



Supporting a Diverse and Inclusive Community

Annual Report

2012-2013

Supporting a Diverse and Inclusive Community

INTRODUCTION

The following report summarizes the work of the Office of Academic Affairs, the Office of Human Resources, and the Office of Student Affairs in *Supporting a Diverse and Inclusive Community* at Emmanuel College. As stated by President Sister Janet Eisner, SND, in her memorandum on December 2, 2011, members of the Emmanuel College community are expected to demonstrate respect and show sensitivity to differences in others. All members of the community are entitled to and responsible for maintaining an environment of civility that is free from disparagement, intimidation, discrimination, harassment, and violence of any kind.

STEERING COMMITTEE:

Carolyn Caveny, Associate Director of Academic Advising and Chair of Steering Committee

Erin Farmer Noonan, Director of Human Resources

Dr. William Leonard, Dean of Arts and Sciences

Dr. Patricia Rissmeyer, Vice President for Student Affairs

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Academic Affairs/Office of the Dean of Arts and Sciences

Introduction

The following report summarizes the work of the Office of the Dean of Arts and Sciences in *Supporting a Diverse and Inclusive Community* at Emmanuel College during the 2012-2013 academic year. The office of the Dean of Arts and Sciences works to ensure that faculty are properly oriented towards the College's goals of supporting a diverse and inclusive community throughout Academic Affairs, in its programs, classrooms, curriculum and applicable policies.

Appraisal

Recruitment

Due to funding uncertainty we were unable to advertise and recruit for the Dissertation/Diversity Fellowship for the 2013-2014 academic year. This position was developed to enhance the ethnic, racial and intellectual diversity at Emmanuel College. The fellowship was designed for doctoral or MFA candidates from underrepresented groups engaged in completing their dissertations or theses. We hope to continue these efforts in the upcoming academic year and will request an answer on funding sooner, rather than later.

We continue to use niche diversity websites for recruitment as part of our strategic diversity plan with the Colleges of the Fenway, including in print/radio advertising campaign; Bay State Banner, El Mundo/Latino Career Guide, Cape Verdean News, India New England, and Sampan, Colors Magazine. We also placed poster ads on the MBTA to increase visibility in diverse neighborhoods.

Department Chairs were asked to identify strategies for recruiting faculty of color when a search was opened. Our recruitment efforts were not as successful this year as they have been in past years. Once positions are approved departments will be asked to provide a plan which includes reaching out to appropriate professional organizations.

Academic Affairs, faculty, and students examined the goals and outcomes of the ecPULSE program during the year and have revised the program for the 2013-2014 academic year. We recruited over 40 first-generation students into the program which begins with a week-long program prior to the fall semester. Attached is a description of the ecPULSE program for the year. Academic and Student Affairs collaborated on the efforts in creating a revised program.

The Dean of Arts and Sciences and department chairs discussed issues raised by the Director of Multicultural Programs related to race, class, and gender in and out of the classroom. The

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department chairs were sensitive to the issues raised and agreed to discuss them with faculty in their departments.

ecPULSE Program

The ecPULSE (Emmanuel College Program for Undergraduate Leadership and Scholarship Excellence) program is designed to support first generation and Pell-eligible students through their first two years of college by providing the academic support and resources necessary to ensure a successful transition into college and the Emmanuel College community. The program is designed to introduce students to Emmanuel's academic expectations and the resources needed to succeed by supporting and guiding a student's academic journey from matriculation through declaration of major during the sophomore year.

The Program has four major components:

- "Academic Boot Camp" (seven day program August 25-31, 2013)
- Enrollment in [ARC 0101 Strategies for Academic Success](#) (six week program during fall semester)
- Participation in SAGE* program (first year, both semesters; see program description below)
- Assignment of ecPULSE faculty mentor (until student declares a major and is assigned a faculty advisor)

Deposited students who meet the first generation and/or Pell-eligible criteria are invited into the program and participation is limited to 40 first-year students on a first come, first served basis.

