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Date: Wed, 16 Sep 1998 17:51:19 -0400
To: bmaulbe1, tyoung1, kclark1
From: Bob Gross <rgross1@swarthmore.edu>
Subject: Response to SQU/QSA concerns
Cc: acobo1, tgoundi1, khenry1, jcharlt1, gstott1, mwarner1, mwestph1, tsams1

Dear Ben, Talia, and Katrina --

I am distressed to hear about the two recent homophobic incidents. They remind us of the work we still have to do to create the campus climate that we all want. I would like to take this opportunity to update you on some of the projects we discussed last year that might take us closer to this goal.

1. Public Safety Bulletins

We were asked last year to issue Public Safety Bulletins whenever an incident of hate speech occurred. We discussed this with Owen Redgrave, the director of Public Safety, and as I indicated in my all-campus email last march, Public Safety will be called immediately to document every incident of hate speech. Whether they issue a Bulletin will depend on the nature of the incident.

2. Community Council

In the initial report establishing the current hate speech policy, a Community Council was proposed to consider and respond to incidents of hate speech; this part of the proposal was turned down by the faculty. Such a group would help the community deal with incidents, often anonymously perpetrated, that cause considerable upset. We discussed resubmitting the proposal to the faculty; we also considered using an existing group like the Diversity Task Force. Both of these alternatives had drawbacks, and we decided to use the newly established Dean's Advisory Council, with staff, faculty and student representatives. (We are awaiting SC appointment of more student representatives.)

3. Peer Counseling Network

Anna Maria Cobo and Talia Young have worked with a group of students to provide counseling and support for Gay, Lesbian, Bisexual, and Transgendered students. Bob Schoenberg, from the University of Pennsylvania, is providing the training in two sessions during this month.

4. Documentation of Hate Speech and Harassment Incidents

Deans Tedd Goundie and Tim Sams are maintaining an archive in the Dean's Office of all incidents noted in Public Safety reports and campus publications. The Acting Equal Opportunity Officer, Linda Echols, will report appropriate incidents. We will find an opportuntiy to publicize this so incidents can be reported directly.

5. Training of RAs

Tedd Goundie and Myrt Westphal arranged for Dennis Dybiak to conduct a half-day workshop for the RAs during their training on issues relating to Gay, Lesbian, Bisexual, and Transgendered students.

6. Training of Dean's Staff

During the Dean's Retreat in June, Bob Schoenberg conducted a workshop for the dean's staff on how to deal effectively with campus issues relatiing to Gay, Lesbian, Bisexual, and Transgendered students. In addition, on October 22nd the deans will meet with Dr. Ronni Salno, Director of the Lesbian, Gay, Bisexual and Transgender Center at UCLA.

I would like to meet with you to discuss these and other issues you might be concerned about. Please contact me and any of the deans if you have questions. We welcome your assistance.

-- Bob

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