

Timeline -- University and Difficult Dialogues Committee 2005-present

This timeline puts the work of the Difficult Dialogues Committee into the context of the hate incidents in 2005-present to engage university officials and the broad university community in addressing these issues. It represents the DD Committee's efforts to build the university community's response and accountability for the perpetuation and impact of hate directed against particularly marginalized groups at DePaul -- people of color, LGBTQ folks, and women.

October 20 –21, 2005 Cultural Center at DePaul sponsors a Lecture and Workshop by Ward Churchill. Leading up to the event, Cultural Center receives harassing phone calls, emails, and threats, including a death threat for hosting the event.

October 2005 Difficult Dialogues Committee, under the rubric of the Cultural Center, facilitates a dialogue to follow Ward Churchill's lecture, "Disappearing Acts: 'IN' Visibility and the Power to Name" to address key questions related to who has the power to name people as terrorists, Native American, Black, White etc.

January 17, 2006 DePaul Conservative Alliance holds an anti-affirmative action bake sale with a sign with prices corresponding to gender and racial identities: White and Asian Men \$1.00, White and Asian Women \$0.75, Black, Hispanic and Native American Men \$0.50; Black, Hispanic and Native American Women \$0.25.

January 19, 2006 Irmgard Hunt presents a lecture at DePaul based on her book, "On Hitler's Mountain: Overcoming the Legacy of a Nazi Childhood"

January 2006 Difficult Dialogues facilitates a dialogue following Irmgard Hunt's lecture on "Silencing Critique and Civilizing Oppression" to deal with how perpetrators of oppressive actions can claim victim status (e.g., Hitler claimed that Germany was under attack by the Jews) by appropriating language to silence critique while making people complacent, reluctant to challenge, confront or critique the reduction of civil liberties in the US and throughout the world

March 7, 2006 Racist and Anti-Semitic Graffiti scrawled at the entrance of Richardson Library, Schmitt Academic Center, and 3 floors of University Hall (residence hall).

March 8, 2006 Prayer Vigil in response to graffiti and info session for DePaul community followed in the student center and in the residence hall where the hate crime was committed with Pres. Holtschneider, staff members of Student Affairs and staff members of the Office of Institutional Diversity.

April 4, 2006 DePaul Conservative Alliance sponsors the Ultimate Warrior with a speech that referred to LGBT people as "queers" throughout the talk, including statements suggestions that "queers" are illegitimate and are equivalent to "pedophile" priests in the Catholic Church, that immigrants came to this country to "defecate" on America, and that "Jungle Bunnies" were to blame for AIDS in Africa, among

many other homophobic, racist, and sexist comments. At one point, in response to a question, he told a student to go and “masterbate at home.”

April 11-May 2, 2006 Cultural Center and Office of Institutional Diversity lead four weeks of conversation on the 2005 book, *When Affirmative Action was White: An Untold History of Racial Inequality in Twentieth Century America*, by Ira Katznelson.

May 19, 2006 Difficult Dialogues Committee met with Provost Helmut Epp to discuss the following items:

- the increasingly hostile climate facing women and GLBT students and students of color as evidenced by hate crimes, vandalism, and activities, such as the affirmative action “bake sale” and Ultimate Warrior events, designed to demean and harass these students;
- the importance of academically-oriented events that complement classroom learning and speaks to the historically marginalized student groups at DePaul;
- the indispensable role of the Cultural Center in organizing and coordinating such events;
- the recent reorganization of the university lines of reporting and its impact upon the Cultural Center and students the Center serves;

May 17, 2006 Forum on Diversity: Affirmative Action -- Speakers: Dinesh D’Souza and Michael Eric Dyson; Facilitator: Laura Washington. The speakers were selected by a group of faculty, staff and students. Sponsored by Office of the President, Institutional Diversity, and Academic Affairs

May 24, 2006 Forum on Diversity: Free Speech in the University -- Speakers: Randall Kennedy and Ann Franke; Facilitator: Charles Suchar. The speakers were selected by a group of faculty, staff and students. Sponsored by Office of the President, Office of Institutional Diversity, and Academic Affairs.

May 30, 2006 Spring Finale--Difficult Dialogues Committee Presents A Town Hall Meeting—for DePaul Students, Staff & Faculty on Ward Churchill, the Bake Sale, The Ultimate Warrior, Hate Graffiti, “Free Speech” and More. Sponsored by the Cultural Center.

June 6, 2006 Difficult Dialogues Committee met with Father Holtschneider to discuss the following issues and concerns.

- the increasingly hostile climate facing women and GLBT students and students of color as evidenced by hate crimes, vandalism, and activities, such

as the affirmative action “bake sale” and Ultimate Warrior events, designed to demean and harass these students;

- how the Difficult Dialogues committee understands its work in providing quality co-curricular activities to the most disparaged students at DePaul and how that understanding may differ from yours and why;
- whether there is a moral or scholarly equivalence between controversial speakers such as Ward Churchill and the “Ultimate Warrior”, and whether it should matter to the university in the determination of access to university funding, facilities, and force
- the role of the General Counsel’s and President’s office in responding to litigious threats by organizers of the events promoting a hostile environment;
- the university’s response to the hostile climate in analytic terms (i.e., as free, though insensitive, speech) as well as in programmatic terms (May 17 and 24th events);

September 1, 2006 the Teaching, Learning and Negotiating Diversity committee (Difficult Dialogues Committee) submitted proposal for funding to the President's office seeking funds for a Year-long Curriculum Plan to Develop the DePaul Standard.