Students who successfully complete the first semester are given a \$250 bookstore gift card to be used for the purchase of books and academic supplies during the spring semester provided they have:

- Successfully Completed Academic Boot Camp
- Successfully Completed ARC 0101
- Actively participated in the SAGE program
- Met with their faculty mentor and their academic advisor three times each during the semester

Students who successfully complete the spring semester of their freshman year are given a \$250 bookstore gift card in the fall of their sophomore year provided they have:

- Achieved a 2.8 GPA or above
- Actively participated in the SAGE program

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- Met with their faculty mentor and their academic advisor twice each during the semester

***SAGE** The S.A.G.E. (Student Adjustment Guided Effectively) program pairs up incoming students with an upper-class student. Through this program, first-year students will be introduced to clubs, programs, athletics, and other activities that might be of interest. The S.A.G.E. program is a great way for students to meet new people and to get involved!

Projection/Goals

The Office of Academic Affairs has the following goals and initiatives for academic year 2013-2014:

- Continue working with faculty and departments in efforts to increase the variety of course offerings particularly in light of the College's Strategic Plan and global initiatives.
- Develop diversity recruitment training program for search committees. This training program will instruct faculty on how to write advertisements in a way that signals the College's intentions to diversify and will challenge departments to develop a diversity plan with specific details as to how they would go beyond usual search protocols to diversity their pools.
- Continue to assess the effectiveness of ecPULSE.
- Work with the Director of Assessment to develop a "climate" survey.

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The Office of Human Resources

Introduction

The following report summarizes the work of the Office of Human Resources in *Supporting a Diverse and Inclusive Community* at Emmanuel College. The Office of Human Resources continues to ensure that both faculty and staff are properly oriented for maintaining an environment of civility that is free from disparagement, intimidation, discrimination, harassment, and violence of any kind upon date of hire and annually through training programs and acknowledgement of applicable policies.

Appraisal

Policies

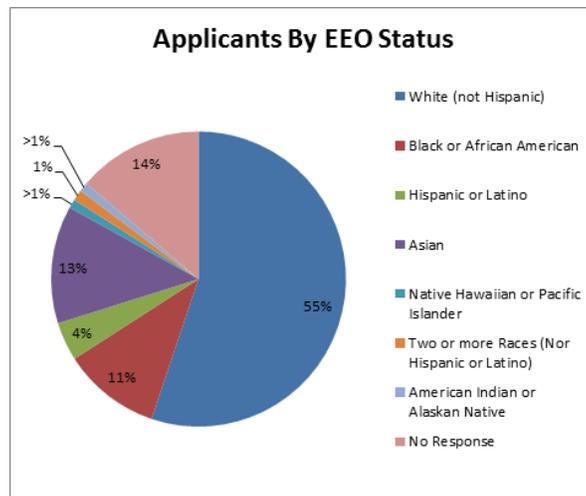
- Updated the Harassment and Discrimination Policy to be in compliance with new Title IX legislation. Collaborated with the Dean of Students to update all applicable handbooks and web pages with the new policy and process for investigating incidents.
- Worked with the Director of Multicultural Programs on the developing a new policy entitled the Bias Incident and Hate Crime Response Policy.

Recruitment

- The Office of Human Resources continues to work closely with the New England Higher Education Recruitment Consortium (NE HERC). Because diversity is central to its mission, NE HERC provides a forum for partnering with diverse organizations to build a pipeline of diverse talent. The National HERC will soon partner with diversity-focused organizations to introduce qualified diverse candidates to members that ultimately result in hires. The PhD Project (www.phdproject.org) with HERC is the first partnership of this kind. The PhD Project's expansive network helps African-Americans, Hispanic-Americans and Native Americans attain their business PhD, become business professors and mentor the next generation.
- In an effort to support our mission to recruit and retain diverse and highly qualified faculty and staff, the Office of Human Resources staff attended the NE-HERC Annual Diversity Recruitment Conference. The day-long event included keynotes, small group workshops, and networking.
- The keynote speaker at the conference was Dr. Marvin Lee Pelton. A native of Kansas, he held leadership roles at Colgate University and Dartmouth College before becoming the first African-American president of an independent college when he became Willamette University's president in 1998. He served at the Salem, Oregon, school until 2011 when he became the 12th president at Emerson College.

