 08628.

HRC Officers in attendance were as follows: Tawfiq Barqawi, Kay Delp.

Those serving on the Council and guests in attendance were as follows: Joe Fanaroff, Philip Freeman, Edward Haas, Elie Honig, Tonya Hopson, Ed Kerr, Leila Lawrence, Rowena Madden, Tulsi Maharjan, Laura Morano, Assemblywoman Maria Rodriguez-Gregg, Joe Santagata, Greg Williams.

Those serving on the Advisory Board and guests in attendance were as follows: Anwar Absief, Jahnbaz Almas, Ashton Burrell, Joseph Carey, Gabrielle Gallagher, Joe Mazza, Yumiko Mishima, Karen Positan, Dr. Paula Rodriguez-Rust and Reisa Sweet.

Call to Order and Pledge of Allegiance

Kay Delp, Vice Chair, called the meeting to order.

Open Public Meeting Act Statement

Kay referred to the Open Public Meeting Act, **N.J.S.A.** 10:4-6 et. seq. and recited the posting of the notice of this meeting that was announced in the newspapers.

General Announcements

The Vice Chair thanked all for their attendance and introduced new attendees, Joseph Carey, Cumberland Human Relations Commission Vice Chair and Joseph Fanaroff, Esq., AAG, who will be representing the Attorney General, as the replacement for Christopher Iu. Sean Dalton, Burlington County Prosecutor, is the past president of the NJCPA. His replacement is Geoffrey Soriano, Somerset County Prosecutor, who will be representing the NJCPA this year.

Approval of Minutes

A motion was made and carried to accept the November 18, 2015, meeting minutes. A correction to the November minutes on page 5 was made; "AAADC" should read "ADC".

Chairman's Report

Report read by Vice Chair Kay Delp.

Vice Chair Report

The HRC will no longer be able to meet at the New Jersey State Police Museum because of security protocol. Future meetings will be held at the Hughes Justice Complex in Trenton. Directions and parking information will be sent out after this meeting.

Elie Honig requested to make a few remarks. He reported that the "bodycam" program exceeded their expectations. \$2.5 million dollars was set aside for the program and given to municipal police departments to institute body cameras. They gave away all but 42 cents of that to fund 5,000 body cameras for 176 police departments. That money was forfeiture money from criminal cases. He mentioned two upcoming events; January 30th, 2016, New Jersey Communities Forward will be holding an event in Jersey City with Jim Johnson, USAO Paul Fishman and many community leaders. This will be the fourth in that series. On January 29th, Annual Human Trafficking Day will be observed at the State House, Committee Room. Information is available on the web. Warren County Community Outreach is hosting a Program on Tuesday, January 26th, 2016. The State Police are using 1.5 million of their own budget to purchase bodycams. With technology, in 2016, you can expect that if you are pulled over by the State Police, they will have a bodycam. Municipalities will be funding their own costs associated with bodycams. The cost of just a bodycam is \$500.00. The real cost comes in storing data from the bodycam.

Advisory Board Report

Yumiko said they had received a copy of the conference ideas from the Chair, Rich Rivera and the AB has ideas also, so they will be combining the two. The theme for the conference involves community and police relations. The date for the conference is set for May 18th, 2016, and the space that is required will determine the venue. Kay asked if the AB needed anything from the Council, and mentioned that anyone who is interested can reach out to Yumiko to discuss ideas for the conference. As of this date, there is a conference outline, but no specific tasks have been assigned.

A question was asked about giving awards. Kay responded that awards are not part of this function.

At this point in time, the conference is tentatively booked at the Hamilton Complex. Dr. Laura Morano will be speaking with President Dr. Wong, Mercer County Community College, later today about the possibility of that venue; she hopes to have a final answer by the end of the day. Projected expenses for the conference will be submitted to Elie Honig's office for budget approval when these proposed expenses have been identified. Kay noted that it was unfortunate that the Community Outreach Committee has not gotten off the ground, because that is where much of the focus of this conference will be. She commented that two of the HRC committees are doing very well.

