



CSUNITE

NO PLACE 4 H8

THURSDAY, MARCH 29, 2018

Gather at Newton's Corner (corner of Pitkin and Center) at 3 p.m. for a solidarity walk to LSC Plaza where there will be a brief program.

All members of the Colorado State University and Fort Collins community are invited.

In participating in this together, we reach across whatever divides us and accept our responsibility to uphold one another, to be alongside those who have been personally harmed by acts of hate and bias, and to acknowledge the harm such acts cause to all of us as members of this community. This event embodies our belief that love is stronger than hate, that diversity is fundamental to the nature and character of a university, and that Rams take care of Rams.

PRINCIPLES of COMMUNITY

The principles of community support the Colorado State University mission and vision of access, research, teaching, service and engagement. A collaborative and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the university.

Inclusion

We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents and contributions.

Integrity

We are accountable for our actions and will act ethically and honestly in all our interactions.

Respect

We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

Service

We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

Social Justice

We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and uphold the laws, policies and procedures that promote justice in all respects.

Four steps from inaction to intervention

Public harassment or incidents of bias can occur unexpectedly in virtually any location. It may be on a bus, at school, at a shopping center, in a park, or at any number of other public spaces. The unpredictable nature of such harassment can leave us feeling unprepared when an incident occurs. If you remember four key points, however, you can effectively respond.

1. Know what public harassment looks like. Understanding that harassment is happening – and why it’s happening – is the first step toward effective intervention. Recognize that harassment exists on a spectrum of actions ranging from hurtful comments and gestures to violence.

2. Be aware of your identity before taking action. Look at who you are – or who you are perceived to be – at the intersection of race, sex, religion, color, gender, size, orientation, ability, age and origin. Awareness is important because a harasser may target you for your identity. In other words, your direct intervention could escalate the situation.

3. Recognize your blocks, or reasons why you may not intervene. We all have such blocks. Sometimes we’re scared. Other times, we may feel we can’t make a difference – even if we act. We may believe it’s simply not our problem, especially if no one else is doing anything. We might minimize the harassment or not even recognize the behavior as harassment. Whatever reasons stand in your way, the most important thing is to be aware of your blocks before choosing one of “The Five Ds of Bystander Intervention” that works for you.

4. When an incident occurs, choose one of “the five Ds of bystander intervention.”

- **Direct:** “That’s not cool.” Directly address the incident or harasser by stating that what’s happening is inappropriate or disrespectful. Direct intervention has many risks; exercise it with caution and assess the situation for your safety first.
- **Distract:** “Hey, what time is it?” Use distraction to stop the incident. The goal is to interrupt the incident by engaging the person being targeted and ignoring the harasser.
- **Delegate:** “Can I get your help over here?” Ask for help from a third party like a manager in the store, a driver on the bus, or a faculty or staff member on campus.
- **Delay:** “Are you OK?” If you can’t take action in the moment, you can make a difference afterward by checking on the people targeted. Ask how you can help and share resources for advocacy groups and reporting.
- **Document:** “I’m recording this.” It can be really helpful to record an incident as it happens, but there are a number of things to keep in mind to safely and responsibly document harassment. Assess the situation. Is anyone helping the person being harassed? If not, use one of the four steps above. If someone else is already helping, assess your own safety. If you are safe, start recording and keep the following tips in mind:
 - Keep a safe distance from the incident, make your video easy to verify by including landmarks like a street sign, clearly state the date and time on the video, and always ask the person harassed what they would like to do with the recording.
 - Never livestream the video or post it online without the person’s permission. Using a video without consent can make the person targeted feel more powerless.

Adapted from the Southern Poverty Law Center



What are incidents of bias and hate?

Bias-motivated incident:

A bias incident is any conduct, speech, or expression, motivated in whole or in part by bias or prejudice that is meant to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group’s actual or perceived: disability and ability, age, geographic background, citizenship or immigration status, ethnicity, race, sex, color, gender, genetic information, national origin or ancestry, gender identity and expression, sexual orientation, parenting and pregnancy status, religion, veteran status, first generation status, or socioeconomic status. A bias-related incident may not reach a criminal threshold. Often, these incidents are broadly or generally directed to an individual or group of individuals or include an action that, while disturbing, is not criminal, such as bias-related speech (which is often protected under the first amendment).

