

MCC Incident Timeline 2000 – 2008

Written and Compiled by Gail Bouknight-Davis

Academic Year 2000-2001

- 2001 An African American Mt. Greylock High School student involved in community outreach program A Better Chance (ABC) was assaulted by another student of “Caucasian” descent. Despite the Williamstown community members’ efforts, the youth left the school and the program. The Multicultural Center responded to this event through conducting Williams College Community Builders workshops at Mt. Greylock and various other local high schools (*MCC Annual Report 2000-2001*).
- 2001 College Council co-presidents conduct an independent Winter Study project to study governmental structures of 11 different liberal arts colleges. The results were used to claim that other colleges did not have minority umbrella groups and therefore Williams College could also do without one. Several CC candidates ran on platforms suggesting that MinCo was no longer necessary in its present form, or at all. Candidates proposed that MinCo be eliminated (*MCC Annual Report 2000-2001*).
- 2001 Williams humor magazine, The Mad Cow, distributed an all campus leaflet on the “Goth Studies Initiative,” which poked fun at the Latino Studies Initiative. This disturbed many students who had been ardently working toward the creation of a Latino Studies program (*MCC Annual Report 2000-2001*).
- 2001 The Mad Cow, Williams College humor magazine published an article called “College Council Adds ‘Black Guy’ Position,” which lampooned the recently approved College Council amendment that added two Minority Coalition representatives to the Appointments Committee. Also the source of considerable controversy was the “Departmental Pickup Lines.” A significant amount of the minority populations was deeply angered by the reckless writing in the magazine.

The new position is for a student of African-American decent [sic] who is interested in minority issues such as representation on College council. The “black guy” will have a 3/5th vote in all College Council decisions...MinCo (mini College Council) expressed its disapproval at CC’s attempt to break its monopoly on minority student government. “We’ve got the minority student leaders,” responded MinCo president. “You can’t have ‘em, CC. We’re gonna keep ‘em and fund our own groups.”

...”Then we got more heritage after that,” Fernandez added. “We got black heritage, we got brown heritage, we got colored heritage, we got #38140A heritage, we got Latino heritage, we got Latina heritage, we got minority heritage we got Chinese heritage, we got Puerto Rican heritage, we got Espinosa heritage—Espinosa is a small town in the western coast of Puerto Rico and they got heritage too. The heritage just don’t stop.” (The Mad Cow)

Tempers flared and campus was divided over the issue. The Director of the MCC, Alex Willingham, attempted reconciliation between magazine staff and members of the Black Student Union. CC meeting result in the revocation of The Mad Cow's recognition and funding privileges. Dean of the College commented: One important thing that we should have been talking about was that issues of race got clouded over by issues of free speech, at a time when it would have been useful for the community to talk about issues of race (*MCC Annual Report 2000-2001*).

Spring 2001 In the wake of the incident involving the American spy plane in China, several Asian American and Asian students are subjected to epithets shouted at them from passing cars and pedestrians, to the effect that "they" should "give back our plane" etc. These seem to originate from off campus (*MCC Director Files*).

Spring 2001 In the context of a student project called "Whose Responsibility Is It?" (which included some quite radical images and statements that evoked strong responses) some students are harrassed with (primarily) homophobic remarks (*MCC Director Files*).

Academic Year 2001-2002

Fall 2001 After the attacks on the World Trade Center and the Pentagon on September 11, several Muslim and South Asian students experienced harassment in the form of accusations of being terrorists at Williams parties and in downtown Williamstown. These recur later in the year (*MCC Director Files*).

Spring 2002 A member of the Jewish Association posts an article that contains hateful remarks about Palestinians on the Jewish listserv that had become open to all of the Minority Coalition because of a technical error. Great outrage (*MCC Director Files*).

Spring 2002 Abercrombie Fitch T-shirts were being sold nationally which had racist remarks against Asians. Williams Asian students wanted to take action. They considered ordering printed t-shirts to show the disapproval of the Abercrombie Fitch ones. They put up a bulletin board in Baxter with photos of the Abercrombie Fitch shirts and ask for opinions and comments. Most comments written were against the A/F shirts, but there were also some racist remarks. Such as "The hell with the Japanese" (*MCC Director Files*).

Academic Year 2002-2003

- 2002-10-29 The Williams Record published an openly anti-Muslim advertisement, paid for by David Horowitz, which caused concern among the campus community. MinCo issued a statement asking The Record to apologize and donate the ad money to charity (11/05/02). The Record refused to do so, arguing the ad did not reflect the views of the newspaper, and decided it would publish a disclaimer when it runs other political ads in the future (*MCC Annual Report 2002-2003*).
- 2002-11-5 Dean of the College responds to MSU that she disagrees with the Records publishing of the David Horowitz ad (*MCC Director Files*).
- 2002-11-05 The Williams Students Online forums were shut down after anonymous homophobic comments and other hateful speech alarmed several users. MinCo recommended that the forms be restored to foster dialogue, but that access be limited to people on campus, and that users be identified to render them accountable (*MCC Annual Report 2002-2003*).
- 2002-11-17 Public Letter from President Schapiro and Dean of the College regarding concern for Muslim community at the College (*MCC Director Files*).

To the Williams Community,

Political discourse is hard work, especially in difficult times. Given the tensions coursing around the globe, we have been proud of much of the political discourse and action on campus this fall. On a variety of issues, students have spoken out, organized, taken action, and done so with passion and respect. This wonderful spirit was captured for us in the question and answer session with columnist Tom Friedman, as one student after another rose in a packed Chapin Hall to challenge the speaker and each other with views strongly held and graciously presented. If world leaders conducted themselves this way, the world would be a better place.

Unfortunately some recent discourse on campus, and some injected from outside, has been hateful. As individuals and as a college we decry such attempts to degrade our conversations and our community.

We have been particularly concerned in recent days for members of the College's Muslim community. Given the current global situation, they are courageous even to be here. They deserve our strong support and even protection, and any incidents of threat or harassment directed at them, or at anyone else at Williams, will be dealt with through the College's disciplinary procedures.

The issues generating such strong emotions won't fade soon. When they do pass, others will arise. Here on campus, we will continue the hard work of speaking openly and honestly and with respect for those with whom we disagree, and to reach out to those among us who are most vulnerable.

We know that the community is capable of this and that gives us great hope.

Sincerely,

Morton Owen Schapiro Nancy A. Roseman

President of the College Dean of the College

*JoAnn Muir
Office of the President
413-597-4133*

2002-12-12 Director of MCC writes to Asst. to Pres. for Affirmative Action regarding bias incidents (*MCC Director Files*):

I have really just glanced through the handbook in search of hate/bias incident and could not find one. Is there a policy specifically on this topic (not anti-discrimination)? There has been a great deal of discussion, questions really, on the SOAR listserv regarding college hate/bias (incident) crimes policy. It will probably be the topic at our next meeting. I have also brought this up at our staff meeting. We are aware of the sexual harassment and I am not sure about general harassment policy. Let me know if you can shed some light on this.

2002-12-12 Director of MCC is told there is no hate bias policy other than the colleges non-discrimination statement. The statement is listed on page 141 of the Handbook.

2002-12-12 Director of MCC writes to colleagues (*MCC Director Files*):

*Colleagues,
Still relatively new to Williams, I am still trying to ascertain Williams' position on hate/bias policies. In the early 90s we had a series of hate incidents around sexuality which in 2000 finally resulted in a coordinators position on queer issues at the MCC. In the past recent years there have been incidents targeting Chinese and more recently Arab, Muslim, Southeast Asia and other "brown" people. At the last college I worked we were working on a hate/bias crime policy. Many colleges have anti-discrimination policies. I would be interested in what colleges have specifically mentioned with respect to hate/bias crimes.*

2003-3-7 Asst. to Pres. for Affirmative Action responds to record article criticizing minority and women "quotas" (*Williams Record March 7, 2003*).