The Policy and Planning Committee and the Education Committee are doing a great job. Community Outreach still needs to get up and running. Karen Positan had sent out a request to 95 people to see if they were interested in serving on this committee and she got only a few responses. Karen will follow up with Ashton Burrell, who had responded as being willing to be a leader; there may be 2 other people who are interested in assisting in a leadership position.

Karen will also resend the e-mail. Ashton Burrell is a potential leader. Their members thus far are Tawfiq Barqawi, Stephanie Fischer from Camden County, Chief Ed Kerr, and Karen Positan. Additionally, Joe Mazza said he might be interested in a leadership role after he has acquired more experience in the HRC. It was suggested that clergy often has leadership roles in the community, but there were no clergy who attended today's meeting. Ashton Burrell came into the meeting at this point, and Kay asked if he was still interested in being the Chair for Community Outreach. He said he was. It was recommended that he meet with Karen after this meeting was over to further discuss the committee.

Education Committee:

Dr. Laura Morano spoke regarding the Education Committee's meeting on December 9, 2015. (please see attached copy). Kay thanked her for the excellent report.

Kay announced a prior request from Reisa Sweet to speak to the council members. Reisa responded: "Thank you. I originally spoke about my concern for Jewish students on the college campus who have been intimidated and assaulted if they defended Israel. I brought it up to the Education Department, but the Committee recommended that this topic be discussed with all council members. I have a policy here "Student Safety and Protection in NJ schools and college campuses: TODAY'S REALITIES: Documented" and I have a copy here for everyone to take a look at. (Attachment C). Kay was kind enough to let us distribute it now. And we can go over it and at the next meeting make a vote on it". A discussion followed about Reisa's proposal. Reisa was very concerned because she felt that this particular bullying issue is often overlooked by the press and not part of the general public's awareness. Other members responded by noting that discrimination and bias is rampant throughout the world for numerous religious groups, and that the council cannot just address one religious or ethnic group in a policy statement. Phil Freeman commented: "I think that, as a general rule, our Committee would consider all aspects of a policy on this as it could be inclusive of all of our protective categories under the law. There are so many different types of bullying on campus which would include bias-based bullying, anti-Semitic, Islamic, or a host of others. In general, our charge would be to craft a policy or bylaws for all students. It was decided to table this idea at this time and to go over it at the next meeting, possibly to take a vote on it. Kay mentioned a quote by Martin Luther King, Jr.: "We might have all arrived here on different ships, but we are all in the same boat now". Rowena Madden suggested that the council invite Dr. Muhammad Ali Chaudry to speak to us; he is from a Pakistani Muslim background and on several key committees with the Attorney General's Office. He is going to speak at their Martin Luther King event on Sunday at the New Jersey State Museum. She said that he is very moving, and she thinks we should hear from various communities. Elie Honig and Tulsi Mahajan both supported this suggestion. Tonya Hopson commented regarding what Phil Freeman said about New Jersey law against discrimination; In fact, it is arguably one of the most comprehensive anti-discrimination laws in the country. It really does enumerate every category. What we are talking about is really the nature that we are including recognition of insuring that there is anti-discrimination for every national origin as well as religious affiliation. So I think one of the things to ensure that you are not just focusing on shedding light on the problem. You are recognizing that there should be anti-discrimination implementation across the board. What we do at the Judiciary is our policy statement mirrors NJLEG, so for every category that is mirrored in NJLEG for everything that is in NJLEG, if that is what I hear you saying. It is not shedding light on one particular group that is being discriminated against, but really ensuring there is recognition and coalescence around a strategy.