Hate crime:

A hate crime is a criminal act with an added element of bias. For example, a criminal act such as arson, murder, assault, harassment, vandalism – acts which are classified as criminal regardless of the intended victim or victims – may have an added element of directly targeting a specific individual or individuals because of bias. For a criminal action to reach the level threshold of a hate crime, it must first reach the threshold of a criminal act without the added element of bias. For a crime to have occurred the action must have a victim; it must be directed toward a specific person or group of individuals. If an act surpasses the threshold of a criminal act because of its nature, and it is motivated by bias, then it is classified as a hate crime.

How to report incidents of bias and hate on campus

To report a bias-related incident, use the Incident of Bias reporting system at:

SUPPORTANDSAFETY.COLOSTATE.EDU/INCIDENTS-OF-BIAS

or call **(970) 491-1350**.

If you are concerned about someone in the campus community, you can use the Tell Someone website:

SUPPORTANDSAFETY.COLOSTATE.EDU/TELLSOMEONE or call **(970) 491-1350** to make an anonymous referral.

In both cases, professionals on campus will follow up to offer resources as appropriate.

Get Involved

As members of a campus community, we all have extensive opportunities to participate in campus events to advance our own learning and understanding. Here are some things to consider when attending any event, particularly those involving cultures different from your own.

- Show up prepared to be a participant, not a spectator. When we fully engage in the activities, we increase the likelihood of increased understanding across identity and difference – and avoid putting other participants in the uncomfortable position of being watched.
- Ask yourself the following questions when attending an event that is new to you, and consider discussing this with fellow students or faculty members:
 - What are your initial thoughts or feelings about the event?
 - What are two or three questions you have after attending the event?
 - How has this event impacted our community members differently?
 - How can you apply what you have learned from the event to your coursework?

CESAR CHAVEZ COMMUNITY CELEBRATION

5:30PM March 29
LSC Ballroom

MIX – MULTICULTURAL INTERSECTIONAL INCLUSIVITY EXCHANGE

5 - 7:30PM March 29

Gregory Allicar Museum of Art

MURALS (MULTICULTURAL UNDERGRADUATE RESEARCH, ART, AND LEADERSHIP SYMPOSIUM)

March 30

LSC

13TH ANNUAL FEMINIST THOUGHT & ACTIVISM CONFERENCE

March 31

LSC

ASIAN AMERICAN/PACIFIC ISLANDER MONTH

April

SEXUAL ASSAULT AWARENESS MONTH

April

REAL TALK

4PM Every Tuesday

B/AACC

THE FIRST AMENDMENT ON CAMPUS: PROACTIVE STRATEGIES FOR INCLUSION

3 - 5PM April 3

LSC Cherokee Park Room

Session for CSU faculty and staff; registration required at [DIVERSITY.COLOSTATE.EDU](https://diversity.colostate.edu)

QUEER CONNECTIONS

3:30 - 5PM April 4

LSC 308

QUEER PROM

6PM April 6

LSC

DRAG SHOW

6PM April 8

LSC

FREE SPEECH SUMMIT

9AM – 3PM April 13

LSC

Registration required at [DIVERSITY.COLOSTATE.EDU](https://diversity.colostate.edu)

THE FIRST AMENDMENT ON CAMPUS: PROACTIVE STRATEGIES FOR INCLUSION

11:30AM – 1:30PM April 18

LSC Cherokee Park Room

Session for CSU faculty and staff; registration required at [DIVERSITY.COLOSTATE.EDU](https://diversity.colostate.edu)

QUEER CONNECTIONS

3:30 - 5PM April 18

LSC 322

#METOO & RADICAL SELF-LOVE EXPO

5:30 - 7:30PM April 18

LSC

THIRST FOR KNOWLEDGE: THE SOULS OF BLACK GIRLS: MEDIA AND MYTH FEATURING PROFESSOR TORI ARTHUR

6PM April 25

B/AACC

SAFE ZONE TRAINING SESSIONS

April 25

Faculty and staff session

HOLDING TENSION BETWEEN SHAME AND PRIDE: FAT IDENTITY DEVELOPMENT THEORY

12 - 1:30PM April 26

LSC 382

Registration required at

[DIVERSITY.COLOSTATE.EDU](https://diversity.colostate.edu)

DESTRESS WITH DOGS, SPONSORED BY RESOURCES FOR DISABLED STUDENTS

6 - 8PM May 1 and May 3

LSC

SOCIAL JUSTICE LEADERSHIP INSTITUTE

8:30AM – 5PM May 22-23

Tapestry House

\$250 per attendee; registration required at [DIVERSITY.COLOSTATE.EDU](https://diversity.colostate.edu)

NO
PLACE
4 H8

In response to the hate and bias-motivated incidents reported this fall on campus and in the local community, Residence Life has launched a “No Place 4 H8” campaign campus wide to engage students in reinforcing the CSU Principles of Community.

