

Recent Bias Incidents and Follow Up Alumni Quad – 11/21/22

Subject: Recent Bias Incidents and Follow Up Alumni Quad

Dear Residents of Alumni Quad,

On Sunday, October 30, 2022, it was reported to Residential Life staff that a bulletin board on LGBTQIA+ History Month was ripped down in Eddy Hall. There was also another concern from the same weekend brought forward involving a separate bulletin board on the same topic being vandalized, stating that LGBT stands for “Liberty, Guns, Beer, and Trump.” We wanted to make you all aware that investigations into these matters did take place. These types of behaviors are directly against the University of Connecticut’s values of striving to create a safe and inclusive community for all students.

As a reminder, 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.

This is not the first time a bias incident has been reported in our community. The behaviors displayed in these repeated incidents are unacceptable and must cease immediately. It is an expectation at the University of Connecticut and this community that students be responsible for the impact of their individual actions and intervene when harmful behaviors are witnessed that threaten the inclusivity of our community. This includes situations where there isn't malicious intent behind words or actions. We are committed to addressing these behaviors.

The Alumni Quad HDs will be hosting a community meeting at **3:30pm on December 1, 2022, in the Watson M-Lounge** to discuss how we can move forward for the rest of this semester and Spring 2023. At this meeting, residents will have the opportunity to have their voices heard. While this is not mandatory, we do expect that you all have an active part in building an inclusive community and hope that you can come to support members of your community who may have been negatively impacted by any incidents.

As you move forward in immersing yourself into the community, please keep in mind that these 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 decisions; if you see something, say something. You can report things to RAs or the Hall Directors. We urge you to join us in disrupting the narrative that events such as these create about our community. We can disprove any negative narratives of our community by showing up as an ally to events, initiatives, and programs that uplift our underrepresented communities. Partner with us, show up, and participate. Let's show that Alumni Quad is a community of acceptance and inclusion.

If you encounter any other bias related incidents within the community please do not hesitate to report it through the [bias reporting form](#).

Best,

Jeffon Stubbs, Residence Hall Director

Mitchell Davis, Residence Hall Director

The Alumni Quad Staff