Dr. Laura Morano mentioned that she works with the President, Dean of the School of Education at Rider University and it may be worthwhile to speak with her about policies that colleges are required to have about student safety and protection, to get an insight and to see how the colleges are addressing it right now. She will reach out to her and will report back to us. Tulsi Maharjan reported from Somerset County. They are having a scholarship breakfast and sent out a newsletter to some of the members for Friday at 8:45 AM. It is also part of the Somerset County's "bringing all the communities together". They plan to have 50,000 packs of food for children in countries which has been sent in the past to India and different African countries. It is based on where there is a crisis going on. They enlist the community sense of belonging. If anyone might be interested in coming, they are having an event on February 26th and also planning their annual Peace Day celebration on May 7th. He will be sending out more information about that, since a lot of people do not know about the Council. He was not sure about the process. Kay responded: "Please, if you have events, please use our web site. Go to our web site and our Community Bulletin Board - it is very simple and easy to submit there". Tulsi asked: "How do we get people to know about the work we do? How do we get that information to those in our community? Because there are a lot of different people, I think we need to do something". Kay commented that it has become obvious that we do need a Community Outreach to tell us how to use media to get local events out there. Our web site tells about events that are coming up only if someone submits that post. That does not address Somerset County, as an example, and getting them involved. She asked if anyone had access to media people. Tulsi said to get started by visiting the Facebook page NJHRC; if you go on there, he has created the Facebook NJHRC. You can go there and like it, and start putting your activities and information on it- then more people would know about it.

Kay announced that the Highland Park Human Relations Commission and Human Services would like to invite everyone to their event on Monday, January 18th from 7 to 9 PM at Highland Park High School, 102 North Fifth Ave., Highland Park. Flyers were handed out.

Old Business

The HRC had 3 interns last summer and they are receiving certificates and letters of appreciation. One intern we had last summer, James Shay, might be with us again. If you know anyone who might be interested, please let Kay know.

Discussion of the upcoming conference was held earlier in this meeting.

Lou Manzi has identified the government entities who appoint the public members. The public members of the HRC are down to a few people, with many vacancies. He is in touch with Brett Canavel, Aide to the Governor, regarding names that were already submitted. If you know anyone who may be interested in being appointed, please let Rich or Kay know. Lou is going to reach out to Brett today.

The HRC is not listing the names of the Advisory Board members on the web site because the list was not current. When the AB has an updated list, we will post it.

New Business

A general discussion was held about giving awards from the HRC. In the past, these had been presented at the Leadership Conference or at a luncheon. However, since there is no budget for this now, an award would basically provide recognition and appreciation, with a certificate from the council. In the past, the award(s) had been called the Human Relations Council Diversity awards. Tulsi volunteered to submit a template to Kay for consideration of a single award nomination form and to work with the Community Outreach Committee (Karen) to screen candidates after the announcement was made for applicants, and applications were received. This award would recognize an individual(s) who has made significant and notable contributions for the betterment of their community in the area of diversity. All eventually agreed that this would be a learning experience, as several members voiced their concerns about the response rate and the process.

Phil Freeman asked to discuss the possible proxy amendment to the by-laws and a discussion ensued on that subject. Phil said "The Chair asked me to research how feasible it is for the Council to amend the by-laws to have a proxy. That would enable a member to designate someone else either a member or a non-member to vote in their place. I did research about the proxy. We all understand what the nature of a proxy is. It enables someone else to vote in place of a board member. Some organizations refer to it as the power of attorney given to someone instead to vote in their place or on his or her behalf. There are 2 types of proxies. There is a general proxy enables the proxy holder the right to vote in place of another board member at a general meeting. That individual would have a responsibility to vote on each and every agenda item. They would have the independent authority to make a decision on how things go in place of the actual board member. Then there is a limited proxy, which is usually designated by the person who is absent from the meeting to vote on his or her behalf on either specific agenda items or general items that come up throughout the meeting. But the difference is, they would vote as if that person was there. If I am an absent board or council member and I ask an Advisory Board member to serve in my capacity and to vote in a limited proxy, I would tell them how to vote. In some cases that might be necessary. Say there was a general election of officers or a specific agenda item or monetary item that I personally would like to support and I am not going to be at that meeting. I would ask them, either a member or a non-member, on my behalf to vote as if I was there. There may be times when a general or limited proxy may be necessary. I just wanted to put this information out there. I have not discussed this with the Chair about this and I think that he wanted feedback from the body. I think a proxy has advantages. The proxy would serve as if the member was there, so it would help if there was a quorum or not and allows the council to move forward., I am in favor of and would recommend to the Policy Committee that we consider Advisory Board members as proxy whether it is general or limited, and it avoids members having the ability to vote twice". Kay reiterated that currently AB members are not voting members. Ed Haas commented: "As a practical matter, one of the things when you are drafting by-laws for a committee or council, the by-laws should stand the test of time. We know what the council looks like now. We don't know what the council is going to be like in two years, five years, ten years. So, I still think from a production standpoint having in the by-laws the ability to do proxy, whether or not we exercise them, at least they are