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- The conference also included a leadership panel designed to engage in discussion on the importance of engaging top leadership in diversity recruitment initiatives and to examine Models of Diversity Leadership. Facilitators included:
 - Liza Cariaga-Lo, Brown University
 - Lisa Coleman, Harvard University
 - Pamela Nolan Young, Smith College
 - Nicole Price, Suffolk University
 - Jeffrey Ogbar, University of Connecticut
 - Juan Nunez, University of Massachusetts Boston
- We continue to use niche diversity websites for recruitment as part of our strategic diversity plan with the Colleges of the Fenway, including annual print/radio advertising campaign; Bay State Banner, El Mundo/Latino Career Guide, Cape Verdean News, India New England, and Sampan, Colors Magazine. We also placed poster ads on the MBTA to increase visibility in diverse neighborhoods.
- We also compiled a minority database from attended career fairs and diversity events and created a minority organizations database to use for targeted recruiting. The chart below displays a snapshot of our diversity applicants. We increased our pool by 10% for 2012-2013.



- The College has maintained 20% employees of color for the past two years.

Networking Opportunities

- The Associate Director of Human Resources served on the planning committee for the COF annual Dr. Martin Luther King Breakfast held on February 27, 2013. Singer, Songwriter and Cultural Activist, Jane Sapp served as the keynote. The program also included student presentations and a Performing Arts Dance piece.

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Projection

The Office of Human Resources, in collaboration with other units at the College, is prepared to work on the following initiatives for academic year 2013-2014:

- Continue to explore opportunities with outside consultants to pilot a training program on cross-cultural competence including topics such as cultural awareness, experiencing cross cultural differences, developing cross cultural skills, and understanding the dominant American culture (as well as its own subsets) and other world cultures.
- Continue to work with the Colleges of the Fenway on the strategic diversity plan and other training and professional development initiatives.

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Student Affairs

Introduction

Student Affairs is comprised of ten departments. These offices included Athletics and Recreation, Campus Ministry/Center of Mission and Spirituality, Counseling, Health Services, the Office of the Dean of Students, Multicultural Programs, Student Activities, Residence Life and Housing, the Jean Yawkey Center and the Vice President for Student Affairs.

Appraisal

The Office of Multicultural Programs has primary responsibility for supporting a diverse and inclusive student life community. The Office develops events in collaboration with student leaders to meet the needs of the college community. The collaboration allows the Office to plan for thematic programs (Black History Month, Native America Heritage Month, Latino Heritage Month, and the Lunar New Year), new initiatives and special events. The Director develops educational programs on diversity for white students and support programs, leadership development opportunities and celebratory events for students of color.

The Office Objectives for the 2012-2013 Academic Year included:

1. Provide a forum for underrepresented students to reflect on their experience at Emmanuel with the Nia Retreat for Students of Color.
2. Sustain programs and initiatives, for example, the Through the Wire Series, theme month program such as Native American Heritage Month and cultural events such as Lunar New Year, as well as the Multicultural Executive Board Retreat.
3. Offer annual recognition programs for incoming/graduating students of color and majority students who wish to participate

Programs and Activities

During the 2012-2013 academic year, the Office of Multicultural Programs continued to offer programs that allowed underrepresented students to feel more connected to Emmanuel and which educated students in the majority at the same time. These programs included, the Multicultural Executive Board Retreat, The Nia Retreat for Students of Color, the Through the Wire Lecture Series, the St. Patrick's Day Celebration and Mass and the Genesis Celebration for Students of Color.

