

## Chapter 6: Re-Establishment of the Equal Opportunity Program (EOP)



### Historical Background:

The Equal Opportunity Program (EOP) was founded at San José State in 1969 with the goal of helping marginalized communities achieve a four-year degree. As stated in Chapter 3, the Chicano student walkout helped push the university to create the EOP. The program began with 200 students, but in two distinct parts, with the “Black EOP” serving African American students and the “Brown EOP” serving Chicano students.

By the early 1970s, the two programs were merged, and by the 1980s, EOP was flourishing, with more EOP students admitted to San José State University—the campus changed its name again in 1974—and with EOP becoming a comprehensive program, which included recruiting, pre-admission advising, a summer bridge program for incoming students, tutoring, grants, and career counseling.

Yet, in late 1990s, California changed the way it funded higher education, moving away from line-item funding to providing the campus with a block grant, which gave each CSU campus the ability to choose where to spend its money. Some CSUs decided to maintain EOP funding at current rates, while other CSUs increased EOP funding. This was not the case at SJSU, where EOP funding was continually cut, and by 2002, there was no funding for EOP. In 2004, there were 2,000 EOP students but only one part-time staff member to support them.<sup>1</sup>

## The Events



In 2008, Students for EOP and faculty led a campaign to re-instate the program at SJSU. The main student leaders were Chris “Timbo” Temblador and Diana Victa. The students held marches and rallies, and presented their case to the Associated Student (AS) Board of Directors. As part of their campaign, Timbo decided to take a bold action before the student government voted on whether to support the demand asking the university president re-establish the Equal Opportunity Program. The night before the meeting, Timbo shaved his head (he had had very long, black hair) and phoned his friends to see if they had any handcuffs. The following day at school, Timbo walked around campus with his head shaved and hands cuffed, with tape covering his mouth. His t-shirt read, “Budget Cuts, Fee Hikes, No Student Services, No EOP, No Education”. As he walked around campus, people were stunned to see Timbo this way. When students took interest, Timbo didn’t speak—he couldn’t as his mouth was taped shut—rather, he passed out a note asking students to attend that day’s AS Board of Directors meeting to support the demand of Students for EOP.<sup>ii</sup>

Many students were so moved by Timbo’s individual act of courage that the AS Board of Directors meeting was packed, which most likely helped the board to support the resolution unanimously. The faculty union passed a similar resolution, and together the students and faculty formed a task force, which demanded a director, an EOP Council that had representatives from the students and faculty, and a designated space. After meeting with the students and faculty, President Kassing agreed to the demands. In 2010, the restoration of EOP began, and today, EOP serves 2,000 first generation, low-income students by providing five academic advisors, a tutoring center, a summer bridge program, workshops and professional development, a Guardian Scholar program for foster youth, and an EOP graduation ceremony and honors luncheon.<sup>iii</sup>

### Resources:

- Lanham, “Protest Yields Support for Student Equality”, Spartan Daily, April 24, 2008, <https://scholarworks.sjsu.edu/cgi/viewcontent.cgi?referer=&httpsredir=1&article=10473&context=spartandaily>
- “EOP Program at San Jose State”, Filmtwist Productions, October 9, 2013, [www.youtube.com/watch?v=8sDrei9653M](http://www.youtube.com/watch?v=8sDrei9653M) (accessed February 4, 2018).

## Chapter 7: CAFÉ J and the Campaign to Raise the Minimum Wage



### Historical Background:

In 2010, the cost of living in the U.S. was going up, while wages for the working class were stagnant. In Silicon Valley, rent was \$1,600 for an apartment, gasoline was \$4 a gallon, and the cost of tuition had increased by 141% over the past several years. At that time, minimum wage was \$8 an hour in San José, which if working full-time, wasn't even enough to rent an apartment. Since the majority of SJSU students work during their college-years, and with about one-quarter of them making minimum wage, and many more making just above minimum wage, it was the perfect storm.<sup>iv</sup>

It all began when Marisela Castro, an SJSU student and daughter of farmworkers, was working at an afterschool program. At that program, Marisela saw kids taking snacks and putting them into their backpacks. When she asked the kids about why they were taking the food that was meant for the students in the program, they disclosed that they did this because they didn't have enough food at home, and their brothers and sisters were hungry. Marisela asked them if their father and mother were working, and the kids told her that both of them were working, but they were at minimum wage, so there wasn't enough money to buy food sometimes. Moreover, Marisela learned that one of the dad's was working two jobs, making it difficult to provide the necessary support structure for their children to be successful in school. Marisela was outraged.