in the by-laws, so there is a mechanism there if we need it. Phil pointed out that one of the things we did was to reduce the number needed for a quorum to 9- you never know when you would need it. Yumiko spoke: "It just seems to me the only time that it would be critical would be an item was extremely controversial and polarizing where it would make a difference, and that would be the wrong time to implement a policy like that, because then it seems like it is political maneuvering. If we do it now when it is neutral and on the table, it is a cleaner process. And this way we have the option and if it really comes down to a push-pull situation, then we have a mechanism by which we can make that decision. It's not a bad idea for us to put it in place. I don't see us using it very much. It may not be used at all but it is a tool and to do it now where there is nothing on the table makes sense. Kay suggested that we discuss this at the next meeting when the Chair is present, but Phil asked if the council could vote on whether the Policy Committee should move forward with at least discussing on how do go about this. It was determined that a quorum was present. Ed Haas offered that "The statute, I think, is titled 53 or 56 and does reserve the right of the Council to draft by-laws to effectuate the work of the council. The statue establishes the council and then leaves it to the council to create administrative mechanisms to do their work. Phil made the motion that Council votes to enable the Policy Committee to craft at least a draft to amend the by-laws to incorporate a general limited proxy that could be used in the absence of a voting member; Tulsii seconded it and the motion was carried. Phil said that they would come back with the draft for the next meeting.

Because the meeting discussions had taken longer than anticipated, Ed requested that his presentation be postponed until the March 16th meeting so that board members were available for it. The presentation discusses what the law against discrimination covers. He was going to spend a lot of time talking about the different protected categories the different groups and also housing and the way the Division on Civil Rights works to enforce these issues. Given the work of this group he felt that it was not something we would want to rush through. Kay asked him to put this together in a paragraph and then send that e-mail to us; we will have plenty of seating. Phil said that it is very important for the HRC and the AB to have this information because you could play an essential part in making referrals and taking this information back to your local human relations bodies. It was determined that this presentation by the Division of Civil Rights would be on next meetings' agenda for the beginning of the meeting.

Public Comments:

No public comments.

Adjournment

A motion was made and approved to adjourn the meeting at noon.

Respectfully submitted,

Kay Delp

Kay Delp, Vice Chair, NJHRC Executive Committee, in conjunction with Valerie Gurba,
Administrative Assistant

NEXT MEETING: March 16, 2016

Attachment A

NEW JERSEY HUMAN RELATIONS COUNCIL

WEDNESDAY, January 13, 2016

10:00 A.M.

Chairperson's Report November 2015- January 2016

Chairperson Rivera has been working with law students at Seton Hall Law School reviewing the effects of police traffic enforcement activities in Bloomfield, New Jersey. The students randomly chose Bloomfield from among Essex County jurisdictions around their campus to make personal observations in municipal court on the treatment of traffic court defendants, the fines imposed upon them and the impact police and court discretion has on the motoring public and communities of color in and around the study area. The students' project will culminate in a written review of their observations and findings which include the lack of transparency in the local court and what, if any racial disparities exist among courtroom defendants. A national television documentary production has taken an interest in the project and plans to air footage of the students and their efforts. Chairperson Rivera is currently filming with the production company and will report to the Council, the extent of his participation and what experiences would benefit the HRC in its outreach goals and in interaction with local and state agencies.