March 7, 2003

TO THE WILLIAMS RECORD:

Let me correct and clarify parts of the recent article about faculty diversity. First, the figures "six, nine and five women or minorities in Divisions I, II, and III, respectively" are not the goals for women or minorities; six, nine and five plus searches in U.S. Latino/a Studies are the total anticipated faculty appointments in those divisions in the coming year. Actually, our hiring goals for women are percentages of new hires (65% in Div. I, 45% in II, and 35% in III) The separate goals for hiring faculty of color are 3-4 faculty in tenure track positions and 2-3 in visiting positions across the College.

Another set of statistics is misleading: while 21% of all Div. I faculty are minority, those faculty represent 11% of the tenured faculty, i.e., professors and associate professors, and 46% of the nontenured assistant professors. Across the divisions, such percentages mask the variety of African American, Latino/a, and Asian faculty within the larger group. In addition, the numbers of faculty of color in senior and junior ranks in all divisions are so small that the departure of just one faculty member changes the diversity of the community. For example, the departure of Craig Wilder makes a considerable difference within the small group of African American faculty.

In addition, at least one assertion is misleading: while the Dean of the Faculty and I encourage departments to look carefully at women and minorities in their pools, we do not “encourage the inclusion of at least one female or minority candidate in the 3-person finalist pool...” We do ask departments to talk with us when women don’t appear in the final pool of a department where numbers of women are receiving Ph.D.s.

Developing and maintaining the diversity of the faculty is a much more complicated process than suggested by the article. At the hiring stage, since departments still have overwhelming power regarding who they interview as well as who they hire, I find Professor Jackal’s worry that promising scholars are not being looked at because of our affirmative action program extremely puzzling. Has his department really been confronted by a “juggernaut” and unable to make the appointments that its members desire? or unable to prevent the appointments of candidates about whom they have questions? In addition, a focus on the hiring stage alone overlooks other aspects of our efforts to enhance the diversity of the faculty over time: retaining, promoting, and providing leadership opportunities to previously underrepresented faculty, are also important. In that regard, we have some way to go.

Finally, in most discussions about affirmative action there is the sometimes unstated assumption that somehow a diverse faculty equals a less talented faculty. Those of us committed to an affirmative approach to hiring, as well as to student admission, assume that diversity and quality are complementary, not contradictory.

Assistant to the President for Affirmative Action and Government Relations

2003-3 Williams African American student reports to an advisor that she was viciously discriminated against in a job interview by a Williams alumnus (*MCC Director Files*).

2003-3-13 Director of MCC inquires to Dean of College about institutional response to the bias incident with African American student and Williams alumnus (*MCC Director Files*).

2003-3-14 Director of the MCC asks Director of Campus Safety for the Williams College hate crimes policy. Director is informed that information can be found in the blue booklet "Security at Williams" (Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act) before the crime statistics pages. After the definitions there is a statement that reads as follows (*MCC Director Files*):

"Any student, faculty member or employee who is the victim of a bias-motivated incident or hate crime is encouraged to file a report immediately. Timely response to these incidents is crucial. Failure to report allows the incidents to remain hidden and may even allow them to escalate. The College takes all reports seriously and will thoroughly investigate every incident and work with local law enforcement agencies whenever necessary. Reports can be filed with the Dean's Office, the Dean of Faculty, Security Department, the Health Center, the Chaplain's Office, Multicultural Center, BGLTU Issues Coordinator, Human Resources and the Sexual Harassment/Discrimination Advisors."

The booklet is updated and distributed on a yearly basis to all students, faculty and staff and is also available to parents, prospective employees and prospective students.

2003-3-18 Director of the MCC inquires where Williams stands in support with the UMichigan case on Affirmative Action (*MCC Director Files*).

I am wondering if you can tell me where Williams stands in regard to the UMichigan case. I have received word from both my alma maters Brandeis and Brown. I spoke with President of Brown, Ruth Simmons, last weekend and read an article below on Brandeis printed in their paper, The Justice. Wednesday I also attended a conference with several other colleges who are thinking about a press article.

Academic Year 2003-2004

2003-9-04 MinCo organized a Stand Against Hate Rally on Chapin steps. The rally was attend by a fairly large cross-section of the college community, and was addressed by various speakers including Director of MCC, President Schapiro, Chaplain, Williams professor, MinCo chairs and the CC co-president (*MCC Director Files*).

2003-10-04 A series of homophobic e-mails sent to the Queer Student Union (QSU) social coordinator. The three emails were sent between 10/10/03 and 10/14/03 by two first year students in response to the emails sent out to publicize the annual Queer Bash Party. The text of one of the explicit messages was included in the all-campus College Council (CC) response email. It stated: "...Why don't you queers keep to yourselves. I almost threw up when I saw all that crap you people wrote on the sidewalks last week. You're all goin [sic] to hell" (*MCC Annual Report 2003-2004*).

2003-10-00 News of the comments made by baseball head coach, regarding fights between the New York Yankees and the Boston Red Sox, on a local radio show came to the forefront (*MCC Annual Report 2003-2004*).

2003-10-25 Two students from Vista announce that Williams coach made racist remarks on radio regarding Latinos (*MCC Director Files*).

Last Wednesday the men's Baseball coach made racist statements in regard to Latinos over the public radio in North Adams. The context in which this statement was made was in response to the interviewer's question about the fight that broke out between the Red Sox pitcher Pedro Martinez and Yankee bench coach Don Zimmer. His statements imply that Latinos are naturally violent people. His comments were:

"I have to say, Ron, I think some of this is cultural. I don't think it's a coincidence that it involves Latin players, same thing in the Florida game. It's a cultural thing with Latin players in terms of the machismo thing. It's a cultural thing with Latin players on their territory, and that kind of stuff."

"Saturday Night Live used to do a skit called ¿Quién es más macho? ("Who is more macho?") And as I say, there is clearly a cultural aspect involved here. "

[Coach's] unsatisfactory response stated that he was "simply offering an opinion" based on his coaching experience. The director of athletics indicated that the college was taking no disciplinary action at that time.

2003-10-25 Coach sends a public letter regarding his position. Written 10-24-03
(MCC Director Files).

On a recent local radio call-in program entitled "The Opinion Show" I made some remarks about the relationship between Latin culture and recent pitcher/batter confrontations in major league baseball. The incidents discussed involved Red Sox pitcher, Pedro Martinez, New York Yankees outfielder, Karim Garcia, New York Yankees pitcher, Roger Clemens, Red Sox outfielder, Manny Ramirez, Marlins pitcher, Josh Beckett and Cubs outfielder Sammy Sosa. The following rationale constituted the basis for my comments.

Latin-born players make up roughly one-third of major league roster spots yet comprised two-thirds of the people involved in the recent events in question. I also referred on air to one of the two most infamous pitcher/batter incidents of the last 50 years, that being the 1972 American League Championship Series game in which Cuban-born, Bert Campaneris struck the pitcher with a thrown bat while charging the mound. Not mentioned on the show but part of my thought process was a second, equally notorious, 1965 incident involving Dominican native, Juan Marichal and his striking of catcher Johnny Roseboro in the head with a bat.

Realizing that there have been many pitcher/batter incidents over the years involving non-Latin players (the Clemens/Piazza incident of a few seasons ago immediately comes to mind), the possible linkage of culture in these altercations seemed a perfectly legitimate topic of discussion for talk radio given the proportion of Latin-born participants involved in both these recent occurrences and historically well-known baseball events.

