Welcome to Today's PaperClip Communications Webinar
Racial Climate on Campus: 
*Rapid Response Webinar*

**Wednesday, December 9, 2015**
**2:00 – 3:30 PM EST**

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Presenter

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The opinions expressed during today’s event are not necessarily those of PaperClip Communications
Let’s Define the Current State of Affairs:

• In fiscal year 2015 the U.S. Department of Education recorded 146 cases of racial harassment on college and university campuses, down from 177 the previous year but up from 96 in 2009.

• "We have seen no upward or downward trend over the past quarter-century," Slater added. "It's been steady, and probably only a tiny portion of the racist incidents ever get reported.”

• In fact, research has showed that only about 13% of racial incidents at colleges get reported to a campus authority (PDF), suggesting that the problem is much worse than it appears.
To discuss why we are having this conversation. How is race impacting college campuses?

To discuss key dynamics and strategies for engaging acts of intolerance and bias.

To broaden the conversation beyond race and discuss intersections as a way help all students see why this topic matters to them.

To consider tools and dynamics for educating students on what it means to be a student activist and how they can be engaged citizens on topics of social justice.

To consider best practices for adjudicating student conduct cases bias incidents.

To consider a way to respond, that moves the learning in the community forward toward greater inclusion and social justice.
Flow

• Getting Started
• Key Concept
• Recent Racial Incidents
• Why This Matters
  – Including and Beyond Race
• Institutional Response
  – Adjudication: Restorative Justice
  – Community Standards
• Engaging Student Activism
• Diverse Community Foundations
What’s Happening?
CNN November 10, 2015

• At Ithaca College in upstate New York, student leaders are seeking a vote of "confidence" or "no confidence" in President Tom Rochon by November 30th after what they say was a slow response to several allegedly racist incidents on campus.

• Administrators at UCLA are conducting an investigation into the racially charged Kanye West party, thrown jointly by a frat and a sorority, after a large group of students crammed into Chancellor Gene Block's office in early October, demanding a response. Social activities at the fraternity, Sigma Phi Epsilon and the Alpha Phi sorority, have been suspended.

• At USC, where a member of a fraternity called student President Rini Sampath an "Indian piece of s***," student leaders are demanding a campus wide action plan against bias, including the appointment of a top administrator to promote diversity, equity and inclusion.

• And then there's Yale, where more than 700 members of the campus community signed an open letter condemning an October 30th email by Erika Christakis, an associate master at one of the university's residential colleges. Christakis, responding to another campus email that called on students to consider the cultural implications of their Halloween costumes, challenged student’s right to dress in any costume they want.
What’s Happening?


• Duke University officials say a student hung a noose in the Bryan Center plaza, but they refuse to release the person’s name or race.

• Three students at Bucknell University in Pennsylvania are expelled over a campus radio broadcast in which they make racist comments and use a slur.

• Fraternity members at the University of Oklahoma are caught on videotape taking part in a chant that includes references to lynching and uses a racial slur to describe how the Sigma Alpha Epsilon fraternity will never accept black members.
What’s Happening?

*Washington Top News: April 3, 2015*

- At the State University of New York’s Purchase campus, someone spray-paints swastikas and nooses on the walls of three freshman dormitories. Police arrest 18-year-old Raymond Turchioe, 18, of Manhattan, and charge him with aggravated harassment.

- Former University of Mississippi student Graeme Phillip Harris is indicted on federal civil rights charges. He is accused of tying a noose and draping an old Georgia state flag that includes a Confederate banner around a statue of the university’s first African-American student last year.

- University of Virginia student Martese Johnson calls police racist after a violent arrest by state Alcoholic Beverage Control police. Video of his blood-soaked face appears on social media. He plans to plead not guilty to public intoxication or swearing and obstruction of justice.
Adams, Bell and Griffin (2007) define social justice as both a process and a goal. "The goal of social justice education is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society that is equitable and all members are physically and psychologically safe and secure."

