



“No Place for Hate” Taskforce Report and Recommendations

Chairs

Dr. Javaune Adams-Gaston, Vice President for Student Life

Dr. Valerie B. Lee, Vice Provost for Diversity and Inclusion,
Vice President for Outreach and Engagement, and Chief
Diversity Officer

Judge Algenon Marbley, BOT Representative

President E. Gordon Gee charged a Taskforce with developing short- and long-term recommendations that would improve the university's inclusiveness and diversity, and ensure that the Ohio State community is open and welcome to all. The 'No Place for Hate' Taskforce is comprised of students, staff, and faculty members representing a wide variety of constituent groups from across campus. The Taskforce was specifically created to address concerns related to incidences of negative race and ethnicity language and behaviors. The following are the recommendations of the Taskforce.

The Taskforce placed the demands in three categories, awareness, climate, recruitment and retention.

"We define 'diversity and inclusion' broadly. Diversity refers to the variety of differences and similarities/dimensions among people, such as age, class/caste, culture, education, disability, gender identity or expression, generation, geography, language, nationality, race/ethnicity, religion, sex, sexual orientation, tribal/indigenous origins, work style, work experience, job role and function, thinking style, personality type, veteran status, and military status.

*Inclusion refers to how diversity is leveraged to create a fair, equitable, healthy and high-performing organization or community where all individuals are respected, feel engaged and motivated, and their contributions toward meeting organizational and societal goals are valued."*¹

RECOMMENDATIONS FROM THE TASKFORCE

AWARENESS

SHORT TERM:

- Create a Public Safety Hate Crime Alert
- Make sure each alert also references the *Bias Assessment and Response Team* (BART) as an additional resource and mention its web address (<http://studentlife.osu.edu/bias/>)²
- Create a universal OSU Helpline, with dispatchers trained in university referrals (i.e. health, safety, wellness, hate crimes, escort services etc.)

¹ This definition is a version of OSU consultant Alan Richter's diversity definition, as modified by the OSU Senate Diversity Committee. See O'Mara and Richter *Global Diversity and Inclusion Benchmarks: Standards for Organizations Around the World*. The appropriate subcommittee of the taskforce may choose to further refine this definition of diversity.

² As noted on its website:

BART receives, monitors, refers, and, as necessary, coordinates university responses to hate and bias-related incidents that impact all or a significant portion of the university community. Incidents may involve bias or hate grounded in race, religion, sex, gender, gender identity, sexual orientation, ethnicity, national origin, age, or disability that occur within the university community.

- Create an opportunity for all students to “opt-in” to diversity email listservs (e.g. MCC, Hale Black Cultural Center, Kirwan Institute, etc.) Place a reminder in Buckeyelink To-Do List to alert students of the opportunity to join such listservs
- Require participation in the Office of Student Life Multicultural Center’s Open Doors Pilot program for student staff workers (e.g. University Ambassadors, Orientation Leaders, Student Life resident assistants, Union student staff, Office of Diversity and Inclusion student staff workers Hale Center, etc)
- Develop a university accepted and supported definition of diversity

LONG TERM:

- Broadly distribute the university mission statement and include a definition of diversity
- Include discussions of domestic diversity as a portal to larger discussions about global studies
- Create a Certificate for Diversity Competence to be noted on university transcripts
- Regularly review Ohio State’s relationship and social responsibility with local communities and continue to enhance our position as a good corporate citizen of the Columbus and Global community
- Include all segments of the university community concerning general messaging about diversity and inclusion
- Support 2nd year InterGroup Dialogue course requirement as part of the 2nd year sophomore transformation residence initiative

CLIMATE

SHORT TERM:

- Ensure that diversity and inclusion is a priority by making it a part of all institutional “branding” efforts.
- Design new and revise existing institutional homepages to include prominent “links” directly to diversity and inclusion initiatives, statements and offices.
- Promote a system of accountability for all student organizations regarding diversity programming.
- Ensure that all academic and support unit strategic action plans address, capture, and report diversity goals, activity, and service. Ensure assessment and transparency.
- Investigate the opportunity for OSU students to select a preferred name, to be incorporated in the OSU student systems. (Buckeyelink, Registrar, Student Center)
- Engage in discussion with the University Senate Steering Committee to determine whether a President’s Commission for Diversity and Inclusion should be re-established or if the diversity sub-committee of University Senate should be redesigned to address these issues

LONG TERM:

- Create opportunities for students, faculty and staff to engage in OSU's history (positive and negative aspects), signaling to the campus community that issues of race, racism and the institution's historical legacy are acknowledged and understood

RECRUITMENT/RETENTION

LONG TERM

- Promote racial, ethnic, and other forms of diversity for students admitted to each of the campuses of The Ohio State University, including its flagship campus in Columbus
- Seek to provide sufficient financial support to promote the matriculation of students from underrepresented populations
- Increase efforts to recruit and retain underrepresented faculty and systematically analyze and assess results
- Continue recruitment of potential graduate students from Historically Black Colleges and Universities, Hispanic Serving Institutions, and Tribal Colleges
- Establish new and expand existing outreach programs connected with rural and urban high schools that have historically sent few students to Ohio State

Post-Taskforce Standing Committees:

Co-Chaired by Dr. Valerie B. Lee and Dr. Javaune Adams-Gaston

The taskforce has recommended five ongoing committees to support the recommendations that have been put forward.³