If I was definitive in my response – stating my opinion as if it were fact – I misspoke, as that was certainly not my intention. What I should have said was, 'Maybe there is a relationship' versus, "some of this is," "it is," or "there is clearly." My purpose was to invite discussion not to make a statement of fact that I did not know to be true. Although I have twice visited Mexico on baseball trips and have been a casual observer of Latin culture within the sport of baseball for many years, I am not a cultural anthropologist or sociologist. I was simply offering an opinion based on more than two decades of coaching experience and observations watching a few thousand major league baseball games over 35 years.

That being said, it should be noted that despite the availability of several open phone lines for 20 or more minutes after my remarks, no one called in to discuss my comments on Latin culture, nor did the host or other guest offer any follow-up specific to the subject.

Baseball, "machismo" (masculine pride) and Latin culture have long been a part of public discourse. During the major league baseball playoffs, the topic has been much discussed on talk radio and other journalistic mediums around the country. There is also a significant body of sociological and cultural research, in addition to other print articles, about the topic. In fact, if you plug in "baseball" and "Latin culture" into your search engine you'll discover over 33,000 web sites and articles - if you search "machismo" and "baseball," you'll find in excess of 2,100 hits.

To suggest that cultural or sociological explanations of pitcher/batter confrontations shouldn't be discussed because an individual or group may take offense, runs contrary to the ideals of the college learning experience. The well-respected Harvard political science professor, Harvey Mansfield, had it right when he stated in a 1991 article entitled, Political Correctness and the Suicide of the Intellect, "The purpose of academic freedom is to further inquiry, inquiry means being more aware, not being more sensitive..... Giving and taking offense is especially inappropriate to a campus. It is perhaps part of politics but certainly not part of inquiry."

For those seriously interested in studying the relationship between baseball and Latin culture, I welcome the opportunity to discuss, inquire and learn.

- 2003-11-04 Director of the MCC emails Dean of Faculty to ask about the possibility of him meeting with Vista concerning the coach incident (*MCC Director Files*).
- 2003-11-9 Williams student called “Bin Laden” and assaulted by two men. Williams Record prints it as a potential bias motivated crime (*Williams Record and MCC Annual Report 2003-2004*).
- 2003-11-12 Director of the Multicultural Center contacts the student to check in. Student responds that he does not believe the incident was racially motivated (*MCC Director Files*).
- 2003-11 “Bin Laden Incident” declared not to be racially motivated and MinCo representative sends an email (*MinCo list serve*).

very gratifying to find out that it wasn't a racially motivated incident. I have a couple of doubts and concerns though.

My first concern is that we are going to give too much importance to this email and loose sight of our very basic grievance. That the administration didn't publish any sort of statement or make their position clear on this. They failed to reassure students of the community about what was goin on. especially if the knew it was not a racially motivated incident, they have a duty to respond to the record and say that the incident wasn't some racially motivated thing but was instead something else. They didn't do this either. In fact, even now that we as MinCo have received this email, nobody else on campus knows about this. I question the administration's policy here. They might feel that not making a statement is in some way protecting the student's privacy, but they fail to recognize the community's rights. The student's name/year/any info does not necessarily have to be in such an email. not even whether the attack was carried out by Williams students or not(That's a question for the campus at large and not MinCo).I hope we don't loose sight of this concern when we decide our course of action. The fact is that strangely enough, the incident doesn't affect the issue, it just brought it to our attention. and the point that was brought up in the meeting about how we need to respond to this even if a week has gone by, translates into this situation as well. in fact this situation brings it out even more.

Now my questions. I am sure most of you must be extremely tired of my blathering in the meeting and now so I will keep it short. Why was the email sent to Shabana (and I infer MSU) from the associate dean of alumni relations, Paula Tabor? I don't understand that. But then again, I am a freshman so might not know who is supposed to do what, in which case, please correct me. Also, why now? just after the MinCo meeting. If the student and administration found out about this and wanted MinCo to stop worrying about it, why didn't they do something a little more universal to that discussion on campus and in other groups could also be dealt with. It just troubles me a bit. Sorry for going on. have a good night.

- 2003-12-09 African international student reports to a peer that he was denied a position in the library because of his accent (*MCC Director Files*).

2004-3-1 College administrator reports anti-Muslim comments by guest speaker for the Lecture Series on a talk about anti-Semitism and Islam (*MinCo list serve and MCC Director Files*).

I went to a talk last week that was presented by Richard Landes of BU. It was on "Anti-Semitism and Apocalyptic Expectation: The case of Islam..." I have never been humiliated like on that day. I came out fuming and even screaming. [Student] was there also. This guy was teaching hatred and he misquoted the Qur'an and hadith. As an Islamic community we need to respond by bringing someone to present counter argument. People are being misinformed about our religion and they pretend to know it by dissecting it in pieces. It is our duty not to let this go.

2004-4-6 Five representatives of Vista meet with President of the College, Provost, Dean of Faculty, and Dean of the College to discuss Latino Studies Program and Vista's letter (*MCC Director Files*).

2004-4-9 Vista holds a rally in recognition of the history of Latino Studies program at Williams. Director of the MCC speaks at rally (*MCC Director Files*):

Latino Studies Rally 4/9/04 Introduction – Director of the Multicultural Center
I am glad to be here today at the Latino Studies rally as a celebration rally and not a protest rally. I am glad to be here today that we can celebrate and commend the college administration for their support for a Latino Studies Program. Thank you President Schapiro, Dean of the faculty, the Provost, CAP, and Dean of the College. Thanks especially to Vista for not only organizing the event but also for their persistence and drive in support of the program. Of course we have to give a special thanks to Prof. Carmen Whalen and other faculty Ondine Chavoya, Berta Jottar, and Merida Rua.

Why Latino Studies, why Ethnic Studies. Ethnic Studies provides the opportunity for students and faculty to work across other fields and disciplines. It gives both an interdisciplinary approach along more traditional fields in the social sciences and arts. But an Ethnic studies program, or more specifically Latino Studies program fills a huge gap in scholarship and education. The Latino Studies program is an important program for Williams College and the Williams students. It is an important initiative in education and scholarship not because as others might assume... a popular trend in U.S. education or as some may use (and I dislike this phrase) political correctness. Rather it is important because the changing trends in U.S. society regarding Latino and other ethnic populations. As a leading institution, Williams should continue to be at the forefront of teaching and researching and shaping these trends in the U.S., through Ethnic Studies programs (including but not limited to Latino Studies, Asian American Studies, Afro American Studies and dare I say Native American studies) and the scholarship thereof.

2004-5-9 Student announces anti-Arab and anti-Muslim comments on the Ephblog and writes to a Williams faculty member who was unaware of the association of the Ephblog and anti-Arab/Muslim statements. Website was identified: <http://quotes.loweeel.com/Ephblog.shtml>

A sample quote is shown below (*MCC Annual Report 2003-2004*):

You are Arabs and you produce nothing of any value... You are a dead society with dead values. That isn't a racist statement. Its an autopsy of your culture and I don't hate you, I just don't want you to rot in my gutter so I have to smell it. Go someplace else to die."

- 2004-5-10 Director of MCC replies that the statements on the blog are hateful and unacceptable disguised as free speech. She suggests that there be a community meeting (*MCC Director Files*).
- 2004-5-10 Flyer is posted for a faculty and student gathering hosted under the title KKK, Kechley's Krazy Kookout. Student vehemently protested and sent emails and letters to administration (*MCC Annual Report 2003-2004 and MCC Director Files*).