Attachment B

NJ HUMAN RELATIONS COUNCIL – EDUCATION COMMITTEE

December 9, 2015 – 2:00 p.m.

Mercer County Office of Education – 1075 Old Trenton Road – Trenton, NJ 08690

Laura's Cell No. (609) 433-7809

Co-Chairs: Laura C. Morana Laura.morana@doe.state.nj.us Mahonrry Hidalgo mahonrryhidalgo@yahoo.com

Committee Members:

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 Dr. Paula C. Rodriguez Rust - DrPaula@spectrumDiversity.org

AGENDA

1. Introduction:

Guest: Mrs. Susan Martz – NJ DOE Assistant Commissioner

Bilingual/ESL Educational Specialist: Lori Ramella

Bilingual/ESL Educational Specialist: Kenneth Bond

2. Discussion: Focus of the Committee/Goals

In collaboration with NJ DOE, provide recommendations regarding the design and dissemination of “Parental Rights in Bilingual/ESL Education.”

3. Next Steps: What? Who? When?

4. Questions/Comments

1. New Jersey Human Relations Council By-Laws Article VIII. Committees

Education Committee. The purpose of this committee is to promote “prejudice-reduction” education for youth and adults. Activities may include but are not limited to:

- 1) identifying existing cultural diversity and conflict resolution training programs and other resources that can be used in schools, the workforce and by human relations commissions;
- 2) working with the Department of Education to evaluate and enhance human rights and cultural diversity programs in the school curriculum;
- 3) preparing reports and recommendations as needed regarding educational issues; and
- 4) assisting State, county and local government agencies with multi-cultural awareness programs;
- 5) working with the Human Relations Commissions Liaison Committee to provide training and other resources to county and local human relations commissions.

2. Proposed Committee Meeting Schedule

Committee will meet immediately following the meeting of the Council

3. Defining the Committee’s Focus:

1. In collaboration with NJ DOE, provide recommendations regarding the design and dissemination of “Parental Rights in Bilingual/ESL Education.”
2. In collaboration with NJ DOE , compile and disseminate best practices that support the implementation of New Jersey Department of Education ‘s Comprehensive Equity Plans, with emphasis on closing the achievement gap, gifted and talented education, and hiring practices that are responsive to the diverse student population in our schools.

3. In collaboration with NJ DOE, compile and disseminate best practices that support the successful implementation of New Jersey's Harassment, Intimidation and Bullying (HIB) Bill of Rights.

4. Resources:

1. P.R.I.S.E. (Parent Rights in Special Education) – (sample)
 2. N.J.A.C. 6A:7, MANAGING FOR EQUALITY AND EQUITY IN EDUCATION (copy)
 4. Questions and Answers *Anti-Bullying Bill of Rights Act* – (sample)
 5. Parent PARCC Questions Answered – (sample)
- Guest Confirmed *

Meeting Schedule
September 16 – Immediately after the meeting of the Council
October 14 – 9:00 a.m. Mercer County Office of Education – 1075 Old Trenton Road – Trenton 08690 – Directions are on the last page of this document – Laura’s Cell: (609) 433-7809 - Refreshments will be served
November 18, 2015 NEW February 6, 2016 – 10:00 a.m. Mercer County Office of Education - . PAM CASTELLANOS – NJDOE Monitoring of Districts Director will join us.
December 9, '15 - 2:00 p.m. Mercer County Office of Education – 1075 Old Trenton Road – Trenton -08690 – SUE MARTZ, Assistance Commissioner will join us.
January 13, 2016 – Brief meeting immediately following the Council meeting.

5. Next steps: Action Plan Design

Goal 1: Through a partnership with the NJ Department of Education, the Education sub-committee will lead the design of a parent-friendly document that outlines Bilingual/ESL program eligibility, program requirements, assessment practices and exit criteria.

