

Addressing Hate As a Community



University of Louisville

University Forum

March 2, 2004

Safety and Security



- ⌘ Increased number of officers
- ⌘ Alerted officers, staff to watch for unusual activity, fliers
- ⌘ Promoted 24/7 escort service: 852-6111
- ⌘ Established dedicated phone line to report acts of bias, hate and intolerance: 852-6726
- ⌘ Assigned civil rights DPS officer

Safety and Security



- ⌘ Enhancing required DPS officer training for investigation of hate crimes
- ⌘ Installing video cameras in all marked police cars
- ⌘ Effective immediately, DPS will provide updates to campus groups upon request

Safety and Security



- ⌘ Actively investigating campus incidents
- ⌘ Working with local and federal agencies regarding hate group activities
- ⌘ Exchanging intelligence information with the FBI, Pennsylvania State Police, other agencies
- ⌘ Southern Poverty Law Center is assisting with information in investigation of campus hate groups

Internal Initiatives



- ⌘ A CODRE subcommittee will monitor university responses to hate crimes, bias and intolerance and report to president at least quarterly
- ⌘ A campus-wide diversity awareness initiative for all faculty and staff will be developed to complement other programs in progress

Dialogue, Education and Unity

- ⌘ Renewing regular president/provost forums with students
- ⌘ Meeting with African American community leaders to exchange information and ideas
- ⌘ Meeting with city leaders to exchange information and ideas and develop joint strategies
- ⌘ Creating a bibliography of relevant resources in university libraries

Dialogue, Education and Unity



- ⌘ Day of Dialogue involving administrators, faculty, staff, students (3/31)
 - ☑ What We Value as a Community
 - ☑ Hate in the United States
 - ☑ Hate Speech, Hate Crimes – and the Law
 - ☑ Fostering an Anti-Racist Campus Climate

Dialogue, Education and Unity



⌘ Student life 1Campus! initiative

- ☒ Rally for unity and solidarity
- ☒ Forum to discuss students' vision for the university
- ☒ Teach-ins on hate groups
- ☒ Teach-ins on social justice movements
- ☒ Permanent unity marker on campus
- ☒ Regular diversity workshops

On-going Initiatives

- ⌘ University-wide diversity plan, including campus climate; monitoring committee to report to president
- ⌘ Curriculum development to incorporate diversity within the current curriculum and developing new CDI courses
- ⌘ “Grow-Our-Own” initiatives to increase the number of faculty of color hired in communication, psychology and other areas with a special emphasis in the sciences, math and engineering

On-going Initiatives



- ⌘ Student leadership institute in spring 2004
- ⌘ Year-long, university-wide recognition of “Brown vs. Board of Education” anniversary
- ⌘ Continued progress on the Kentucky Plan (met 7 of 8 goals; best in state)
- ⌘ The Office of Multicultural Academic Enrichment Programs provides programs and services focused on improving the retention and graduation rates for students of color

WHAS Radio



⌘ Meeting with WHAS executives to address

- ☑ Unfairness, inaccuracy
- ☑ Station values
- ☑ Future relationship with the university

⌘ Request

- ☑ Commitment to repair relationship with university
- ☑ Future accountability for accuracy
- ☑ Programming opportunities

Hate Groups on Campus

- ⌘ *Can we prevent hate groups from holding events, such as rallies or marches, on our campus?*
- ⌘ *Can we prevent individuals who are members of hate groups from simply walking onto our campus?*
- ⌘ *Can we prevent members of hate groups from passing out flyers on our campus?*

Can we prevent hate groups from holding events, such as rallies or marches, on our campus?

⌘ Yes

- ☑ The university does not allow groups without sponsors to hold events on its campus
- ☑ Should a sponsor propose such an event, the university would make a judgment based upon a number of considerations, including size, safety and timing
- ☑ Even if a group had a permit from the city to hold a march, that permit would not apply on U of L's campus

Can we prevent individuals who are members of hate groups from simply walking onto our campus?

⌘ No

- ☒ We cannot discriminate against individuals because of the nature of their speech
- ☒ We are a public campus without fences or walls
- ☒ We invite the public to our events, libraries, etc.

⌘ However

- ☒ Those who violate rules or laws may be escorted from campus, cited or arrested
- ☒ Individuals may not enter residence halls, classrooms or individual offices

Can we prevent individuals who are members of hate groups from passing out fliers on our campus?

⌘ Currently, no

- ☑ The university must hold all groups to the same standards, regardless of their views
- ☑ The university has historically allowed leafleting
- ☑ The university must comply with the Constitution
- ☑ The university values free speech, academic freedom

⌘ However

- ☑ The university can, and will, define time, place and manner
- ☑ The university can explore future policies banning all external groups

Can we ban hate groups because of their history, because of what they say, or because they can cause fear and the potential for disruption?

⌘ Unfortunately, no

☑ All of these issues have been raised in the courts, and in each case the courts have clearly stated that past history, content, creation of fear and possible conflict are not valid reasons to ban speech that is protected under the Constitution; the courts view free speech as a civil liberty

⌘ However

☑ The university community can respond by addressing safety concerns and awareness and speaking out against hate groups

What would happen if we tested the law and “banned” hate groups?

⌘ Pro

- ☑ Taking a stand against hate and sending a message that it will not be tolerated on our campus
- ☑ Making a public statement about safety and security on campus

⌘ Con

- ☑ Taking a stand against the First Amendment and U of L governing principles and saying that we do not support free speech on our campus
- ☑ Court challenge leading to an immediate injunction, so the Klan would come anyway, perhaps in greater numbers and with others, and the safety concerns would remain

Where We Are



- ⌘ We must take a community stand against hate and support members of our community who are the subjects of hate
- ⌘ We must take steps to enhance safety on campus
- ⌘ We must support the principles of the Constitution and our commitment to academic freedom and “free expression on and off campus”

We can and will do all three.

What Will We Do?



- ⌘ We will place individuals where we can best manage safety and security with assistance from other police agencies
- ⌘ We will notify the campus community so that you can make a choice
- ⌘ We will provide alternative activities and opportunities to express opposing views
- ⌘ We will not tolerate any actions that violate university rules or law

What Will We Do?



- ⌘ We will ask a committee to review all of our policies and practices regarding external groups and make a recommendation for the future
- ⌘ We will continue to address hate as a community through the initiatives discussed today and others you suggest

What Can We Do as a Community?



- ⌘ Pay attention to our surroundings and call 852-6111 if you see something unusual; *do not* address the situation yourself
- ⌘ Support each other; walk across campus together, listen, discuss, exchange ideas
- ⌘ Participate in forums, Day of Dialogue, teach-ins to learn more about the issues we face
- ⌘ Speak out against hate together

Resources

⌘ www.louisville.edu/dialogue

- ☑ Frequently asked questions and answers
- ☑ Links to sites about civil rights, the First Amendment, hate groups, responding to hate, etc.
- ☑ Links to campus resources
- ☑ Place to share ideas and thoughts, ask questions, suggest additions to the site
- ☑ Site will be linked to diversity, president's and provost's Web sites

Addressing Hate As a Community



Discussion