Comments made by students:

Comment #1: I cannot begin to express how disturbing and disgusting this is for any right minded member of the Williams community. To think that such a reference to the KKK is humorous and fit to be put on a department email is in itself shocking. The fact that this has been sent out by the chair of an academic department at Williams is even more shocking. It is acts such as these that make minority students on this campus uncomfortable and create a culture of intolerance and hate. As one of the All Campus Representatives with special focus on minority concerns and as a thinking and feeling member of the Williams community, I would hope that some appropriate action is taken in regards to this matter. This is a trivialization of an issue that faces African American and other minority citizens all over the US. The fact that it was done by the head of an academic department makes the college directly associated with this. I plan to bring this to College Council in our meeting today. I hope I will have the support of all of you in condemning this act of insensitivity and stupidity.

Comment #2: well, so much for a quite end to my Williams college career...(Mad Cow all over again...seniors, explain its significance to our younger schoolmates) Sounds like someone ought to be fired. since "aka kkk" is in the title, there really is no "i was joking" excuse to be made. The fact that this is a prof saying this should let EVERYONE know that this is not isolated ignorance...that just lets the williams college community off the hook. Like I said, [the President] knows (or will know in the morning) as does college council. Since Im graduating, this may not be my cause. Juniors. sophomores and frosh: are ya'll gonna let this be handled by the school, or are you gonna make something happen?

Comment #3: Something must def be done about this!!! If something like that was sent to me I would take it as a threat, not a joke! This type of ill-humor or racism cannot be tolerated. AND it is up to us to see that the people who wrote this be punished for their outrageous actions. If we don't do it then nobody will. I am sure these people are not ignorant and knew exactly what they were doing when they wrote it. THERE ARE NO EXCUSES, especially since they know that there is a black member in the department. If they want to sit back and exchange their pathetic racist jokes amongst themselves then there is nothing we can do about it. But to purposely throw that in someone's face as a joke is just 'digusting' as Juan put it. We shouldn't have to put up with this and we don't have to. Everybody needs to take a stand!!! I am not sure what must be done about this incident, but something must be done and soon!!!

Comment#4: ...we do need to mobilize in this situation, because the KKK reference is ignorant and denigrative. It is in poor taste for Prof. K to mock a situation that is one of the MANY blemishes on the face of White America. That being said, I hope that we can smartly combine forces, because again-- this type of ignorance and "benevolent racism" can happen to any of our minority groups. Lets do it effectively, and not become hot-headed about it. It is an upsetting situation, but let's deal with it from all angles strategically. Most importantly, don't let this be forgotten.

Let us hope that our fine college is not associated with this kind of trash.

Comment #5: Let me get this straight. The exact same thing has happened before, and yet the department chose to put up the signs again despite [student] objections? Clearly, there is something more going on here than an innocent mistake then. I think that we can all agree, whether or not everyone here thinks it is "racist" or not, that this type of insensitivity is uncalled for and should not, by any means, be left alone without being corrected. Now has anyone sent an email about this to any member of the Music department, particularly Prof. K? My particular fear is that if he is not given a chance to explain what he did, then we might be put on the defensive. Whether this is a justified fear or not, I leave it to you to decide..It certainly is debatable.

Just something for everyone to think about. And please, please, come to the CC meeting tonight at 7:30, Hopkins basement, to show your support. We must show the rest of the campus community that we do not find these things to be funny or humorous in any way, shape or form.

2004-5-12 Email letter goes to the President via a MinCo representative (*MinCo list serve and MCC Director Files*).

President Schapiro:

I am sure you are aware of the flyer advertising the music department's cookout (which is attached).

I would like to add my voice to the number of those that have been angered by the language used therein. While I am loathe to ascribe racist intent to the writer without personal acquaintance, the use of the acronym "KKK" is in itself offensive. This is in extremely poor taste and not at all becoming of our fine music department. Please direct the chair to be more courteous and conscious in the communications from his department in the future.

2004-5-13 2004-5-12 Students on the Muslim list serve draft a petition denouncing the anti-Muslim content of the Ephblog and present it to College Council (*MinCo list serve and MCC Director Files*).

As members of the Williams College student body, we join together in denouncing the objectionable content currently under discussion on the EphBlog website. We further assert that EphBlog, like any media which exploits its link to Williams College but is not run by current Williams Students, should maintain on its main page a disclaimer. This disclaimer should serve to clarify that the opinions expressed in linked external sites are not necessarily the views of the Williams College community, past or present. This would ensure that the site retains its commitment to free speech but at the same time does not implicate the wider Williams Community with the ideas and opinions expressed. Such a disclaimer would further prevent those unfamiliar with Williams College and the climate of the campus, including prospective students, from drawing inaccurate conclusions about the character of the Williams community. In support of this proposal, we sign our names below:

2004-5-12 MinCo organizes a meeting in Rice House regarding the KKK poster (*MCC Director Files*).

2004-5-12 President Schapiro issues a letter to the community (*MCC Director Files*).

May 12, 2004

To the Williams Community,

For several years the Music Department has held an end-of-year cookout at

the home of Chair David Kechley. It's been called the Kechley Krazy Kookout. An e-mail invitation was sent this year by a department staff person. The person added the name of the event's initials, which, of course, are KKK.

It is clear that this was done with no bad intent. The purpose, in fact, was the playful one of drawing attention to the alliteration. The person who made that addition now realizes how unsettling the presence of those letters are to members of our community. No one could feel worse about that outcome than this person already does. Apologies have been sent to those who received the message.

This occurrence is clearly unfortunate. While it happened without malice, it provides an opportunity as a college to acknowledge again publicly the importance to Williams of racial and ethnic understanding. Be assured that the College's commitment to making our campus community open and welcoming is unwavering.

Sincerely,

*Morton Owen Schapiro
President*

2004-5-14 2004-5-17 A senior professor of Art uses racially charged language at a department meeting toward another junior art professor. The senior professor releases a public apology at the other's request, and expressed that she wished to take responsibility for her own action and that she was "deeply ashamed of her words and behavior." In November 2004, Dean of the Faculty expressed the faculty members' agreement to bring the matter to a close, and his understanding of the need for the community to move forward. In the fall there was discussion as to whether the apology was genuine and whether the college administrations response was sufficient (*MCC Director Files*).

Academic Year 2004-2005

2004-9-22 E-newspaper writes article on May 2004 incident in art department (*iBerkshires*).

Racial slur launches Williams controversy

By Linda Carman - *September, 22 2004*

WILLIAMSTOWN — The voicing of a racial slur in a Williams College art department meeting in May — an incident disclosed by college officials only last week — has launched swirls of controversy like acrid smoke in this college community, which prides itself on the diversity of a student body made up of more than 25 percent minorities.

The injured party in the incident, an African American professor, said she is pursuing internal action on the matter.

The "N" word used at that meeting last spring continues to hang in the air almost as visibly as graffiti scrawled across the picture-perfect buildings on campus.

While Williams College officials say the tenured woman professor who made the remark has received sanctions, no specific measures have been revealed.

The injured party is Laylah Ali, an African-American professor of studio art and a 1991 Williams graduate. She said in an e-mail yesterday that she had been so upset by the slur that she had left the meeting where it was voiced. Ali said she reported the incident to acting Dean of Faculty William Lenhart, as did others.

Lenhart sent a memo to the college community Sept. 10 outlining the incident, in which a professor, not identified, "raised a concern about the status of her own field of professional work relative to the fields of the others. At one point, she made a heated statement to the effect that she did not want her field to be 'used as a nigger.'"

In her e-mail, Ali said, "What is missing from the dean's letter — and indeed the later discussion of this incident — is a sense of the malice with which the racist comment was delivered. The tone and manner of expression were so extreme that I felt forced to leave the meeting. It was extremely disruptive and upsetting."

