

## **Recommendations for Action from the College of Arts and Sciences Diversity Committee**

The Diversity Committee of the College of Arts and Sciences calls the K-State community at large to action in addressing the increased demonstrations of intolerance observed at K-State over the past year.

As a committee, we attend to issues of diversity and inclusion within the College of Arts and Sciences. This work is best done in a positive, university-supported climate. During the 2016-2017 academic year, our community has been subject to numerous incidents of hateful speech and activities, which do not conform to the university's values, as stated in its Principles of Community, including:

- Noose-like knot found on Mid-Campus Drive (May 2017)
- Anti-Semitic poster distributed on Holocaust Remembrance Day (April 2017)
- Anti-LGBTQIA + flyer distributed on campus (April 2017)
- Anti-immigrant graffiti on campus building (January 2017)
- Anti-immigrant and anti-Muslim chalking around campus (November 2016)
- Sexist graffiti around campus (November 2016)
- Blackface image published on Snapchat (September 2016)

Derogatory and hateful symbolism and activities like the above are unacceptable to us, and are antithetical to the inclusive environment K-State prides itself on. Communities of color and difference do not bear sole responsibility for educating our community on the social harm and lasting damage these symbols and actions create. All university community members must share the responsibility to educate themselves and others.

We call on the university community to take the following actions:

- Develop a training session during new/transfer student orientation that specifically covers the Student Code of Conduct and the University's anti-discrimination policy using specific examples of unacceptable behavior.
- Develop a Diversity Council in the Faculty Senate that works with affinity faculty and staff groups.
- Establish a university-wide cultural competency course for all students and employees – following the models of the College of Arts and Sciences and College of Education.
- Elevate the Chief Diversity Officer to a Vice President position on the President's Cabinet as proposed by the Student Diversity 2025 Committee (May 2017).

We also ask administrators, students, faculty and staff to:

- Educate themselves on the history of hate that informs stereotypes and systemic injustices.
- Use their voice to address instances of hateful speech, actions and symbolism, as they occur.
- Educate themselves on the university anti-discrimination policy.
- Report discrimination to the Office of Institutional Equity.
- Report crimes to the K-State police.

- Document (e.g. pictures, video recordings, etc.), when and where these instances happen, as well as the response from the campus community, and add to your reports as listed above.

We hope these recommendations for action are sincerely considered, and that appropriate actions are taken to make K-State a more inclusive and safer place for all people. Our committee is open to collaborating with anyone working toward a more positive university climate.

Diversity Committee  
College of Arts and Sciences  
Kansas State University