Primary objective of year-long curriculum:

- A year long colloquia featuring scholars who have scholarly and practical experience in: 1) educating communities about the differences between free speech and hate speech; 2) using race-based critical theory approaches for understanding historical and contemporary social conflict; 3) developing critical feminist and queer theory-informed means for analyzing and meeting the challenges faced by women and members of LGBT communities. We suggest that such scholars be invited to DePaul on a quarterly basis for at least three days of didactic seminars, thematic teaching sessions with students, faculty, staff and administrators and, whenever possible, hands-on training sessions with upper level administrators (e.g., President, Board of Trustees, Provost, EVP and AVP's).
- To exist as a committee that advises the university and the President on ways to respond and be proactive appropriately on matters of race and racism, gender and sexism, culture and xenophobia. Of special concern would be offering ways to promote equality, equity, and social justice, while exposing how White normativity, hate speech, homophobia, and/or xenophobia presents itself on campus and how it can be confronted.
- To work as a committee endowed with certain university resources through the President’s office, and with the President’s support, to promote university-wide

structures and activities that will foster the dignity and interests of under-represented groups, including persons of color, members of the LGBT community, and those having non-normative ethnic identities or religious affiliations. In so doing, the committee will help the university to think through what proactive means can be developed to address social tensions in a systematic and sustained manner, providing new opportunities for those most in need.

November 1, 2006 the Teaching, Learning and Negotiating Diversity committee (Difficult Dialogues received funds from the President's Office and the Office of Institutional Diversity to develop a systematic and sustained way to address issues of diversity and free speech on our campus. (See attached PDF copy of funded proposal)

April 12, 2007 Developing the DePaul Standard: Freedom of Speech/Freedom from Hate—Guest Lecture by Professor Charles Lawrence. Co-sponsors: Teaching Learning and Negotiating Diversity Committee (Difficult Dialogues Committee), President's Office, Office of Institutional Diversity & College of Law Diversity Committee.

Key issues discussed by Professor Lawrence during his lecture:

- Hate speech has only one purpose and that is to silence those voices that are different and diverse. Hate speech/harassment incidents are not isolated but occur within a context of enduring structural inequality and privilege that are maintained and justified by ideologies upon which the hate speech/harassment draws from.
- In other words, hate speech/harassment/oppressive behavior does not occur in neutral and equal environment; problem not viewpoint, but context of inequality where groups of people, who b/c of historical, economic, social ideologies and structures are being targeted, further marginalized, and mistreated in ways that contribute to inequality.
- University needs to own its responsibility for this enduring institutional inequality in which the hate incidents take place -- to see it as in part responsible for the existence of hate speech/oppressive behavior.
- These incidents are indicative of issues within the broader community -- and need for institution to take some responsibility not simply for punishment of individuals, but for context in which it occurs.

April 13, 2007 Small Workshop with Professor Charles Lawrence for DePaul University decision-makers and/or stakeholders involved in helping to develop "The Guiding Principles" for the university on Free Speech and Expression. Co-sponsors: Teaching Learning and Negotiating Diversity Committee (Difficult

Dialogues Committee), President's Office, Office of Institutional Diversity & College of Law Diversity Committee

Key issues discussed by Professor Lawrence at the small workshop:

- The Speech and Expression Task Force seems to have proceeded in a lawyer-like way without educating the community and using discourse in the community to learn about divergent voices;
- In the Guiding Principle (GP) the University needs to 1) affirm, upfront, the practical meaning of its mission and 2) include the community's that have been historically excluded from attending educational institutions and are underrepresented at the university; thus the University needs to affirm its morality for inclusion of historically disadvantaged/underrepresented groups;
- The GP needs to include an educational component to recognize not only the injury but understand the group/individual pain caused by the injury--injury and hate speech have to be on the table simultaneously.
- The GP needs to include an amelioration/reparation policy for university resources to be used to fund educational curriculum to address the injury and harm caused by hate speech. These funds can serve as a clear message and perhaps deterrent to potential perpetrators of the GP in terms of what the university will do when the GP is violated.
- DePaul is a religious community and is exempt from free speech--1st amendment.
- DePaul, as a religious community, can use the free exercise Clause

May 9, 2007 A Wedge in the Nation: How Racism and Homophobia Divide Us—Guest Speaker Suzanne Pharr. . Co-sponsors: Teaching Learning and Negotiating Diversity Committee (Difficult Dialogues Committee), President's Office, Office of Institutional Diversity.

Key issues discussed by Suzanne Pharr during her lecture:

- Pharr traced the history of how racist and homophobic ideas have been used to divide communities so that people have been wedged apart instead of united in their common causes. Since the 1970s, LGBTQ people have been blamed for the breakdown of the family and religious values, and people of color have been blamed for the breakdown of law and order and economic security. Pharr will trace this history and will suggest ways that educators and activists can engage in rebuilding democracy.

May 10, 2007 Small workshop with Suzanne Pharr on Race, Class, Religion, Gender, and Sexuality: How Our Differences Can Be Used to Divide or Unite Us.

Co-sponsors: Teaching Learning and Negotiating Diversity Committee (Difficult Dialogues Committee), President's Office, Office of Institutional Diversity.

Key issues addressed at Suzanne Pharr during the workshop:

- Pharr explored methods and strategies to bring people together across groups to address the interconnected harms of hate speech in the forms of sexism, homophobia, racism, and other forms of oppression at DePaul. She will address the ongoing question of how to move toward MLK's vision of 'beloved community,' a place where every person has equality and justice.

May 22, 2007 Teaching, Learning and Negotiating Diversity committee (Difficult Dialogues Committee) held a joint meeting with the chair and members of the Speech and Expression Task Force (SETF).

Purpose of joint meeting:

- To review draft of SETF Guiding Principles (GP)
- To discuss ways to modify and change current GP document based on workshops with Professor Charles Lawrence and Suzanne Pharr
- To discuss cooperative ways to move forward on developing the GP.