She added, "I do not believe that the college administration has responded properly to the gravity of this incident."

But she said she is "refraining from more commentary at this time because I am currently involved in further internal action about this matter."

In his memo, Lenhart wrote that he had concluded "that the [unnamed] faculty member's behavior warranted the serious step of imposing sanctions on her, which I have done. I believe that the statement made at the meeting was a use of racist language that was meant to provoke or hurt the African-American colleague who was present."

Williams spokesman James G. Kolesar said he could not think of an instance of the college's specifying what sanctions had been taken against any faculty.

"There are legal and ethical considerations about how much can be said about a situation," Kolesar said.

According to college policy, "When the offender is a faculty or staff member, the disciplinary action may range from a reprimand to non-reappointment or the initiation of proceedings for dismissal for cause. They may also include warnings regarding the consequences of future misconduct, removal from certain teaching, advising or supervisory roles, job reassignment, and/or other restrictions of institutional role."

But both the chairman of the African-American studies department and a co-chairman of the Black Students Union called upon the unidentified woman professor to step forward and attempt to justify her remark.

And both political science assistant professor Alex Willingham, the chairman of the African-American studies program, and Christopher Sewell, a senior and a co-chairman of the Black Students Union, questioned the length of time the administration took to act. They voiced concern that the incident might make it more difficult for the college to attract and retain black faculty.

"One of my concerns is that she might leave," Willingham said of Ali. "That's almost my Number One issue."

He added, "I'm fairly pleased about the student recruitment, but the success in the one area generates the challenge in the other. The recruitment people have done their part."

But, he said, the college must put into place strategies to retain minority faculty.

"We can't offer the night life of New York City, but we can offer a good productive working environment. That's part of the appeal for faculty looking at Williams. If we've got to start hedging, saying, 'Oh, you know how those white people are,' that makes it more difficult," he said.

Willingham called on the unidentified professor to step forward and publicly acknowledge her action.

"I think that would be a major step towards clearing the air," he said. "That kind of reconciliation would be a proactive step. There are a lot of racists we live with in this world, but a lot of people are growing and changing."

Willingham was very critical about the college's time lag in reporting the incident.

"My overall reaction is one of disappointment, to say the very least. I wish this had been dealt with in the time frame in which it occurred," he said. "I'm less hung up on sanctions per se than the message sanctions send about the institution,"

Willingham, as did others, remarked that the incident in May happened at nearly the same time as a music department flyer had emblazoned KKK, an incident that distressed some minority students.

That flyer advertised "the Kechley Krazy Kookout," hosted by music department Chairman David Kechley, who did not design the flyer.

Christopher Sewell, co-chairman of the college's Black Students Union, said that group is coordinating with other groups to consider actions.

"I do believe that alumni and students are equally as outraged as black students," Sewell said. "Now we need to work on the larger problem."

He said the Black Student Union and others want to look beyond the departmental-meeting incident.

"Over the past year and a half, there have been several incidents, so this is not necessarily specific to what happened last May," said Sewell, an American studies and history major from Brooklyn, N.Y.

He raised the issue of students' concern over the attitudes of faculty whose classes they might take.

"It's important that we acknowledge the importance of students," he said. "Students take an active interest in faculty. These are the people who are teaching us."

Sewell said he also wanted to take a broader view.

"How do we mobilize the whole campus — students and faculty — to discuss this issue?" he asked. "We're really trying to work together."

He questioned the administration's unwillingness to release the specific form of sanctions meted out. He noted that the college annually, and routinely, without disclosing names, releases a list of disciplinary actions taken with regard to students, with specifics such as "one year suspension," or "disciplinary probation."

"Part of the problem is that students and faculty are not dealt with the same. If there's an honor code, we should all abide by it," he said. "People are going to figure out who this person is."

And indeed, speculation and suspicion have been rife. A Web site for alumni comments included a laundry list of six faculty members one writer thought could be possibilities, prompting indignation on those faculty members' part.

Sewell said he worries that the school could have greater difficulty attracting and retaining talented minority faculty.

Noting that the African American studies department is hiring, he said, "There's the possibility somebody could find out about this and decide they don't want to be in a place like this. [Potential faculty] meet with students when they come here, and it can really have an impact. The same thing with retention: People who are here now can say, 'I can go somewhere else.'"

Also on Sept. 10, the same date Lenhart sent his memo, President Morton Owen Schapiro wrote that "with the strong support of the Board of Trustees, I call on all of us at Williams to contribute to a special initiative this academic year toward ensuring that our community be one in which all members are accepted and respected."

Schapiro wrote that he is consulting with the Committee on Community and Diversity, the Multicultural Center, the Office of Human Resources and others on campus on how best to mobilize the community for that effort.

And Schapiro called for a campus-wide mobilization.

"To launch it, I will be inviting all students, faculty and staff to a gathering to be organized with the Chaplain's Office," he wrote.

He called for "mutual respect" in the pursuit of "civility, tolerance and community." While upholding "the free and vigorous exchange of ideas," Schapiro wrote, "every member of the campus community should know that we reject personal harm as part of that exchange. A civil atmosphere of mutual respect is critical to our educational mission. We therefore insist that public discourse not be undermined by personal attacks, especially when they reopen the many wounds of historic discrimination that burden our culture even today. Breaches of those limits will face serious consequences."

Schapiro added that while the issue is national, and even international, in scope, Williams should set its sights higher:

"At Williams, we set for ourselves the highest possible standards, including, critically, in the promotion of civility, tolerance and community."

"We can do better. We will do better. It will take the efforts of all of us."

2004-5-15 2004-12-10 Art department chair requests meeting with Black Student Union. The purpose of the meeting: (1) Discuss the fall procedures (of the Art department incident) and go over the process/deliberation of the incident. He wants students to have a clear understanding of the process and the role of the Art department in it. (2) Listen to students and register their concerns. (3) Get feedback from students about how to diversify department curriculum (*MCC Director Files*).

2005-5-6 President issues a letter regarding a bias incident with students (*MCC Director Files*).

To the Williams Community,

We write to tell you that an awful incident has been described to us. Two Latino students report that as they were conversing outdoors in the early hours of this morning, a drunken student, apparently Caucasian, yelled to one of them a vulgarity and addressed him as "nigger," approached them and stared in a hostile manner, made fun of the Spanish they then began to speak, and ran away.

Such hateful behavior lies well outside the boundaries of this community's standards. The College has begun a full investigation and the student in question, if identified, will be subject to College discipline.

The anger that we all experience when such a hurtful incident occurs is matched by the concern we feel for those directly targeted and for the many other students, faculty, and staff who understandably feel vicariously threatened.

The College needs the campus community's help in identifying the student in question and in continuing to work toward making this a place where individuals are never targeted because of who they are.

Considerable energy has been focused this academic year on the Diversity Initiatives that were launched in acknowledgment of the struggles that members of historically underrepresented groups still too often experience at Williams. Through those efforts and others, none of us can rest until such behavior becomes a thing of the past.

Sincerely,

*M. Schapiro
President of the College*

*N. Roseman
Dean of the College*

2005-5-8 BSU students organize a Stop the Bias And Racism gathering in response to the bias incident. Students gathered at Rice to create t-shirts about derogatory labels. One student responds (*MCC Director Files*):

"It's really nice to see people coming together to promote awareness and support social equality here at Williams. On Friday, when I suggested the t-shirt idea, my aim was to suggest a public art project that would help to do just that. I figured that, by wearing derogatory ethnic/gender/other labels on our shirts, we could each make at least one other person aware of how ridiculous it is to apply these labels to others. The labels would be read as absurd, and hopefully the viewer would question the t-shirt wearer and also think about the labels that they put on people that they don't know (or do know) well."

