

# Community Meeting: Impact on Speech on Campus

10/22/18

The Center for Student Diversity and Inclusion (CSDI) develops programs to educate the entire campus community on issues of diversity, inclusion and multiculturalism. At the same time, we provide services and support for students from historically underrepresented populations. CSDI offers the campus Community Meetings as a direct response to internal and external events that impact the student experience at JCU, especially students from historically marginalized backgrounds.

At Community Meetings, student leaders and CSDI create a dynamic space to engage in current issues while also exploring action items that are then shared with the senior leadership team in the Division of Student Affairs. Community Meetings are open to students, staff, and faculty of all backgrounds.

As the campus wrestled with the impact of speech on campus, CSDI called a Community Meeting on **Monday, October 22, 2018 at 4:00 p.m.** The following report captures the current sentiments from students (undergraduate and graduate), staff and faculty impacted by recent campus publications and discussions on free and hate speech.

The agenda for this meeting and this document are available on [sites.jcu.edu/inclusion](http://sites.jcu.edu/inclusion).

## CAMPUS PARTICIPATION

Students: 27

Undergraduate: 24

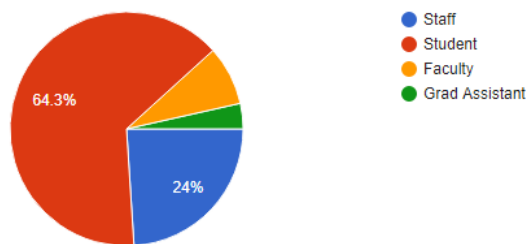
Graduate: 3

Staff: 16

Vice Presidents: 3

Faculty: 4

**Total Participation: 47**



## AGENDA (AT-A-GLANCE)

**4:00 PM:** Welcome and Introductions (5 min)

- Name, department/class year, and gender pronoun
- Ground Rules (Natalie Talerico, Kate Fike, Justyn Spayde, Patrick Sivak, and Autumn Franz)

**4:05 PM:** Current state of events from the CSDI perspective (Salomon Rodezno) (5 min)

**4:10 PM:** Brief overview of free and hate speech (Dr. Aaryn Green) (5 min)

**4:15 PM:** Reflection: What motivated your attendance at this community meeting? (5 minutes)

**4:15 PM:** Action: What are your ideas to channel your energy in rebuilding our campus? (20 minutes)

- **Kate Fike:** transparency in publication guidelines at the Carroll News (3 min)
- **Justyn Spayde:** creation of a diversity newsletter, magazine, or zine (3 min)
- **Patrick Sivak:** letter requesting a presidential statement from Dr. Johnson (3 min)
- Other ideas...

**4:40 PM:** Needs Assessment: What do you need from...? (15 min)

- Each other (Natalie T.)
- CSDI staff (Dr. Green)
- Senior leaders (i.e. VPs, President) (Salomon R.)

**5:00 PM:** End Meeting

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### Motivations to attend meeting:

As a transgender student, I wanted to see how John Carroll was attacking this issue after the drag show article. I didn't realize anyone on campus felt so strongly against so many issues
As someone who identifies as pansexual on this campus, I feel as if I am here for myself. I am especially here for my transgender/transsexual friends and peers who are specifically being called out on this campus. I am here to support and learn
Family, Friends, and Extra Credit
For my own stability to navigate class meetings and respond to student work. For my own ability to plan better for my courses
For myself and for all of the other students/faculty/staff that have been and continue to feel discriminated against or unsafe, trapped and threatened on this campus
Here for my students, but also in response to community forum that caused more harm than anything else
Here to listen
Here to listen to the JCU community
I am here as a student to listen to peoples' views on current issues
I am here as an asexual person and the president of allies to see what can be done in the future
I am here for extra credit and to be a part of a discussion
I am here for my fellow students who are still facing discrimination or hate. I am here to support them
I am here for my friends, family, and myself. I am here for those who may suffer in silence as I do sometimes
I am here for myself, as well as my fellow students and the faculty/staff who work at John Carroll.
I am here for myself, the students, marginalized people, and the university
I am here to learn more about the perspectives of those involved/directly impacted by the events such as the OpEds
I am here to listen to those affected by Leary's articles and opinions. I want to also become more educated on LGBTQ+ issues and perspectives.
I am here to support members of the LGBTQAI+ community and their allies. As a resident assistant, mentor, and overall leader on campus, it is imperative that my call to action serves others.
I came as an ALLY! I came to listen. I came to support
I came because I want to hear how students feel and I want to show support
I came today to understand where the university stands on this issue
I want to feel safe and for my students to feel safe.
I wanted to come and listen to concerns of others and share my concerns and to show support. I am representing the concerns of all at JCU especially those who are marginalized by own Catholic teaching and threatened by hurtful words.
I was motivated to come here because of the effect I have seen on myself and others around me as members of the LGBTQ+ community
I'm here because I am a queer graduate student. I grew up in a homophobic environment and it took going through a miserable straight marriage and a major depressive episode for me to come out, finally be healthy, and become the person I really am. I know the dangerous dark places
I'm here for myself and to be a part of the force for change

