

## **There is No Place for Racism at Yale (or anywhere)**

Good Afternoon,

My name is Marichal Gentry. First of all, I applaud the student leaders who organized this event and created an opportunity for the campus community to come together in solidarity.

As Dean of Student Affairs and Associate Dean of Yale College, I speak for my colleagues when I say that there is no place for bigotry or intolerance on this campus. While there is little proof that the epithets which were written on the walls of Pierson College and the University Theatre were the work of Yale College students, still these remarks have left us wondering about the safety and sanctity of our beloved community.

People who write hurtful epithets, and those who say and do hurtful things often do so to divide our community, so that students are against other students, where students are against the administration, and where the administration is against their colleagues. When we've been hurt, we often question the work of proven leaders who are fighting against injustice and intolerance. These frustrations get us nowhere. We all need to stand in solidarity against bigotry, hate, and intolerance.

The procedures for addressing student complaints about racial and ethnic harassment, and homophobia are not clearly stated in the Undergraduate Regulations. I have

created a document that clarifies what one should do if one finds himself the target of harassment on account of the origins of race, ethnicity, religious, or sexual orientation. I plan to make this available to each residential college pending final approval.

Please also know that last year, a conversation about a College-wide protocol to address harassment was begun, and the Yale College Dean's Office is working to implement it. The protocol outlines the procedures and support for faculty, staff, and students when acts of intolerance occur on campus. There are some things that we do already, but this new approach codifies it for all of Yale College. We want our work to be the product of a thoughtful process, not a rushed one. It, still, therefore, is my hope that this protocol be implemented by the start of the spring term.

The Yale College Dean's office and the Office of Student Affairs don't offer these changes as an empty slogan, but as a real sustainable enhancement which can affect the experience of our community in very positive ways.

As worrisome as the events of the past week are, it has nonetheless provided each of us the opportunity to come together to dialogue with one another, and for us to check in with those who are close to us. But we must do more.

Yale's move to becoming a global, more diverse university is exciting. As Yale has become less homogeneous, she demands a fresh review of the programs, services, and

training which are offered to students and student leaders. The Dean of Student Affairs Office, in conjunction with the Yale College Dean's Office, sees this as an opportunity for positive change. We are confident that this approach will compliment the learning that already takes place outside of the classroom, and will systematically address and bring current the structures designed to create a more culturally competent student body and one that is ready and prepared to face a culturally diverse world.