During her Wealth, Poverty and Privilege course, she told Professor Myers-Lipton the story and said, "Profe, we have to do something. This can't continue for another generation." In the course, the students had read about raising the minimum wage at the local level, and after class, she came up to the professor to discuss the possibility of doing this in San José. Dr. Myers-Lipton told her that there was no action component in the Wealth, Poverty and Privilege course, but there was an action component in Social Action, and that she should considering taking it the following semester, which she did.

## The Events:

**ELISHA IS WORKING TO PUT HERSELF THROUGH SCHOOL AND SUPPORT HER FAMILY... SHE SHOULD MAKE A FAIR WAGE.**



"\$8 dollars an hour just isn't enough to support myself and my 6-year old son in San Jose. With the high cost of day care and rent, a modest increase in the minimum wage to \$10 an hour will give single mothers like myself a better chance at being self-sufficient."

*Elisha St. Laurent  
SJSU Student and Mother*

**VOTE YES ON MEASURE D**



At the beginning of the next semester, Marisela presented her idea of raising the minimum wage to her Soci. 164: Social Action class, and three students—Leila McCabe, Saul Gonzalez, and Heather Paulson—decided to join her campaign. First, the students reviewed the literature and found that the research showed that three cities had already significantly increased their citywide minimum wage: San Francisco (\$10.24 an hour), Santa Fe, New Mexico (\$10.29 an hour), and Washington, DC (\$8.25 an hour). Furthermore, the raise in the wage did not increase the unemployment rate or had little to no negative impact on small businesses because they generally passed on the cost by raising prices slightly. In fact, the research showed that there was a positive impact on businesses since minimum-wage workers stayed in their jobs longer.<sup>v</sup>

After several meetings, these four students decided to put forward a city-wide ballot measure to be voted on to raise the minimum wage from \$8 to \$10, with an annual cost of living increase. The students named their group the Campus Alliance for Economic Justice (CAFÉ J), and for four consecutive Social Action classes, the students—including two amazing student leaders, Elisha St. Laurent and Diana Crumedy—worked on this issue. During the two-year campaign, the students and their allies tabled, conducted a poll, held rallies and sleepouts, gathered signatures, and made 1,000s of phone calls to potential voters. The students' main target was the voting population of San José, with a secondary target being the City Council, since they had the power to enact the measure once the students and their allies had gathered 36,000 signatures, which was considerably more than was necessary.

In November of 2012, the students along with the help of their labor, faith, and non-profit allies, had a huge victory, as San José voters passed the minimum wage increase by 60% to 40%. This increase to the minimum wage was one of the largest one-time increases in the history of the nation, and it won easily, even though the students and their allies were outspent 10 to 1.<sup>vi</sup>

## Students push for faster wage increases



Kevin Mistry | Spartan Daily  
Caitlyn Sullivan, a member of CAFE J and a San Jose State student, speaks out about her issue with the 15 dollar wage change going into effect in 2022.

By Jose Munguia  
Staff writer

Members of SJSU Campus Alliance for Economic Justice (CAFE J) hosted a rally Monday afternoon to voice their opinions to San Jose City Council members on the new law that will increase minimum wage to \$15 by 2022.

The students protested that the minimum wage increase of \$15 needs to come into effect by 2018, rather than 2022.

The cost of living in San Jose has increased over time, with it being named the third most expensive city to live in. The cost of living in San Jose is more than living in Los Angeles.