Strategy	Person Responsible	Timeline	Resources Needed	Evaluation Method	Progress
To engage in a conversation with NJ Department of Education Bilingual Education Program Coordinator in support of a parent-friendly resource.	Committee	December 2015	Support from DOE	Agenda Minutes Parent-Friendly Document	Meeting Held December 9, 2016. Committee to review NJDOE Website – Bilingual/ESL to determine “parent-friendliness.” Committee will discuss at next meeting.

					January 13, 2016 following Council meeting. http://www.state.nj.us/education/bilingual/
To gain a deeper understanding of the monitoring and evaluation of school districts, the sub-committee will engage in a conversation with NJDOE Quality Single Accountability Continuum (QSAC) Program Director.	Committee	November 2015	Support from DOE	Agenda Minutes Parent-Friendly Document	TENTATIVE DATE: February 8, 2016 - 10:00 Mercer County Office of Education.
To offer comments on the proposed revisions to Managing for Equality and Equity in Education regulations (NJAC 6A:7).	Committee	September -November 2015	Committee's Time to read document	Comments compiled and shared with NJDOE	Completed on November 4, 2015.
To design a dissemination plan	Committee	December 2015 January 2016	Support from DOE	Agenda Minutes Dissemination Plan	

Goal 2: Through a partnership with the NJ Department of Education, the Education sub-committee will gain a deeper understanding of New Jersey's teacher equity plans and will engage in research designed to identify current best practices and barriers.

Strategy	Person Responsible	Timeline	Resources Needed	Evaluation Method
To engage in a conversation with NJ Department of Education Office of Teacher Recruitment, Preparation and Recognition.	Committee	November 2015	Support from DOE	Agenda Minutes
In partnership with NJDOE, education sub-committee will design a compendium of resources districts can use to address this critical need.	Committee	February 2015	Support from DOE	Agenda Minutes Compendium
To design a dissemination plan	Committee	December 2015 January 2016	Support from DOE	Agenda Minutes Dissemination Plan

AGENDA

1. **Review Committee Focus: Committee met on October 14, 2015 to discuss MANAGING FOR EQUITY AND EQUITY in EDUCATION - Proposed Level Code – N.J.A.C. 6A:7.**
Comments and suggestions were made. Committee will continue the conversation to ensure that comments are submitted to NJDOE by December 4,2015.

2. **Guest Speaker: Pam Castellanos – Director of the Office of Field Services**

Evaluation and Monitoring of Schools (QSAC – Quality Single Accountability Continuum)

3. **Discuss New Jersey Department of Education Document**

MANAGING FOR EQUITY AND EQUITY in EDUCATION

Proposed Level Code – N.J.A.C. 6A:7

Members of the Committee will compose comments concerning the proposal

Comments must be submitted by **DECEMBER 4, 2015**

(Samantha Skabla – Division of Legal and External Affairs – NJDOE – PO Box 500 – Trenton, NJ 08625-0500

4. **Review Action Plan to ensure all areas of focus are addressed.**

5. **Documents for Education Committee Consideration – Committee recommended that this topic be discussed with all Council members**

1. Manifestations of Campus Anti-Semitism and the Institutional Behaviors that Legitimize It.
<http://www.amchainitiative.org/manifestations-of-campus-antisemitism-and-the-institutional-behaviors-that-legitimize-it/>
2. Effects of Anti-Semitic Activity on Jewish Students
<http://www.amchainitiative.org/effects-of-antisemitic-activity-on-jewish-students/>
3. Student Video: Being Intimidated Harassed or Bullied as a Jewish and/or Pro-Israel Student on Campus Today - <http://www.amchainitiative.org/student-voices-being-jewish-on-campus/>

Attachment C

Student Safety and Protection

in NJ schools and college campuses

TODAY'S REALITIES: DOCUMENTED

Whereas anti-Semitism is a growing problem in the U.S. and around the world, including on college campuses.