The campaign includes posters, clings and social media graphics that students, staff and faculty are encouraged to post on their doors,

windows and other spaces across campus to clearly show that hate speech and bias-motivated incidents have no place at CSU.

The campaign also encourages members of the campus community to report any incidents of hate or bias on campus, to speak up and step in when such acts are witnessed, and to use the built-in reporting tools on social media apps to flag hate speech and harassing content.

Campus Resources: Rams take care of Rams

If you or someone you know on campus is impacted by an incident of bias or hate, the following services are available to offer support and resources:

CSU Health Network Counseling Services

(970) 491-6053 (business hours)
(970) 491-7111 (after hours)

CSU Health Network Spiritual Care Services

(970) 491-7121

Employee Assistance Program

Faculty and staff resources
(970) 491-1527
OMBUDSANDEAP.COLOSTATE.EDU/EMPLOYEE-ASSISTANCE-PROGRAM

Hillel of Colorado at CSU

(970) 224-4246
HILLELCOLORADO.ORG/OUR-CAMPUSES/COLORADO-STATE-UNIVERSITY-HILLEL

Office of Equal Opportunity

(970) 491-5836
OEO.COLOSTATE.EDU

Office of the Ombuds

(970) 491-1527
OMBUDSANDEAP.COLOSTATE.EDU/CSU-OMBUDS-OFFICE

International Programs

(970) 491-5917
(970) 491-6425 (after hours emergency)
INTERNATIONAL.COLOSTATE.EDU

Student Case Management

(970) 491-8051
STUDENTCASEMANAGEMENT.COLOSTATE.EDU

Student Diversity Programs and Services

Asian Pacific American Cultural Center

(970) 491-6154
APACC.COLOSTATE.EDU

Black/African American Cultural Center

(970) 491-5781
BAACC.COLOSTATE.EDU

El Centro

(970) 491-5722
ELCENTRO.COLOSTATE.EDU

Native American Cultural Center

(970) 491-1332
NACC.COLOSTATE.EDU

Pride Resource Center

(970) 491-4342
PRIDERESOURCECENTER.COLOSTATE.EDU

Resources for Disabled Students

(970) 491-6385
RDS.COLOSTATE.EDU

Women and Gender Advocacy Center

(970) 491-6384
(970) 492-4242 (VAT 24-hour hotline)
WGAC.COLOSTATE.EDU

Vice President for Diversity

(970) 491-6849
DIVERSITY.COLOSTATE.EDU

The Office of the VP for Diversity offers a wide range of services for faculty and staff as well.

- Departments can request customized, pre-designed trainings through the VP for Diversity Office.
- The Faculty Institute for Inclusive Excellence is specifically designed for faculty members and offered every calendar year through the VP for Diversity Office.
- State Classified and Administrative Professional staff members can participate in the Creating Inclusive Excellence Program offered every fall and spring:
DIVERSITY.COLOSTATE.EDU/OUR-PROGRAMS

Student Leadership Groups

ASCSU (Associated Students of Colorado State University)

ASCSU.COLOSTATE.EDU

PMSAC (President's Multicultural Student Advisory Committee)

PRESIDENT.COLOSTATE.EDU/PRESIDENTS-MULTICULTURAL-STUDENT-ADVISORY-COMMITTEE-PMSAC

RHA (Residence Hall Association)

RHA.COLOSTATE.EDU

Ways to get involved in the City of Fort Collins

Join one of the City's boards or commissions

FCGOV.COM/CITYCLERK/BOARDS.PHP

Get involved in the local community

FCGOV.COM/MYFOCO

Reading suggestions for further learning

CSU's monthly Diversity Newsletter features events, articles, stories, and features of interest to the campus community

DIVERSITY.COLOSTATE.EDU/DIVERSITY-NEWSLETTER

Learn more about what's available on campus through the Diversity Inventory System

DIVERSITYINVENTORY.COLOSTATE.EDU/SEARCH

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firstamendment.colostate.edu

#CSUnity