"Not only does the living cost affect students with increasing their hours at work, but it impacts their grades while at school," said Caitlyn Sullivan, rally organizer and junior sociology major.

Sullivan also discussed the struggles of working in a city where you can afford so little.

"I actually work retail so I know the struggle of having to pay for everything. When I was making minimum wage I would be working 40 hours a week,"

Sullivan said. When I was called to come into work I would choose work over school because I needed

the money."

Mountain View and Sunnyvale have already passed a bill to have the \$15 minimum wage go into effect in 2018. The increases would start at \$11 beginning this year, \$13 in 2017 and \$15 by 2018. CAFE J is fighting to have the increase be a regional effect, meaning all of the mayors from San Jose, Los Gatos, Cupertino, Los Altos and Santa Clara would have to pass a similar bill.

Guest speakers, such as City Councilmember Don Rocha, said it was time the rest of the council took a look into this matter. Other speakers included NAACP member Jeff Moore, who said if San Jose can't have a mayor that can make this happen, the city should find someone that will.

CAFE J presented the average cost of living in a two-bedroom apartment in San Jose \$2,750. In some instances people and families would have to pack a two-bedroom apartment with more than four people.

SJSU student Chris Doan has struggled to make ends meet, but still enjoys attending school.

"No matter what minimum wage is, it still doesn't let you enjoy

anything. When people ask me what we do in San Jose, I say we work (and) that's it," Doan said.

Doan was a student affected by the high cost of living in San Jose. He has couch surfed from place to place since starting to attend SJSU.

"What job opportunity do students really have? One semester you can work in the morning and attend night class, then the next semester you switch. It's hard to find a job nowadays that is actually flexible with your school schedule," Doan said.

The rally drew a crowd outside City Hall in hopes of making their voice heard to the council members. CAFE J plans on attending the City Council panel discussion and accountability session at SJSU on April 27.

CAFE J was the first in Silicon Valley that got the ball rolling when minimum wage was raised to \$10 and want to continue that trend and be the first to increase it to \$15 by 2018.

Follow Jose on Twitter  
@jrmunguia

■ Refer to page 6 for more on the minimum wage changes.

In the years since the implementation of San Jose's \$10 minimum wage, the results were all positive, as the numbers of businesses grew, unemployment was reduced, the number of minimum-wage jobs had expanded, and the average employee hours remained constant. In the fall of 2016, CAFÉ J students worked with the Mayor, City Council, and community groups to push the minimum wage to \$15 by 2019.<sup>vii</sup>

### Resources:

- "Measure D", Albert Hernandez, October 14, 2012, [www.youtube.com/watch?v=E-OoyidhWY](http://www.youtube.com/watch?v=E-OoyidhWY) (accessed February 4, 2018).
- "Vote YES on Measure D, Nov 6 2012", Sacred Heart CS, October 30, 2012, [www.youtube.com/watch?v=TB6LTknmUPM](http://www.youtube.com/watch?v=TB6LTknmUPM) (accessed February 4, 2018).
- "Raise the Wage, To Raise My Son", Silicon Valley De-Bug, October 17, 2012, <https://www.youtube.com/watch?v=QbrVNa0MHwE> (accessed February 4, 2018).
- Julia Reis, "San José State Students Led Winning Campaign to Raise Minimum Wage", Peninsula Press, November 9, 2012 <http://peninsulapress.com/2012/11/09/san-jose-state-students-wage-winning-campaign-to-raise-minimum-wage> (accessed February 4, 2018)
- Melissa Harris Perry, "San José Students Champion Citywide Minimum Wage Increase," MSNBC, December 7, 2012, [www.msnbc.com/melissa-harris-perry/watch/san-jose-students-champion-citywide-minimum-wage-increase-11596355925](http://www.msnbc.com/melissa-harris-perry/watch/san-jose-students-champion-citywide-minimum-wage-increase-11596355925) (accessed February 4, 2018).