- **Committee on Diversity Awareness**
 - Campaign of publicity and awareness
 - Outreach/Training/Consulting with Student Organizations
- **Committee on Identity-Based Harassment**
 - Evaluate university policy and/or guidelines regarding identity-based harassment
 - Review the process concerning identifying and adjudicating issues of identity-based harassment
- **Committee on Faculty/Staff Recruitment and Retention**
 - Promote strategies and systems of assessment that increase structural diversity among faculty and staff at OSU
- **Committee on Student Recruitment and Retention**

³ *The content below each committee is not a definition of that committee but rather types of issues the committee would address.*

- Promote strategies and systems of assessment that increase structural diversity among students at OSU
- Collect a broad range of diversity data
- **Committee on Curriculum**
 - Create a Certificate for Diversity Competence to be noted on university transcripts

Terms: **Short-Term** – 1 year; **Long-Term** – 2-5 years; **Assessment** – Regularly every, 6 months

Brief Timeline Prior to Taskforce Creation

- On April 4, 2012 during the “Hoodies and Headscarves” event on the Oval a man was detained for flashing an empty gun holster at rally participants. A video of the event prior to the arrest is on YouTube, “Hoodies and Headscarves Event at OSU <<http://www.youtube.com/watch?v=4LvVkYoVZlo>>.”
- The morning of April 5, 2012 “Long Live Zimmerman” was discovered spray painted on the West exterior wall of the Frank W. Hale, Jr. Black Cultural Center. President Gee later issued a statement <<http://president.osu.edu/speeches/statement-about-hale-center-vandalism.html>>.
- The Black Student Association had already planned to host an event on 4/5/12 entitled, “Civil unrest: The reemergence of hate crimes?” where they would facilitate a dialogue about Trayvon Martin, Shaima Alawadi, and Tyler Clementi. The meeting still addressed these issues, but in collaboration with the Black Graduate and Professional Student Caucus, OSU NAACP, faculty, administrators and staff, the meeting was altered to include discussions about that morning’s events.
- As a result of the April 5, 2012 BSA meeting, students created 3 demands they would present to the OSU Board of Trustees during the 4/6 board meeting. See “Our 3 Demands <<http://www.youtube.com/watch?v=CefcAQU92A4&feature=relmfu>>” on YouTube. Students, faculty, staff and administrators marched from the Frank W. Hale, Jr. Black Cultural Center to the Board of Trustees meeting for a silent protest; the OSU Police blocked streets on campus to help marchers travel safely
- Also on April 5, 2012, during the OSU Board of Trustees meeting, President Gee and the Board commissioned the No Place for Hate Taskforce and asked Dr. Javaune Adams-Gaston and Dr. Valerie Lee to co-chair the group.
- On morning of April 6, 2012 a mural of President Obama on the corner of 11th and 4th was discovered vandalized with swastikas and “the N word.”
- Student leaders created an e-mail account (osustandyourground@gmail.com) and Twitter account: @OSUStandUp (#OSUStandYourGround).
- At 12:00pm on April 6, 2012 students, faculty, staff and administrators gathered at the Ohio Union for a sit-in. In addition to poems and speeches, students participated in impromptu “teach-ins

<http://www.youtube.com/watch?v=zgiQ1x_rKZg&feature=relmfu>.” The Ohio Union staff was very supportive and provided sound systems and even temporarily waived their catering policies to allow the BSA to order in pizza for participants.

- At approximately 4:45pm on April 6, 2012 the University Police issued a its first Hate Crime Alert, which includes the Clery Act’s definition of a hate crime. At approximately 6:00pm on April 6, 2012 Dr. Javaune Adams-Gaston and Dr. Valerie Lee issued a statement introducing the task force that will provide President Gee with recommendations for solutions.

Student Demands:

Presented at the OSU Board of Trustee Meeting April 6, 2012

1. The establishment of hate crime alerts to inform the campus about hate crimes
2. A greater increase in the number of African-American students and faculty on campus as a part of the increase in diversity in general at all levels.
3. Policies and programs promoting inclusion, not just tolerance.

Taskforce Attendance and Participation

The taskforce convened a number of faculty, staff, undergraduate students and graduate students. The group met on the following dates:

- 4/10/12
- 4/16/12
- 4/23/12
- 4/26/12
- 4/27/12

The individuals represented broad constituencies to address concerns regarding issues of diversity at the Ohio State University. Below is a list of these persons:

Brittany Fennell
James Hayes
John Payne
Kesheena Lattimore
Rashida Davison
LaChe Roach

Amber Seira
Robert Bennett
Dawn Miles
Yalidy Matos
Taylor Stepp
Branden Albaugh
Madison Eagle
Haroun Dada
Andrew Philip
Deborah Kuzawa
Carmen Flores
Bryan Ashton
Nicole Hickman
Yetunde Emanuel
Habiba Kamagate
Terah Stewart
Dr. Davida Haywood
Dr. Leslie Alexander
Dr. Hassan Jefferies
Dr. Terrell Strayhorn
Dr. Pranav Jani
Mr. Larry Williamson
Dr. D'Andra Mull
Mr. Matt Couch
Dean Alan Michaels
Judge Algenon Marbley

The above list is comprised of members of several student organizations, including: Black Student Association, National Pan-Hellenic Council, SHADES, NAACP OSU, Latino Student Association, Black Graduate and Professional Student Caucus, African Youth League, Undergraduate Student Government, Inter-Professional Council, American Indian Council, Muslim Student Association, Asian American Association, LGBTQ Cohort, Council of Graduate Students, and Better Together.