Reference:
*Teaching for Diversity and Social Justice: A Sourcebook.*
Edited by Maurianne Adams, Lee Anne Bell, and Pat Griffin.
Inclusive Excellence

• A focus on student intellectual and social development
• Purposeful development and utilization of organizational resources to enhance student learning.
• Attention to difference and the value it adds to the academy.
Creating Inclusive, Socially Just Campus Environments

Develop Dominant Group Members

Individual Awareness and Skill Building:
- Staff, Faculty, Administrators, and Students

Recruitment
Access
Retention
Graduation
Commitment

Systemic Assessment and Organizational Change:
Policies, Procedures, Programs, Norms, Unwritten Rules…

Support and Development Subordinated Group Members
Institutional Response

1. Prepare an incident response team
   A. Campus, Division, Department
   B. Utilize campus expertise and passion.
2. Develop Process Before Incidents
   A. Share Process Broadly
3. Engage Most Impacted Populations
   A. Campus and Community
   B. Seek their council in responding
4. Make A Public Statement (Where Appropriate)
5. Allow and Create Space for Campus/Department Reaction/Debrief
6. Create Space for All Voices to Heard
7. Utilize External Support
8. Be prepared to Engage Resistance
“30 Second Stretch”

We think your health is important. Please feel free to take a 30 second break to stand, stretch and/or reflect before we continue.
Adjudication

• Prepare student and faculty conduct boards to engage issues of diversity based incidents.
• Distinguish between community standard or values violations and criminal acts.
• Remember these incidents don’t just impact the person but often full communities and families.
• Utilize the practice of restorative justice as often as possible for community healing.
• Share what you can with the community.
Multicultural Learning & Change Process
Working with Student Activist

- **Awareness**
  - Who am I?
  - What am I carrying

- **Knowledge**
  - Information
  - History, Present
  - Future, Dynamics

- **Skills**
  - Engaging
    - Listening
    - Sharing
    - Vulnerability
    - Patience
  - Diagnosing
    - What are you experiencing
  - Intervening
    - Ally Behavior/Courage and Commitment
    - Intent and Impact

- **Action**
  - Shifting Status Quo
    - Cycle of Inclusion
• Communities are built through building relationships of trust and commitment.
• We all are doing the best we can (most of the time)
• We don’t know all there is to know.
• Just because you are, doesn’t mean you understand.
• Oppression is pervasive and impacts us all.
• Not our faults, but we must accept responsibility.
• Conflict and discomfort are often part of growth.
• Seek first to understand, then to be understood.
• Practice some forgiveness and letting go.
• Self-work, healing and self love are necessary for acceptance of others.
• There are no quick fixes.
• Acknowledge, Celebrate and Appreciate Progress
• Individuals and communities do grow and change. There is HOPE!
Q/A

How Do I Call-in with a Question?
If you would like to ask a question of our panelist(s) please press *1 and you will be put in a call queue until it is your turn to ask your question.

OR

You can write in a question or comment anytime during the event by clicking on the “Chat” Bubble in the left hand corner of your screen.

For Questions that Arise After the Conference
If you have a question that you were unable to ask of our presenter(s), please feel free to email us at:

Info@paper-clip.com

...and we will be happy to forward it to our panelists!
5 Takeaways from Today:

- Always consider Context Before Content.
- Remember why this matters; connect to vision and mission.
- Prepare to Respond and not React.
- Self awareness is a tool for effective engagement and response.
- There are no quick fixes, hang in there.
Feedback

We want your feedback on today’s event!

If you would like to provide suggestions for improvement and/or ideas for future event topics, please email us at:

info@paper-clip.com

and she will send you the link to our brief online survey.

Thank you for your participation,

PaperClip Communications
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• Rev. Dr. Jamie Washington on Training Staff To Respond To Racial Climate Challenges - January 26, 2016 Webinar & CD
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