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I'm here for myself, community (residents, friends, faculty) because we matter and belong regardless of our identity
I'm here in the hopes that the rising discriminatory speech and actions around campus are being addressed and working on being solved
I'm here to get more information on the topic of LGBTQ and my teacher encouraged me to come
I'm here to hear input from others who better understand the issues that I've written about in my letter. Also to gather some personal statements from people within the LGBTQ+ community
Looking for support among peers and administration because so far the administration and my peers have communicated a lack of respect for my right to exist and the right of my community to exist.
Myself: Cultural identity; being a woman and being disregarded, cultural ignorance
Show support to all who identify as LGBTQ+ in our community
Support and briefly discuss the issue of LGBTQ+ community at JCU
Attain information on the problem at hand
To listen to students, staff, and faculty to better understand the impact of recent and ongoing experiences affecting LGBTQ+ and allies
To understand the impact of individuals and become better able to combat acts of violence
Wanted to offer support to students, staff and faculty; How can I help to heal the hurt?
We need understanding and support from each other.

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## What are your ideas you have to channel our energy to rebuild our campus community?

A publication based on diversity and inclusion

A publication on behalf of queer/LGBTQ+ students would be a platform for marginalized students to elaborate their community, speak on the atmosphere of JCU and hold the members of this academic community accountable. I am looking for accountability and action on behalf of Carroll News and the university to move towards more ethical behavior. I also agree with the three students.

Ally button, all year wear at work.

Although this isn't original, I really support the idea of having a section in the Carroll News focused on diversity and inclusion. This offers a direct response to make students of all backgrounds feel more welcomed.

Calling out transphobic stuff when I hear it.

Making sure that I provide biological information that shows the diversity of sexual interaction and definitions of gender in the classes I go to wherever possible.

Clean statement of institutional values and mission as it brings to respecting dignity of all community members. Workshops on Bias - based bystander intervention.

Create a minority and inclusion newsletter within the Carroll news

Educate others on the Bias reporting system and help update and make changes as appropriate.

Host Social Events reaching out to conservative and democratic groups - fun, non-politically motivated events know each other's as people first!

I agree with Justin's idea for a publication for diversity & inclusion and the letter to the president. I think we need to be more open about the Diverse communities on campus. They need to be on the front line, educating people who want to learn.

I am currently drafting a letter to the editor of the Carroll News and talking with LGBTQ+ students and faculty allies. I have been writing it for three weeks, I am tired.

I am not sure what to do but I want to figure out a way to show support to the LGBTQ+ community at the same time how can I help influence students to use words that are respectful., helping them understand that you can disagree and still respect people.

I am not totally sure.... Because to be all inclusive, wouldn't you need to welcome all, even those who wish you weren't there? How do you manage vocal people who disagree with you?

I believe if we can get people accept others for who they are, we will be fine. Easier said than done but I had a hard time accepting people of all backgrounds but I took objective view of it and realized their personal choices don't affect me now I live with 4 roommates who are all from different backgrounds. So I guess that answer your question.

I came into this also working with Justin in the hopes of starting a diversity and inclusion newsletter of some kind to celebrate our diversity and promote love and support of minority communities. Hopefully this could quell a growing sense of homophobia on campus.

I feel that it would be cool to take a group of students or many students and do something in Cleveland to raise awareness on the issues that these oppressed students facing.

I hope to get involved with Justin Spayde's newsletter/ magazine. I also would love to give LGBTQ+ a platform on JCTV and broadcast messages of acceptance and a video platform.

I think members of the Carroll News along with leaders of the cultural orgs at the same time and have a meeting with the President.