The Multicultural Executive Board Retreat assisted board members of the multicultural clubs/organizations to prepare for their roles as a student leader on campus. In September

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2012 there was a 65% participation rate on the retreat. This was an increase from a 50% participation rate from the previous year (2011). In addition to the Multicultural Executive Board Retreat, the Office offered a Nia Retreat for students of color. Students who participated in the retreat expressed the benefits that the retreat had on their college experience. Many indicated on program evaluations that the retreat provided them “with an opportunity to learn about themselves and their cultures”, as well as discuss their family dynamics that support or hinder their college experience. Nia continues with strong alumni participation. Three alumni participated in the entire retreat; they stayed overnight and facilitated several retreat activities. Overall, participants gained a sense of identity, an additional support network and the ability to learn from fellow classmates.

The Through the Wire Lecture Series offered two lectures during the 2012-2013 academic year. There was no theme to this year’s lecture series. Both lectures took place during the spring semester and featured Nicole Roberts Jones, who spoke about *Women’s Empowerment* and Michael Patrick MacDonald, who returned to Emmanuel. His lecture was titled: *“Our Common Ground: Race and the Unspoken Issue of Class in Boston and America”*.

In the area of heritage celebration programming (Black History Month, Native American Heritage Month), the office worked in conjunction with the multicultural organizations. During Latino Heritage Month, Dr. Ginetta Candelario, Associate Professor of Sociology and Latino/a American Studies at Smith College provided a lecture on Dominican race identity formation. This lecture was sponsored by H.U.E.L.L.A.S. For Black History Month, the Black Student Union sponsored a lecture by nationally recognized scholar and talk show host Dr. Marc Lamont Hill, Associate Professor of English Education and Anthropology at Teachers College, Columbia University. Multicultural Programs continues to offer support by way of advertising and creating event posters for each heritage month.

In addition to the offerings of the Multicultural Student Organizations, the Office of Multicultural Programs offered a full month of events for Native American Heritage Month (NHM) by partnering with the other departments on campus. With the help of Campus Ministry and Athletics, the Office included two lectures during NHM. Fr. John Spenser, SJ, Associate Vice President and College Chaplain offered a lecture on the Influence of the Catholic Church on Native Americans. Working with Head Men’s Lacrosse Coach Brendan McWilliams, the office co-sponsored a lecture on the history of lacrosse.

Using the feedback provided in the assessment conducted in the 2011-2012 academic year, on whether majority students were equally served by multicultural programs, the office implemented a new heritage celebration. In March, the Office offered a St. Patrick’s Day Celebration including a St. Patrick’s Day Liturgy. The celebration, included traditional Irish step dancing and folk dancing, a storyteller, an Irish Folk band, and an authentic Irish dinner served in the dining hall. The Mass included the blessing of St. Brigid crosses and traditional Irish scones. The Mass also included traditional Irish songs of worship sung in English and Gaelic as well as the prayer of St. Patrick also read in both languages. Approximately 60 members of the faculty, staff and administration attended the Liturgy.

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The Commencement Celebration for Students of Color developed a new identity. To alleviate the confusion between this event and the actual commencement and to communicate the purpose behind the formation of this celebration, the program has been renamed the *Genesis Celebration for Students of Color*. There was a slight decrease in participation of this program. This is attributed to the overall smaller class size and smaller number of students of color in the Class of 2013. Approximately, 30% of graduating students of color participated in the ceremony. Less than 1% of graduating majority students participated in the ceremony. Alumni continue to financially support the Genesis Celebration. 5 alumni donated to subsidize the cost of the stoles, totaling \$250.00.

