

A RESOLUTION OF THE DUKE GRADUATE AND PROFESSIONAL STUDENT COUNCIL AGAINST HATE AND BIAS IN THE DUKE COMMUNITY

The GPSC General Assembly,

Deeply disturbed by the rapid accumulation of racist incidents evidencing hate and bias on Duke's campuses, which in the span of just two months (mid-August to mid-October of 2018) has included: the scrawling of a racial slur on a sign at the Mary Lou Williams Center for Black Culture; the defacement of a mural celebrating Latinx Heritage Month; and the engraving of swastikas in a bathroom stall on West Campus,

Reaffirming that both hate crimes and bias incidents are forms of harassment, which the university condemns,¹ whether they constitute a major, well-publicized event or the daily manifestations that individuals find themselves confronted with,

Emphasizing that the prevalence of hate crimes and bias incidents at Duke, both this year and before, are unacceptable and have detrimental effects on our community,

Taking into account Duke's professed commitment to diversity and inclusion and the well-being of its students, as stated by the Office of the Provost on their website,²

Reminding our community that the 2016 Duke University Task Force on Bias and Hate Issues brought together a diverse group of faculty, students, and staff who conducted a year-long, in-depth investigation and came up with several excellent recommendations, many of which are still to be implemented,

Deeply conscious of the role GPSC must play in standing with those most vulnerable to hateful acts, in part through resolutions such as this, and of the "obligation to act" in such capacities as are outlined in Duke's Community Standard³ and in the final report submitted by the Duke University Task Force on Hate and Bias Issues,⁴

1. Defines hate speech or acts as deliberate actions that are motivated in whole or in part by prejudice and/or hatred against a person or group on the basis of their race, color, religion,

¹ "Harassment," *Duke Office for Institutional Inequity*, accessed 22 Oct. 2018, <https://oie.duke.edu/we-can-help/complaints-and-concerns/harassment>.

² "Duke's Commitment to Diversity and Inclusion," *Duke Office of the Provost*, accessed 22 Oct. 2018, <https://provost.duke.edu/initiatives/commitment-to-diversity-and-inclusion>.

³ "Duke Community Standard," *Duke Student Affairs*, accessed 22 Oct. 2018, <https://studentaffairs.duke.edu/conduct/about-us/duke-community-standard>.

⁴ "Report of the Duke University Task Force on Bias and Hate Issues," *Duke University Task Force on Bias and Hate Issues*, 2016, <https://spotlight.duke.edu/taskforce/wp-content/uploads/sites/2/2016/05/Final-Report-from-Task-Force-on-Hate-and-Bias-Issues.pdf>.

sexual orientation, nationality, ethnic origin, gender identity, socioeconomic status, disability, pregnancy, genetic information, age, or marital status;

2. Defines a bias incident--whether intentional or unintentional--as conduct, speech, images, or expression motivated by bias against individuals or groups belonging to the aforementioned categories;

3. Calls for the full and swift implementation of the recommendations of the 2016 Duke University Task Force on Bias and Hate Issues, especially that “The President and Provost establish a single centralized campus-wide policy for handling complaints of hate and bias that includes transparent procedures and a fair adjudicatory process”;

4. Expresses strong discontent with the “lack of diversity among faculty,” the absence of curricula around cultural competency in new student and faculty orientations, and the general “insensitivity and disturbing lack of awareness” around various aspects of culture, which produce an unwelcoming atmosphere on campus, as highlighted by the listening tour hosted by the above-mentioned task force;

5. Determines that party themes that target or discriminate against individuals or groups belonging to the aforementioned categories *should* be handled as disciplinary cases, though the focus should remain on re-education;⁵

6. Encourages the addition of, “I will value others regardless of race, class, sexual orientation, gender identity or expression, religion, national origin, age, ability status, citizenship status, or other identity,” to the Duke Community Standard, as advocated for by the Asian Students Association, Duke Diya, and the Asian American Alliance;

7. Recommends that Duke University revise the Duke Student Affairs website, specifically “A-Z Policies,” to include a university-wide policy explicitly defining and addressing expressions of hate and bias;

8. Demands that consequences/sanctions for expressions of hate and bias be made clear and explicit in the Duke Community Standard and in other relevant policies, wherever possible;

9. Urges all students, and student organizations in particular, to take stands against hate and bias when incidents occur, to include a statement against hate and bias in their own bylaws, and to outline consequences/sanctions for members who violate those standards; and

10. Pledges GPSC’s commitment to be proactive in working to reduce hate and bias, through coordinated efforts and concrete actions, to help create a safer, more welcoming, and more

⁵ Here, we diverge from the 2016 Duke University Task Force on Bias and Hate Issues, which recommends in a section titled “Hate and Bias Incidents that Fall Short of Crimes or Harassment” that incidents such as those mentioned in this clause *not* incur disciplinary action; this divergence is an exception to our affirmation of the 2016 task force’s recommendations in our previous clause.

collegial community for ourselves and for all those we represent.

Introduced by Krishni Metivier, Anisa Khalifa, Jessica Covil, and Amanda Ullman on October 30, 2018.