2005-5-10 Director of MCC creates Bias protocol summary for MinCo leaders (*MCC Director Files*).

Academic Year 2005-2006

2005-9-4 Student reports that a student was walking down Spring Street on his first day on campus when a car drove by, apparently by town resident and the driver yelled out, "Go home nigger!" (*MCC Director Files*).

2005-9-6 Staff member reports that African American female had a very uncomfortable situation while visiting the Clark with other first year students for an orientation outing. Security guards made remarks directed toward her that were inappropriate and racially motivated.

2005-9-26 Blog comes out with comments about Katrina relief and the college's response to assist students from the affected areas in Louisiana. Email targets current students attending Williams from Xavier (*MCC Director Files*).

Comment #1: One way that the College is helping out in the aftermath of Katrina is to accept students from affected schools. As long as those students are of similar academic talent to current Ephs, this is a win-win all around. The obvious match would be with students from Tulane, at least one of whom is attending Williams for the fall. But the College is going further. Several students from Xavier University are already on campus and more may be on the way...A good idea?...The bottom 25th percentile of SAT scores at Williams is around 665. The 75th percentile at Xavier is 555...this 555 number is probably closer to the 90th percentile if not higher...I think this has trouble written all over it...There is a reason that Williams rarely accepts students with below 1200 SATs...

Comment #2: We have no idea where these particular Xavier students fall on the academic spectrum. Don't judge a student by their institution! P.S. SAT scores do not appear to be strongly associated with academic performance at Williams anyway.

Comment #3: I am auditing an about 25 student discussion class at Williams on Ellington, and a Xavier student has arrived in the class...if he doesn't perform, who is hurt? He will rationalize his non-performance; the students will be either unaware of it or academically indifferent to it. So far his presence has neither "diluted" the discussion nor contributed to it.

Comment #4: And with any luck he will be functionally illiterate and/or unable to work one of these new-fangled computer gizomobobs. That way none of you will feel like total jerks when he reads what you wrote.

2005-10-04 Staff member reports that a Williams alum Bill Bennett '65 featured on Fox TV makes a bias comment about African Americans, "[Y]ou could abort every black baby in this country, and your crime rate would go down" (*MCC Director Files*).

2005-10-16 Queer Bash party gets mixed reviews of being out of control. Blog by students indicate that people in the line were out of control and queer students reported being assaulted. Students also stated that security was scarce at the party. Comments from QSU representative (*MCC Director Files*):

It's hard for me to say that this semester's Queer Bash was a successful one. From my point of view, it was a failure. I could not cater to my constituents (queer people) nor have fun myself because every time we began to dance or hook up, we were verbally assaulted...at a party to celebrate our pride. I know there's intolerance on this campus. Its everywhere. If you're going to be that way (intolerant), though, you should do one of two things: educate yourself on how to be tolerant OR like most of us (of queer sexualities) are so often forced to do "keep it in the closet."

2005-10-31 Student writes a letter regarding an offensive picture hanging in the '62 CTD (*MinCo list serve and MCC Director Files*).

I am writing to inform you of a painting hanging in the new theatre building that many students, including myself, find racist, sexist, and historically inaccurate. Last spring we drafted a petition and sent it to the school's administration. Now some very generous professors have responded to the petition to form a panel discussion that will be held Wednesday night, November 2nd, at 8:15 PM.

The painting is Herman Rosse's, "The Carnival of Life." I know that it is very easy to dismiss this issue, and say that it's only a painting. The problem is that the position of this painting allows it to define the theatre department, the dance departments, and the new building. We do not feel that a racist, sexist, and erroneous painting is an accurate portrayal of what Williams stands for, (at least it should not be).

Let me briefly explain the problems that some of us have with the painting.

It offers a very narrow portrayal of Blacks that many find offensive:

Last fall the petition pointed out that there is only one black figure in the painting. (See the attached picture.) We said that the way that the depiction of this African-American woman supported many offensive stereotypes.

Those who defend the painting claim that it cannot be racist because this figure is a male "blackamoor." I do not know how they were able to determine the figures gender or place of origin. That aside, it does not disprove racism. the figure's pink costume and ornate headdress certainly fits what a lot of social theorists call "a fetishization of the dark Other."

MOREOVER: The Oxford English Dictionary points out that "blackamoor" is a "dated offensive" term. Using a RACIAL EPITHET to deny racism in the painting should not work. If anything it helps prove that there is a problem.

The painting is also misogynistic:

All of the women in the painting are scantily clad, and are performing their sexuality. They are performing for, or hitting on, men in the painting. The exception is a nude Venus who appears passive and powerless. She is clearly a beautiful object that should be displayed. There is one married couple in the painting. The text hanging next to the work explains that the marriage is threatened by the presence of another man. This implies that the wife is either unfaithful, or would be if given the opportunity. Either way you look at it, these women are all portrayed in a negative light and support a misogynistic male fantasy.

Then there are historical inaccuracies:

The text by the artist describes the historical figures that are in the painting. However, last year I talked with a professor whose specialty is theatre history. It turns out that many of the artists points are simply incorrect.

So a group of students are offended by this work. However, there is more at stake:

There are other reasons that it should not define the theatre and dance departments. Its historical errors and disrespectful depictions of race and gender seem to contradict the theories of the theatre department. Moreover, it seems to deny the validity of other departments that relate to theatre theory, such as African-American studies and Women and Gender Studies.

So please come out, whether you agree with my position or not. The panel is designed to give students a voice in the discussion. The building belongs as much to the students as it does to the faculty.

Also please note that not all of the faculty members in these fields support the painting. A good number do not. So please treat all faculty members involved in the discussion with respect, even those who disagree with you. They all have useful things to say on the subject.

2005-10-31 Students respond with a gathering. "For all you who don't know, there is a painting in the new theater, that caused controversy last year and students decided to file a complaint. Of course, after some time, the school has decided to have an open discussion about the painting itself. Attached to this file are: The original email, a letter and response and a snippet of the art piece. Please try to read/skim the arguments before you attend this meeting and try to be present."

2005-10-31 MCC staff visits theatre to photograph the painting and document the incident (*MinCo list serve and MCC Director Files*).



2005-11 Custodian of the Chapin Library responds to the student letter (*MCC Director Files*).

Dear [Student],

Thank you for recently forwarding the petition of those who have questions concerning the appropriateness of hanging Herman Rosse's "*Carnival of Life*" in the '62 Center for Theatre and Dance.

And thank you, too, [Student] for doing all the leg work to organize an educational experience for the campus community based on the content of that petition -- your task is not unlike pulling a bunny out of a hat -- but then philosophers have been known to find thousands of angels dancing on the head of a pin.

I hope sincerely that all the addressees of my four-times redrafted response to the petition will read it through entirely, and perhaps read it a second time for its content. In this response I have tried to fix the mistakes, not to fix the blame.

Since May, as a bow from a related cultural center on our campus to the new '62 Center for Theatre and Dance and to coincide with the '62 Center's informal Spring to formal Autumn openings, the Chapin Library featured the exhibition "*Herman Rosse: Designs for Theatre*". That exhibition which we extended to run the period of the Center's dedication weekend, has just closed here. However, one can still view the notes from our extensive handlist by clicking onto the PDF file at the end of the past exhibition schedule at:

<http://www.williams.edu/resources/chapin/exhibits/exhibits.html>

I am not aware that any petitioners came to view the exhibition; certainly none identified themselves to inquire further with Wayne or myself concerning the exhibition or Mr. Rosse or his work. Therefore, considering this lack of inquisitiveness, I would rather not spend extra time preparing to speak formally on November 2nd on behalf of the "Rosse Archive" over which I am the happy Custodian, even if in so doing I could throw light on the painting and the painter of "*Carnival of Life*" which came into the College's possession as part of the papers of Herman and Helena Rosse in 1986 and subsequent years. After all, the painting speaks for itself as a joyous

celebration of the mystery of the theater in the face of the sometimes jarring vicissitudes of life in Europe in the 1930s.