Service and Educational Initiatives

The Office of Multicultural Programs continued to partner with Campus Ministry to offer the MG2EC (Mission Grammar to Emmanuel College) program. A “book club” that focuses on culture, history, literacy, and college readiness, MG2EC is designed to co-inside with theme month programs celebrated at Emmanuel (black history month etc.) and/or current topics.

The goals of the program are:

- Empower Mission Grammar scholars, through mentorship, to see higher education as a viable option.
- Mission Grammar scholars will gain the ability to engage in discussions that allow for critical thinking and high level communication skills.

In the Spring Semester, the College offered THRS 2305: Religion, Gender and HIV/AIDS in Southern Africa. Twenty-two students originally enrolled in the course (21 females and 1 male), with 21 students traveling to Southern Africa in May (20 females and 1 male). Of the 21 students 11 were students of color. This is the largest number of students to date to have traveled to Southern Africa, bringing the total number of students to 45.

In advance of the trip, the student raised \$3,500 to purchase supplies to aid them in their school service project. These supplies included:

- 26 window panes
- Gardening tools (picks, hoes, watering jugs etc.)
- Seedlings (spinach, onions, carrots, cabbage etc.)
- Paint supplies (paints, brushes, rollers etc.)
- Cleaning supplies (for the out houses)
- Books (80 to start the library)
- Spoons and cups (450 children)
- Sporting Materials (soccer and basketballs, basketball hoops etc.)
- Building materials (560 cinderblocks, 50 bags of cement.
- Food for breakfast and lunch (5 days x 2 meals a day = 10 meals)

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With these supplies, our students, painted the outside of 3 buildings, the inside of 2 classrooms which include a mural in each class, created 70 garden beds and a compost heap. They prepared breakfast and lunch daily for 450 children. They also taught class on occasion and cleaned 15 outdoor toilets. The building supplies that were purchased will be used to complete the construction of 3 new classrooms.

In addition to our main service sites, the travel group also bought supplies to two child-headed households. The supplies included food parcels that will last each family 3-4 months as well as gardening tools and seedlings to start a garden. We also provided toys and snacks for sick children in pediatric ward at RFM Memorial Hospital in Manzini, Swaziland.

Policy Development and Implementation

In conjunction with the Director of Campus Safety and the Vice President for Student Affairs, the Director of Multicultural Programs developed and implemented the Bias Incident and Hate Crime Policy. The policy was added to the student code of conduct and student handbook in the Fall Semester. Subsequently, the Bias Response Team was created, as well as its function and role on campus. The BRT consists of 14 members of the faculty, administration and staff. In June of this year, 9 of the 14 members of the team went through training. The training was facilitated by two members of Consumer Relations Services of the Justice Department. A copy of the policy, reporting form and a list of Bias Response Team members are attached to this report.

In her annual report, the Director of Multicultural Programs, Damita Davis included the following

Challenges:

Students:

There are very few visible and involved staff and administrators of color on campus. As a result, students of color struggle to find role models, mentors and support figures to assist them as they struggle with mental health issues, academics, and the effects of sexual assault, family obligations/expectations, sexuality or perceived bias by fellow students, members of the faculty or staff.

Financial:

Multicultural Programs is staffed by one full time professional, with divided job responsibilities; part time director of multicultural programs and part time associate director of student activities. During the 2012-2013, multicultural programs employed three student workers and relied heavily on them to provide the programs offered from the office. Another full time staff member or a part time person or graduate assistant is needed to adequately respond to the needs to all students as it relates to areas of

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diversity, with an emphasis on students of color. It would also assist to achieve the goals of creating a more inclusive environment for students at Emmanuel.

Budget priorities:

The current budget is dedicated to programs that either: cast a wide net over the entire community (Through the Wire Lecture Series) or provide a sense of identity and an additional support network for underrepresented students (Nia Retreat for Students of Color). The 'steady state' budget is becoming more and more of a challenge as market rates for services (retreat locations, speaker's fees, etc.) increase on a yearly basis, yet the budget doesn't follow suit. The office has become increasingly financially dependent on the multicultural clubs and organizations in providing programs on campus; specifically, heritage celebrations (Latino Heritage Month etc.), Through the Wire Lecture Series, and the Genesis Celebration for students of color. Without the financial support of the organizations, these programs will either need to be scaled back drastically or be eliminated.