## Chapter 8: Students for DMH and the Fight for Air Conditioning



### Historical Background:

On the campus of San José State sits Dudley Moorhead Hall (DMH), a building that hosts four departments, many faculty offices and classrooms, and serves over 3,000 students a day. DMH was constructed in 1957, but without air conditioning. With its west-facing side exposed to direct sunlight, temperatures in DMH on some April through October days reached 90 degrees and above. For the past 50 years, stories had been told about the intolerable conditions of DMH, but little was done to fix the problem. For at least 20 years, the University told students and faculty that there was no need for air conditioning in DMH because the university was going to knock it down and replace it. Somehow, there was never enough money in the budget to build a replacement building.

### The Events:



Things came to a head when several students fainted in DMH on hot days, while others students missed class due to the heat. The Chair of the Psychology Department wrote a letter to the University complaining about the conditions in DMH, which was followed up by a formal

complaint lodged by the California Faculty Association. Then, Amanda Adalma, class of '14, decided that she had enough, and she started to organize students in the fall of 2013 under the name Students for DMH.

Over the next two and one-half years, the students held rallies, met with administrators, conducted student questionnaires, handed out hand-held fans with Students for DMH on them, passed out water and popsicles in front of DMH, did a cost estimate to install air conditioning, and all with the goal of getting the University to agree to their demand of air conditioning in DMH. When Students for DMH spoke to other students, their opening line was “Are you hot in DMH?” As part of their research, the students learned that schools with a large population of working-class students of color were twice as likely to be in buildings constructed in the 1950s, and that many of them were without air conditioning. This information provided the students with the frame that they were being treated unfairly due to their social class and race and ethnicity.<sup>viii</sup>

On April 16, 2014, Students for DMH held a “faint-in”, which was a theatrical event, calling on students to faint in the hallways of DMH to draw attention to the unbearable conditions in the building. That afternoon, as students were leaving their classrooms, and with TV cameras rolling, about 100 students fainted in the hallways. After ten minutes of laying on the ground, the students got up and walked through the building chanting “We Need Change, It’s Too Hot”. After chanting, the students marched to the university president’s office, where they attempted to meet with President Mohammad Qayoumi. The “faint-in” made it on local television stations and on the front page of the campus paper.<sup>ix</sup>

After continual pressure by the students through the spring and fall semester of 2015, President Susan Martin decided to approve a \$3 million air conditioning plan for DMH. The students celebrated with a news conference, which again received local media attention. After the end of the spring semester in 2016, DMH was shut down for installation of the air conditioning, and at the beginning of the spring 2017 semester, DMH was re-opened with air conditioning in every office and classroom.<sup>x</sup>

### **Resources:**

- Amanda Adalma, “We Are Students for DMH”, Whathuhmmhm, January 28, 2014, [www.youtube.com/watch?v=LWDaUmT7070](http://www.youtube.com/watch?v=LWDaUmT7070) (accessed February 4, 2018)
- Amanda Adalma, “Students for DMH 2013-2014,” Whathuhmmhm, October 12, 2014 [www.youtube.com/watch?v=A-yUXYFYHgs&list=UUM0ZR3CPlqXSyQuQCpCdbqA&index=10](http://www.youtube.com/watch?v=A-yUXYFYHgs&list=UUM0ZR3CPlqXSyQuQCpCdbqA&index=10) (accessed February 4, 2018).
- Amanda Adalma, “Nothing is What it Seems”, Whathuhmmhm, October 12, 2014, [www.youtube.com/watch?v=1oUPpQZJT0c&index=9&list=UUM0ZR3CPlqXSyQuQCpCdbqA](http://www.youtube.com/watch?v=1oUPpQZJT0c&index=9&list=UUM0ZR3CPlqXSyQuQCpCdbqA) (accessed February 4, 2018).
- Students for DMH Facebook homepage, [www.facebook.com/ninaP.DELGADO/videos/10203701205309998](http://www.facebook.com/ninaP.DELGADO/videos/10203701205309998) (accessed September 1, 2021).
- Mike Colgan, KCBS News, December 14, 2015, click to listen (mp3):