2005-11 Student responds to Chapin Librarian Custodian (*MCC Director Files*).

Academic Year 2006-2007

2006-10-13 Director of the MCC creates a Bias Alert Team (*MCC Director Files*).

2007-2-10 Student reports that professor made offhand comments in class ridiculing Islam. The statements made the student uncomfortable. Professor also made comments about minorities and the MCC. Incident was reported to VP Strategic Planning and Institutional Diversity (*MCC Director Files*).

The offhand comment ridiculed Islam and other religions: "We all know that the basic tenets of Islam and other religions are preposterous."

Comment on MCC and multiculturalism: "Look at the BSU and the MCC for example, they showed the Black Panthers movie last Saturday. I know that issue from the back of my hand, and I know that movie is fabricated and full of lies." This comment was used as a Williams' example of how minorities often can say things, even if controversial and offensive, and "get away with them," because they are minorities, and Whites are too uncomfortable to offend anyone.

This statement was made parallel to how radical Islam fundamentalists in Europe have "gotten away" with saying violent, radical things because of the discomfort felt by British Whites and inability to stop them.

2007-4-20 Director of MCC writes Dean about a college response to Hitler posters. Dean reports that no legal action can be taken (*MCC Director Files*).

2007-4-20 Dean of the College writes a response about the Hitler posters (*MCC Director Files*).

To the Williams Community,

Beginning at dinnertime today posters containing positive messages about marijuana and Adolph Hitler appeared inside at least seven campus buildings.

A student has admitted that she and a non-student friend are responsible and that their intent was to encourage dialogue.

We certainly understand the pain and distress that these posters inflict on members of the campus.

Regards,
N Roseman

Academic Year 2007-2008

2008-2-2 Letter issued from Dean of the College about an incident on campus
(MCC Director Files).

To the Williams Community,

I am very sad to report that sometime overnight a racial slur was written on three door posters in Williams Hall.

The College is investigating and we have notified Williamstown Police.

Such behavior clearly violates our standards of conduct on campus. It also fundamentally attacks our sense of community and the bonds of trust we aspire to build among all members of the college.

I strongly encourage anyone with information that might help identify who did this to contact Campus Safety and Security at x4444 or through the anonymous tip line accessible at <http://www.williams.edu/admin/security>.

Meanwhile, we should resist this attempt to harm by each of us doing what we can to make sure that all members of our community feel safe and supported. We in the dean's office are available to talk with any student who has concerns.

*Karen Merrill
Dean of the College*

2008-2-3 MinCo co-chairs write to the MinCo list serves (MinCo list serve and
MCC Director Files).

To the MinCo Community and friends,

By now you must have heard about the 'racial slurs' that were written in Williams Hall last night. I can imagine the outrage, anger and discomfort that many of you are feeling because these are feelings Jason and I and the larger Minco community will all continue to feel until this issue is resolved. But at this point we cannot indulge in undirected anger. We must be clear about our expectations of the administration and the campus community and we must calmly acknowledge the facts.

We are not surprised. Every year, something like this happens among students and faculty alike. It's unfortunate that we live on a college campus where this is a reality. We must not forget these sad occurrences and we shouldn't let them slide. We have to use this as an opportunity to set up strict college policy on these types of issues, and create a community atmosphere where this kind of hatred is never tolerated.

We, as of now, do not know any of the real details of the incident. Dean Merrill is organizing a meeting with the Minco, CC and cluster chairs for tomorrow 12:30. Before then, I doubt that we will learn anything solid. This means that we do not know the victims, we do not know the suspects, we do not know the subset of the Minco community that is most affected etc. If you know any of these details, please let us know ASAP.

Jason and I will keep you all updated as we learn more and as we continue to represent you to the administration. This incident will be on the agenda for discussion at our MinCo general meeting on Tuesday Jenness 6:45. All are invited.

*In solidarity,
Your MinCo Co-chairs*

- 2008-2-4 MCC writes to Dean about the oversight to include the Multicultural Center staff in conversations and meetings regarding the incident, since the MCC is the administrative office working directly with MinCo (*MCC Director Files*)
- 2008-2-5 MinCo meeting scheduled to address incident and prepare for Wednesday campus-wide meeting with MinCo CC and others (*MinCo minutes and list serve*).
- 2008-2-4 Director of MCC talks with Dean about creating a comprehensive institutional effort to provide planning for programming to address hate speech (*MCC Director Files*).
- 2008-2-8 Letter issued from President Schapiro, Dean of the College, Dean of Faculty, and VP of Strategic Planning & Diversity to address bias incident on campus (*MCC Director Files*).

To the Williams Community,

We clearly all have work to do to make our campus inclusive of all its members.

Last night another productive meeting of students, faculty, and staff took place in which plans were developed to move us further toward this vital goal. Something that happened afterward reinforces how urgent that work is.

Two faculty members, excited about what had emerged at that meeting, happened to overhear an outdoor conversation among several students that included the cavalier use of the same racial slur that appeared last weekend in Williams Hall.

The faculty members approached the students and engaged them in dialogue about what they'd heard and about how distressing it was. They talked for quite some time.

The faculty members then discussed the matter with us late this afternoon. We thank them for making the effort, important for the health of the community, to engage the students and to report it to us, instead of letting the matter slide. In doing so, they set a strong example for us all.

This is another indication of how deeply ingrained some corrosive patterns of behavior are in society and how far we are from being immune to them here at Williams. They persist despite the College's efforts to uproot them, remaining part of the structure of our community.

They're hurtful, damaging, and offensive. They're unacceptable. They must stop.

Those who engage in such behavior must be held accountable.

At the same time, we as a community must pursue the ongoing work of making

Williams a college at which all its members can thrive. Doing so fundamentally must include eliminating patterns of behavior that communicate that some members do not belong here. Such bigotry damages all of us and the work to eradicate it must come from all of us, not just those most immediately targeted.

The coming days will include planning ways to accelerate further the efforts that the College has made over the years on matters of inclusion-efforts that certainly now need greater energy and focus from us all. This will include an open meeting this week for faculty and staff. Also, the organizers of this week's meetings will be communicating, when they are ready to, the next steps that have emerged from their efforts.

As painful as this time is, from it can grow, must grow, an even better Williams.

*Morty Schapiro
President*

*Bill Wagner
Dean of the Faculty*

*Karen Merrill
Dean of the College*

*Mike Reed
V.P. for Strategic Planning and Institutional Diversity*

2008-2- 8 President Schapiro writes a letter to the community regarding Civility on Campus in response to the bias incident where the n-word was presumed to be written on door tags in Williams E (*MCC Director Files*).

To the Williams Community,

I thought I would share with you what I said to my class earlier today and to other students I've seen over the past few days.

I pointed out that the first weekend of the semester contained an incident that fell deplorably below our community standards and attacked all of us on campus. We stand in strong solidarity with whoever was the target of those horrific slurs.

Heading into this second weekend, I called on my students, as I now do us all, to ensure that we and all those we associate with conduct ourselves with the depth of civility that normally characterizes Williams and makes me so proud of our community.

Dean Merrill and Vice President Reed, with the help of many students, faculty, and staff, have been working hard to complete their investigation of last weekend's incident and to help the campus community move forward.

They will communicate with us all as those efforts develop.

*Regards,
M. Schapiro
President*

2008-2-6 Students organize first campus-wide meeting to discuss this incident
(*MCC Director Files*).