Projection:

Future Initiatives:

Over the years, the Office of Multicultural Programs has worked with the Tomaquog Museum in Rhode Island to provide programming for Native American Heritage Month. As a result of the strong working relationship, the director of the museum approached Emmanuel to be a partner in a grant they were applying for with the National Endowment for the Arts, Big Read Program. The Big Read is "designed to revitalize the role of literature in American culture and to encourage citizens to read for pleasure and enlightenment". The museum selected Love Medicine by Louise Erdrich. In May of this year, we received confirmation that Tomaquog Museum was awarded the grant for \$15,000. Although the College will not receive any funds from the grant directly, we will be listed as a partner on all programs advertising locally and nationally on the NEA's website.

During the 2013-2014 academic year, Emmanuel will partner in this way:

- *Host a book talk with a representative from Tomaquog Museum*
- *Host an art reflection program in which participants have read one or more passages and create collage art to reflect on the book or to connect it to their life*
- *Host a Round Table Discussion with Native educators, elders, and authors to discuss themes in the book*
- *Make book required reading in a course: Professor Mary Elizabeth Pope will use Love Medicine as a required reading in the Advanced Fiction Writing course in the fall semester 2013*

We will support the project through:

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- *In-kind contributions of space for events held at our organization valued at \$1000*
- *In-kind contributions of staff coordination time valued at \$1500*
- *PR & marketing as we would for any of our programs & in accordance to The Big Read requirements valued at \$500*

In addition to the Big Read Program partnership with Tomaquoq Museum and the continuation of the programs, services and educational activities that have been successful in the past, the Office has set the following goals:

1. Educate the community about the Bias Related Incident and Hate Crime Policy, its role and function for the college.
2. Research and apply for grants that will provide additional financial resources to the office.
3. Further define the role and function of the Office to meet the needs to the current student population and goals of the College.
4. Establish internal and external community partnerships that would enhance program offerings on diversity and multicultural education.

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Bias Response Team Members

<u>Position</u>	<u>Department</u>	<u>Representative</u>
Director of Human Resources	Human Resources	Erin Farmer Noonan
Director of Community Service	Campus Ministry	Deirdre Bradley Turner
Director of Multicultural Programs	Multicultural Programs	Damita Davis
Director of Residence Life	Residence Life& Housing	Susan Benzie
Director of Campus Safety	Campus Safety	Jack Kelly
Assistant Dean of Students	Community Standards	Mary Beth Thomas
Assistant Athletic Director	Athletics	Jamahl Jackson
Director of International Programs	Office of International Programs	Danielle Pennock
Director of Disability Support Services	Academic Resource Center	Susan Mayo
Associate Professor of Psychology	Department of Psychology	Dr. Kimberly Smirles
Associate Professor of History	Department of History	Dr. Javier Marion
Associate Professor of Foreign Languages	Dept. of Foreign Languages	Dr. Arlyn Sanchez Silva
Associate Professor of Psychology	Department of Psychology	Dr. Linda Lin

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BIAS RELATED INCIDENT AND HATE CRIMES POLICY

Purpose

As a Catholic college, Emmanuel College upholds the human dignity of all members of our community. As such, Emmanuel seeks to create and maintain an academic, work and social environment free of harassment due to, race, gender, sexual orientation, ability, religion, veteran's status, nationality, ethnicity or any other protected status. To achieve our goal of providing a working and learning environment free from harassment or discrimination, the behavior described in this policy will not be tolerated and we have provided a procedure by which inappropriate conduct will be addressed, if encountered by members of the Emmanuel community.

