

# WAGE

We Advocate Gender Equity



*"To end gender bias and achieve gender equity in the education, hiring, retention, promotion, and compensation of women in the academic community within the University of California and other academic institutions"*

3857 Howe Street  
Oakland, CA 94611  
May 4, 2006

Regarding N. D046471  
In the Court of Appeal of the State of California  
Fourth Appellate District, Division One

Pat Washington, Plaintiff and Appellant,  
Vs  
Trustees of the California State University and Colleges, Defendant and Respondent

Dear Justices:

WAGE urges you to reconsider your previous decision in regard to Washington vs. CSU Board of Trustees. WAGE, a statewide organization, was formed in 1993 as an outgrowth of a number of legal cases brought by women discriminated against in the University of California system. We have found the problems at UC to be similar to those women experience in other academic institutions. We work to educate ourselves, and others, about the important issue of injustice against women in academia.

Pat Washington's case includes the equally important issue of racism in academia. The history of her case, the fact that she was enthusiastically welcomed by her department until she brought the issue of injustice within the department in their treatment of minority graduate students to their attention, is enough to require a full hearing in court to resolve the facts.

Her subsequent experience of discriminatory treatment: increasing the publication requirements for tenure, the change in the reviews of her by the Chair (the student reviews remained superlative), the efforts by the department to encourage students to complain about her, all showed retaliation for her exposure of the racially discriminatory behavior in the department. No academic will openly acknowledge being racist or sexist, but the statistics alone show that these are major problems in academia in general and San Diego State University in particular. It is not sufficient to say that severely under represented minorities are "not collegial".

We urge you to let this case go to trial. Women and minorities are discriminated against. The courts are one of the few playing fields where we have a chance at a level field. It is in the interest not only of Pat Washington, PhD, and San Diego State University, but of us all, to see justice be done in the State of California.

Sincerely,

Charity Hirsch  
WAGE Governing Council