Campus:

The Williams community gathered this evening to discuss the prevalence of hate and indifference on our campus. Over 120 students spent hours sharing our anger and developing a vision for a better community. This is our way of beginning to change the culture of apathy and foster the real respect that we know is possible.

WE ARE WILLIAMS STUDENTS AND WE SEE HATE AND INDIFFERENCE HERE AND NOW. WE ARE COMMITTING TO BUILD A RESPECTFUL AND AFFIRMING COMMUNITY. WE STAND AGAINST DISCRIMINATION OF EVERY KIND AND DEMAND THE SAME FROM OUR ADMINISTRATION. UNTIL THIS BECOMES A REALITY WE WILL KEEP FIGHTING. STAND WITH US!

2008-2-7 Meeting with VP for Strategic Planning and Institutional Diversity, MinCo and MCC.

2008-2-6 Students organize second campus-wide meeting with faculty and administrators to discuss the incident .

2008-2-7 Students organize third campus-wide meeting with faculty and administrators as new organization “Stand With Us.”

2008-2-8 CDC responds (*CDC list serve*).

2008-2-12 MinCo to keep a “living archive” through the MCC website (*MCC Director Files*).

The energy tonight was unbelievable; one of the times I can honestly say I'm proud to be a Williams student. (the following may be a rehash for some, so bear with me) Going forwards, one of the more major initiatives that MinCo/StandWithUs is undertaking is a collection of testimonials. I spoke with members of the administration today about setting up an electronic living public archive. I'll hopefully be meeting up with/talking with Mike Reed and Danny Taraguchi (Wesleyan guy) next week to talk about the specifics of content and ownership. This site would have:

1. Area in which students/alums would be able to submit their stories of past incidents. These stories would be submitted, then reviewed by a moderator to “clean” it of names, etc before being reposted.

2. Record Archive of incidents (thanks Pauli for suggestion)

3. Publicizing the record of events that the MCC has collected over the years.

Incidents would include those of bias or discrimination/uncomfortableness pertaining to race, sex, sexual orientation, religion, national origin, disability, etc.

It's important for this campus to never forget

2008-2-12 CDC request to MCC.

Hi [student],

This is a great idea. I'm cc'ing [MCC Director] here, because she is assembling a text compilation of reported racist/homophobic/intolerant events on Williams. This document may overlap with the "Record" archive you wish to include; I just thought it would be great not to have people unnecessarily duplicate work.

I might also suggest you consider opening up the testimonials to faculty and staff. I think this would further clarify the point that Williams is not immune to the widespread intolerance of American society. Thank you for all your work on behalf of Stand With Us and MinCo. We have all benefitted.

2008-2-11 Letter from President.

To the Williams Community,

The student-led group (which includes faculty and staff) that's been working toward a set of responses to recent racist incidents on campus made further admirable progress over the weekend on defining next steps. We encourage you all to visit the group's Web site: <http://pactagainsthate.wordpress.com>.

The group, now called Stand With Us, will be asking faculty to consider some specific ways to take part over the next few days. We encourage all faculty to think about how best you can be responsive.

To help build momentum for these efforts there will be a special meeting for faculty and President's Staff this Wednesday at 4 p.m. in Griffin 3. This will be a time to bring each other up to date on recent events and to share thoughts on how to support the activities of Stand With Us and on possible faculty initiatives in the short- and long-run.

Patterns of behavior corrosive to our community, such as we've experienced in the past week, persist on campus. Since they harm us all, we all have a role to play in the effort to eliminate them.

We're impressed with the passion, focus, and intelligence of the effort put forth in the past week. We encourage all faculty to attend Wednesday's meeting and urge all of us at Williams to seize this opportunity to make greater-than-usual progress toward making our campus community fully inclusive.

Morty Schapiro
President

Bill Wagner
Dean of the Faculty

Karen Merrill
Dean of the College

Mike Reed
V.P. for Strategic Planning and Institutional Diversity

2008-2-12 Stand With Us meetings occur more regularly.

2008-2-26 Dean of College sends an email update on a related incident.

February 26, 2008

To the Williams Community:

I am writing to bring the campus up to date on what the Dean's Office has learned since the discovery of racist graffiti in Williams Hall E Entry over three weeks ago. Our office and Campus Safety and Security (CSS) have conducted an investigation in which David Boyer from CSS and Charles Toomajian and Gina Coleman from the Dean's Office interviewed 38 students, along with additional follow-up interviews with a smaller number of these students. The initial interviews brought new information to light beyond what we knew about the graffiti in Williams Hall, which in turn required further interviewing. What follows is a summary of the main findings:

-- On the evening of February 1, a confrontation erupted at a party in Prospect, in which one student claims that another student used the word "nigger" against him. Other people involved in the conflict have not confirmed that that word was used.

-- Someone wrote the word "nigger" in capital letters on three posters in Williams E sometime after midnight and before 9:00 in the morning on February 2.

-- CSS was called to Williams E because one of the JAs was unable to remove graffiti of male genitalia from a wall. The JA then noticed the posters, which, in addition to having the racial slur written on them, also included drawings of genitalia. The JA gave the posters to the CSS officer. It is not clear that the drawings were done by the same person who wrote the racial slur, nor whether they were done at the same time.

-- On February 2, a first-year student came forward to CSS to say that she had been the focus of harassing behavior during the month of January. She reports that on numerous occasions, a student or a group of students either erased what was on the dry board on her door - including Biblical scripture - or wrote obscene comments or pictures or all of the above.

-- On Friday, February 8, Dean of the Faculty Bill Wagner, Dean Coleman, Professor Wendy Raymond, and I met with three faculty members to discuss an incident the night before. Two of the faculty members had overheard a conversation among six students in which one of them used the word "nigger" in a jocular, cavalier manner. The investigation expanded to include this incident as well.

-- To date, no student has been identified as the one who wrote on the posters in Williams E, and we will not conduct further interviews unless new information comes to light. Disciplinary sanctions, however, are being given to students involved in the other incidents described here and for whom there is clear and convincing evidence that they have violated the College's code of conduct or that they did not tell the truth during the course of the investigation.

The last three weeks have thrown a light more generally on what we now know has been a deplorable pattern of racist, sexist, and homophobic behaviors, including widespread graffiti. Indeed, last week, the Rape and Sexual Assault Network (RASAN) reported that someone used sexually threatening language on two paper valentine hearts during a tabling project that RASAN sponsored to raise awareness about sexual consent. The College condemns in the strongest possible terms any act intended to intimidate or harass any member of our community.

As offensive as we have all found these incidents to be, I want to close by saying that I am encouraged by the focused passion that has characterized the campus community's reaction to these incidents. The rally on February 13th, the Stand With Us action groups, and the discussions at the special meetings of faculty and staff all indicate to me that we now have an opportunity to make significant progress toward making Williams truly inclusive. Let's each of us do what we can to seize it.

*Karen Merrill
Dean of the College*

2008-2-26 The Williams Record prints article re: Stand With Us Rally.

Williams Record, February 26, 2008: Ephs broke the silence in the libraries and Paresky Center last Wednesday with a rally and march to raise awareness about discrimination issues at the College, spearheaded by the emerging group Stand With Us. An estimated 600 students, faculty and staff attended the rally in Paresky's Baxter Hall, participated in a march across campus, then returned to Paresky to affirm the Pact Against Indifference and Hate.

2008-3 Claiming Williams Day proposal presented to the Faculty for the fall.

2008-4-17 Still Standing, Still Talking, Still Listening: Building a Coalition for Inclusive Community at Williams initiative by the CDC. MCC prints and distributes buttons for the event.