Whereas according to the most recent annual Audit of Anti-Semitic Incidents conducted by the Anti-Defamation League (ADL), the total number of anti-Semitic incidents in the U.S. increased in 2014 by 21 percent from the incidents reported during the same period in 2013.

Whereas in this most recent ADL audit, New Jersey had the third highest number of reported incidents in the U.S., with 107 incidents, up from 78 the year before.

Whereas the ADL audit showed an increase in anti-Semitic incidents on college campuses in 2014. A total of 47 incidents were reported on college campuses, compared with 37 such incidents in 2013.

Whereas the ADL audit includes only reported anti-Semitic incidents, and since anti-Semitism may go unreported, the number of incidents is likely higher than the audit shows.

Whereas, the latest FBI hate crime statistics show that there were 1092 hate crimes motivated by religious bias reported by law enforcement in 2014. Of these, 58.3 percent of the hate crimes were anti-Jewish, a number that is more than three times the number of hate crimes committed against Muslims, the next largest targeted religious group.

Whereas anti-Semitism has been a problem at several universities in New Jersey, including the following:

At Rowan University in December 2015, swastikas and other anti-Semitic markings were carved into several doors in a freshman residence hall.

At Fairleigh Dickinson University in March 2015, an Israeli flag hanging in the university's dining hall was vandalized, ripped down the middle.

At Kean University in October 2014, a Jewish student found swastikas drawn on the whiteboard outside his dorm room.

At Montclair State University in November 2015, a swastika was found drawn on a desk in Dickson Hall.

At Princeton University in May 2015, graduate students voted for an anti-Israel divestment initiative, after which a student wrote on Yik Yak that this "has made me feel the most unsafe to be Jewish that I have ever felt." There was also a post stating, "Jewish lives matter," which was responded to with "No they dont [sic]."

At Rutgers University in October 2015, a leader of the campus group "Students for Justice in Palestine" refused to support Israel's right to exist at a campus protest. In 2011, a Jewish student was terrorized on Facebook by another student who threatened to "beat" him "with a crowbar." A Rutgers employee disparaged the same Jewish student on Facebook, calling him "that racist Zionist pig!!!!!!!" and encouraging others to go to a special Facebook hate page about him.

Whereas, the U.S. State Department has for many years used a working definition of anti-Semitism, which identifies the following contemporary manifestations of anti-Semitism:

Calling for, aiding, or justifying the killing or harming of Jews (often in the name of a radical ideology or an extremist view of religion).

Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as a collective—especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.

Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, the state of Israel, or even for acts committed by non-Jews.

Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.

Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interest of their own nations.

Whereas the State Department recognizes that while not all criticism of Israel is anti-Semitic, some crosses the line into anti-Semitism. The State Department has identified the ways in which anti-Semitism manifests itself with regard to the State of Israel as follows:

Demonizing Israel by, for example, comparing Israeli policy to that of the Nazis.

Applying double standards to Israel by requiring of Israel a behavior not expected or demanded of any other nation.

Delegitimizing Israel by denying the Jewish people their right to self-determination, and denying Israel's right to exist.

Whereas this Commission is deeply concerned about growing anti-Semitism, including on New Jersey college campuses, and is committing to fighting this ugly and unacceptable bigotry.

It is therefore **RESOLVED** that this Commission:

Adopts the State Department's definition of anti-Semitism and condemns anti-Semitism in all its forms.

Urges New Jersey's colleges and universities to adopt the State Department definition of anti-Semitism, and to use this definition to educate their respective campus communities about how anti-Semitism may manifest itself today.

Calls on New Jersey college and university leaders to publicly condemn all forms of anti-Semitism that occur on their respective campuses.

Urges all New Jersey colleges and universities to respond to anti-Semitism with the same force and vigor as they respond to hatred and bigotry expressed against other targeted groups, including by punishing wrongdoers who have violated university rules and policies.

Submitted Respectfully by

Reisa Sweet - Jan. 2016

Reisa Sweet, Member

Human Relations Council
State of New Jersey