I think the most important thing I would like to see is a letter from the president to our community affirming the schools solidarity with the LGBTQ+ community. Now isn't the time to be vague!

I want to be able to accept everything that people believe in.

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<p>I want to have a group talks with floor mates to set ground rules so everyone has a clear understanding of everyone's feeling to not judge someone based on what they like or dislike and the company they keep. Then make the conversation aware to everyone in the building to respect others no matter if you have a different opinion just be positive about the situation.</p>
<p>I want to hold peaceful protests similar to the 2008 basketball game sit-in that was organized on campus, I want students to stand during mass to protest the involvement that Catholicism is playing here. I would like Declan to not be allowed to publish op-ed pieces due to the social crimes he has committed against the LGBTQ+ community (multiple others) on campus. I would like more CSDI events such as this one that are open to the entire JCU community to discuss the real-life impacts of hate speech, discrimination and exclusion.</p>
<p>I want to participate in renewing Safe Zone training and other diversity initiatives to further my understanding of the experience of those that identify as LGBTQ+</p>
<p>I would like to help spearhead a direct statement from faculty that is clear that language that disparages groups of people is not ok. Can we have a safe zone training again?</p>
<p>I'd like the Carroll News to implement a standardized criterion to assess whether fact or opinion pieces should be published.</p>
<p>Leading communication Classes - How to be open to feedback Policy Clarification - Language Review Bias Committee - Learning best practices Foster increased efforts to build diverse applicant pool.</p>
<p>LGBTQIA+ info center with terms you should and you should not use. Educational events happening on and off campus attached to contemporary events! Partnering with the LGBTQ+ center of Cleveland each month to educate and support students.</p>
<p>Mandatory course on social movements</p>
<p>Multicultural Advisory program for residence halls, RAs or other leaders in the community could be trained in multicultural competency and educate other staff members or students. (RAs) Multicultural competence as part of common core/ reading/ orientation programs Faculty/ Staff spotlights quotes supporting oppressed groups</p>
<p>Offer variety of POVs in class, to invite discussion and provide opportunities for empathy</p>
<p>Org level - Purposeful programming, SUPB, res life, SU etc. Collaborating with minority communities Personal - Addressing bias head on</p>
<p>Peaceful protest "Walk" to city hall</p>
<p>Perhaps responding directly to offensive speech is not always as constructive as intended maybe better to support each other.</p>
<p>Provide comprehensive Catholic teachings on the inherent dignity and pastoral care of LGBTQ+ Compare/Contrast the above to positive wisdom from other religious traditions. Build bridges according to FR Jim Martin, SJ's Book by that name Host/Encourage honest respectful dialogue among all on campus See the humanity, hopes, dreaming fears of all</p>
<p>Provide educational programming on my floor. Assist in conducting safe zone training Speak to my fraternity members of receiving safe zone training Attend more allies meetings</p>

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Safe zone training for Carroll News Staff  
Love the idea of a magazine!  
Public protest: Maybe atrium sit in  
Policy change on bias reporting, justice for bias  
Education: Requirement to take diversity course

What I want to do:  
Carve out time to figure out ideas  
Support students and show my ally-ship!

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What do you need from each other?
Acceptance from others and acceptance of opinion
Accountability
Apologies from students that have contributed to a hateful environment and actions.
At the very least, respect. Ideally acceptance
Community perspectives on how to heal the community
Comprehensive knowledge about these issues and actively support students (residents in the halls, commuter programs)
Good faith efforts to understand other POVs and even to try to anticipate them
Hold me accountable for being an ally and advocate.
I need administration to act. I need faculty to support. I need LGBTQ+ community member to exist.
I need for the JCU president to issue a statement on this matter to encourage acceptance. I also need journalistic guidelines to regulate what is published in JCU (I need policy change)
I need other people to educate themselves on queer issue, and to gently correct each other when hurtful things are said
I need respect, love, kindness, and friend. I would absolutely give all of this to someone who needs it
I need the President of JCU to make a strong statement
Inclusion and acceptance
Need: Understanding, peace, love, and compassion
On campus -- I need acceptance of my identity and acknowledgement of my existence
I need to see my faculty promote inclusive environments for my fellow LGBTQ+ members especially at Boler
peace, love, respect, no judgments
Recognition that LGBTQA exist and are welcome here
Respect
Respect and a shoulder to lean on and a person who can help when you need help
Respect and understanding empathy
Respect for all people and a statement from President supporting LGBTQ+ students
support
Support
Support and community
Support and resources
Support from senior leadership team
support, inclusion, encouragement
To be believed, validated. Not judged

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to join together on these activist events
Tolerance, acceptance.
Visibility
Visibility on campus
We need to remind how we support one another.