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## Chapter 6

- <sup>i</sup> “EOP History,” *SJSU.edu*, [www.sjsu.edu/eop/about-eop/eop-history/index.html](http://www.sjsu.edu/eop/about-eop/eop-history/index.html) (accessed November 10, 2017); Jesse Kimbrel, “Protestors: No More Budget Cuts,” *Spartan Daily*, April 23, 2008 (PDF).
- <sup>ii</sup> Angelo Lanham, “Protest Yields Support for Student Equality,” *Spartan Daily*, April 24, 2008 (PDF).
- <sup>iii</sup> Lanham, “Protest Yields Support for Student Equality”; California Faculty Association Assembly, “Resolution to Re-establish the EOP at San Jose State University”, October 18, 2008, [www.calfac.org/sites/main/files/file-attachments/Resolution%20to%20re-establish%20EOP%20at%20San%20Jose%20State%20University.pdf](http://www.calfac.org/sites/main/files/file-attachments/Resolution%20to%20re-establish%20EOP%20at%20San%20Jose%20State%20University.pdf) (accessed November 10, 2017).

## Chapter 7

- <sup>iv</sup> Nona Willis Aronowitz, “The Off Line Wage Wars of Silicon Valley”, *Next City*, August 12, 2013, <https://nextcity.org/features/view/the-offline-wage-wars-of-silicon-valley> (accessed November 14, 2017).
- <sup>v</sup> Aronowitz, “The Off Line Wage Wars of Silicon Valley”; Gabriel Thompson, “How Students in San Jose Raised the Minimum Wage,” *The Nation*, December 17, 2012, [www.thenation.com/article/how-students-san-jose-raised-minimum-wage](http://www.thenation.com/article/how-students-san-jose-raised-minimum-wage) (accessed November 14, 2017).
- <sup>vi</sup> John Woolfolk, “San Jose Voters Embrace Minimum Wage Hike,” *San Jose Mercury News*, November 6, 2012, [www.mercurynews.com/ci\\_21943918/san-jose-minimum-wage-hike-leads-early-returns](http://www.mercurynews.com/ci_21943918/san-jose-minimum-wage-hike-leads-early-returns) (accessed November 17, 2017).
- <sup>vii</sup> Scott Myers-Lipton and Patrick Quyo, “San Jose Minimum Wage: A Year-Old Success Story,” *San Jose Mercury News*, March 10, 2014, <https://www.mercurynews.com/2014/03/10/san-jose-minimum-wage-a-year-old-success-story> (accessed November 17, 2017); Bruce Druzin, “Berkeley Study: Here’s How SJ Minimum Wage Raise Impacted Restaurants,” *Silicon Valley Business Journal*, November 30, 2016, [www.bizjournals.com/sanjose/news/2016/11/30/heres-how-sj-minimum-wage-impacted-restaurants.html](http://www.bizjournals.com/sanjose/news/2016/11/30/heres-how-sj-minimum-wage-impacted-restaurants.html) (accessed November 17, 2017).

## Chapter 8

- <sup>viii</sup> Jerica Lowman, “Students Get Heated Over Building Conditions,” *Spartan Daily*, April 17, 2014 (PDF); Sonya Herrera, “Dudley Moorhead Hall Inspires Student Action: Decisions Hinge on Possible Demolition, Cost of Upgrade,” *Spartan Daily*, October 22, 2014, <http://scholarworks.sjsu.edu/cgi/viewcontent.cgi?article=1523&context=spartandaily> (accessed December 4, 2017).
- <sup>ix</sup> “San Jose State Students Protest Heat in Aging Campus Building”, *KTVU News*, April 16, 2014, [http://medleystory1.rssing.com/chan-4124848/all\\_p497.html](http://medleystory1.rssing.com/chan-4124848/all_p497.html) (accessed December 6, 2017).
- <sup>x</sup> Students for DMH, “Finally, Air Conditioning in SJSU’s Dudley Moorehead Hall,” Press Release, December 10, 2016 (PDF).