Please note that while this policy sets forth our goals of promoting a working and learning environment that is free of harassment or discrimination, the policy is not designed or intended to limit our authority to discipline or take remedial action for conduct which we deem unacceptable, regardless of whether that conduct satisfies the definition of a bias related incident or hate crime.

Scope

This policy applies to all Emmanuel College students. It is written in line with the laws of the Commonwealth of Massachusetts and the Clery Act for reporting crimes on college campuses.

Definitions

This policy is comprised of two overlapping components of behavior that threaten an environment rooted in upholding the dignity of every human being; bias related incidents and hate crimes.

Bias related incident

For the purposes of this policy, a bias related incident refers to behavior that is a violation of the policies listed in the student code of conduct. This behavior can be threatened, attempted or completed and is motivated in whole or part, by the offender's bias toward the victims' race, gender, sexual orientation, ability, religion, veteran's status nationality or ethnicity.

Hate Crimes

According to the Massachusetts Hate Crimes Reporting Act, a hate crime is “. . . any criminal act coupled with overt actions motivated by bigotry and bias including, but not limited to a threatened, attempted, or completed overt act motivated at least in part by racial, religious, ethnic, handicap, gender or sexual orientation prejudice, or which otherwise deprives another person of his constitutional rights by threats, intimidation or coercion, or which seek to interfere with or disrupt a person's exercise of constitutional rights through harassment or intimidation. Hate crimes shall also include, but not limited to, acts that constitute violations of sections thirty-seven and thirty-nine of chapter two hundred and seventy five, section one hundred and twenty-seven A of chapter two hundred sixty-six and chapter

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two hundred and seventy-two.” (Definition of “Hate crime” as amended by 2011, 199, Sec. 2 effective July 1, 2012, Massachusetts General Laws, Chapter 22c, section 32)

Take special note that retaliation against an individual who has reported a bias related incident/hate crime and against witnesses of a bias related incident/hate crime will not be tolerated by the College.

Procedure

A student who has been a victim of or witness to a bias related incident or hate crime may report it in writing to any of the following campus professionals:

- Director Campus Safety
- Dean of Students
- Vice President of Student Affairs
- Resident Assistant or Assistant Director/Resident Director (If the incident occurred in the residence halls)
- Director, Multicultural Programs
- Campus Minister, Campus Ministry
- Counselor, Counseling Center

If the incident occurs between a member of the faculty, staff or administration and a student, the student or the witness may file a complaint with any of the following campus professionals:

- Director Campus Safety
- Director of Human Resources
- Associate Director of Human Resources
- Vice President of Student Affairs
- Vice President of Academic Affairs

Investigation

When a report is received, the matter will be promptly investigated in a fair and expeditious manner. The investigation will be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances.

Disciplinary Action

Emmanuel College students are expected to behave in a manner consistent with community standards. As stated in the *Emmanuel College Statement of Supporting a Diverse and Inclusive Community*, “Members of our community are expected to demonstrate respect and show sensitivity to differences in others. All members of the community are entitled to and responsible for maintaining an environment of civility that is free from disparagement, intimidation, discrimination, harassment, and violence of any kinds. We expect each member of the community to take responsibility for building and improving the quality of our community. We expect that as an educated community we will have a tolerance for others’ opinions and openness to their perspective. We expect that every member of the Emmanuel

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community will accept diversity, value inclusivity, and be civil in dealing with each other. The College does not tolerate racism, sexism, classism or discrimination based on sexual orientation. We hope that all members of our community will model and teach respect for the differences between us and celebrate the similarities that unite us as a people worthy of dignity.” December 2, 2010)

A bias related incident or hate crime is contradictory to the community standards mentioned above. It may also, contribute to creating an unsafe, negative, or unwelcome environment for the victim, and/or other members of the college community. Students who engage in behavior that can be classified as a bias related incident or hate crime are subject to disciplinary action through the judicial system.