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### What do you need from the Center for Student Diversity and Inclusion?

1- Expertise 2- Advising 3- Resources
All I need is to feel like someone is standing up for us when things like this happen. It makes me feel safer.
Assistance in some of the wonderful ideas put out today and just general reassurance that students are not alone in this matter, that faculty and staff support them too.
Continue to engage students/ inform respectfully. Events like this!
Continued great programs like this one. Maybe a way to connect staff with students doing projects
Continuing support for LGBTQ+ students and resources for their voices to be heard. We need your voices and affirmation so that ours can be heard.
Funding and help with magazine, more CSDI meetings just for support
Give me more understanding and the opportunity to help out. To learn more about student's diversity and be more involved.
I just want to know what is being done on campus so I can participate in the process.
I need CSDI to reach out and be more visible on campus
I need more obviously queer events that are open to everyone, fun and force people to take notice.
I think you are doing a great job. Keep going.
I wonder if there are any professional development opportunities around this that could be offered to faculty and staff.
Inclusion and support for making our voice to be heard.
It would help for me to have pertinent facts to include in communications on their issue, I appreciate the sheet provided!
Listening ear when you can continue support in actions to help better campus, y'all are the best.
Maybe have a staff member come to an Allies meeting?
More educational opportunities to the campus/ students about LGBTQ+ and cultural communities. Hate tend s to stem from ignorance.
More events to educate on real-life implications of hate speech, bias and discrimination.
More promotion of "Let's Talk" where each consultant/ counselor is educated on LGBTQ+ and communicate appropriately assess the mental concerns of each students and faculty.
Nothing for me, keep doing what you are doing.
Providing advocacy and a place of support for our students, as it may be there only place on campus they feel safe
Renew Safe Zone training for Faculty and Staff
Research that validates ideas, best practices from other universities, continued support of the community and continued education of all.
Resources for a zine/ magazine
Safe Zone training Ways we can make ourselves more visible - stickers, buttons, shirts?

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Summarize the info shared by impacted community members on how I move forward
Support from other students and CSDI office in implementing and proposing that the Carroll News use a standardized criterion for evaluating whether a piece should be published.
To let us support you so you don't get over burdened. and your expertise.
Train PHAs on how to facilitate Safe zone (I will get them to show up I swear)
Try to become more visible. Had I not been enrolled in Professor Wainwrights' class, I would not have even you existed.
You all are doing a great job supporting students and others, I k now you will continue doing that. Thank you!

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What do you need from the JCU Senior Leadership Team?
I need them to bring our experiences and feelings to the president
I need them to take action.
I need verbal, written, clear public support shown for lgbtq+ JCU students
I need you to write a clearer more healthy and loving hate policy
I would like the president of JCU to give a statement that directly stands in support of creating a hospitable climate to LGBTQ+ students
I would like them to do what is truly right regardless of how it makes the university look.
I would like them to understand that as much as the emails from them as well as the president are appreciated they are not always enough. There are people on campus who do not read their emails.
I would love a signature from these presidents on our letters to the presidents visibility
I would love to see more openness of the campus support of LGBTQ+ and culture groups on and off campus.
Listen to all perspectives and be open minded to creative solutions. *promote respect!
More services for countering or someone to talk to regarding these issues
More support for actual diversity training and issues. Training that requires for faculty incentivized.
Nothing?
Professional development. Opportunities for staff/faculty.
Put out a statement from the president that describes our values.
Support and a bridge between students and the president.
Support for LGBTQ+ students. Explicit statements communicating concern for the wellbeing of LGBTQ+ and marginalized students.
To acknowledge that some personal beliefs should not be broadcasted as okay to act upon
To get more students involved with issues.
To make firm and clear stances on inclusion followed by action.
To take the concerns of students, faculty staff by engaging their staff in conversation, training, and participation in diversity programs.
We need a response from all of you. You need to be in support of your marginalized students. Stand up for this wrong. We need your voices.
We need a statement of validation and support with the LGBTQ+ community.
We need statements that are not neutral. Neutrality only helps the oppressor.
We'd like something public. Not a beat around the bush answer either. A strong statement of support and protection.