

Bias Incident Notification: Hanks 2nd Floor - 11-19-21

Subject: Bias Incident Notification: Hanks 2nd Floor

Dear Residents of Hanks 2nd Floor,

On November 8, 2021 there was an incident that occurred where a racial slur, specifically the n-word, was used towards another resident on the floor. The university is considering this incident to be bias related in nature. This type of behavior is directly against the University of Connecticut's values of striving to create a safe and inclusive community for all students. A bias-related incident is an incident that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

As you move forward in immersing yourself in the community, please keep in mind that small actions have a major impact. We can be proactive and not reactive to situations like this by making the following changes in our daily behaviors: Hold your peers accountable for their decision; if you see something, say something to your RA or your Hall Director; Remind your guests that you are responsible for their behavior and that you will not tolerate acts within your community. As a community in Northwest, we should not normalize the usage of this language or other language similar to it. We should do better and we can do better.

When situations like this occur, it is important to not only take a stand against the bias action, but also to educate on why the incident can be viewed as offensive and harmful. Our goal in Residence Life is to not only educate the people involved in incidents such as these, but the community as a whole to try and help everyone have a deeper understanding of how all forms of bias impacts us all. In preparation for our meeting, please watch the following videos as we will be using them to drive our conversation:

The N-Word "Double Standard": https://www.youtube.com/watch?v=_LK-j8ZED44

The N-Word Through History: <https://www.youtube.com/watch?v=9Yv2BnfbUFs>

How the N-Word Became the “Atomic Bomb of Racial Slurs”:

<https://www.youtube.com/watch?v=t8g3V2gzY7Q>

If you encounter any other bias related incidents within the community, please do not hesitate to report it through the [bias reporting form \(https://dos.uconn.edu/bias-reporting-2/\)](https://dos.uconn.edu/bias-reporting-2/). If you have any questions or concerns about this incident, please reach out to your RA Florencia, HD Victoria Clark, or myself.

Thank you,

Blake Sherman, M.Ed.

He | Him | His

Residence Hall Director: Northwest Quadrangle

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