

Bias Related Incident – April 19 Flyers

See post on Greener Commons as well: <https://commons.evergreen.edu/t/bias-related-incident-april-19-2016-flyers/9120>

Incident Reported

A college employee and a student reported a flyer that depicted three photographs of African American men with three simplistic and seemingly sarcastic statements of what not to do in order not to be shot by police. Following these images is a clip art image of a white man stating, “You don’t say?” Small flyers were also reported that depicted photographs of an African American man wearing a military/police uniform and an African American man holding a gun. The heading on the flyer reads, “Tell me again whose life mattered?” and the captions under the images convey biased assumptions about the response and focus of the Black Lives Matter movement by questioning the degree to which the movement valued each person’s respective life.

Multiple flyers were found in the following locations:

- taped to the “Black Lives Matter” poster on the door to the Academic Grants Office in the Library,
- in the CAB,
- on the wall outside Einstein’s

There is no information about who may have created and posted the flyers.

The College aspires to foster an environment that is respectful, inclusive and welcoming for all while also holding free speech as a prized value. Any biased message toward any member of our community runs counter to our values.

Response

Staff promptly removed the flyers and scanned buildings for additional flyers.

The Bias Incident Response Team considered this incident by email on April 21st and concluded that the content of the flyers was biased against persons identified

as protected under the College's [Non-Discrimination Policy](#) and Procedures, and specifically against people of color.

The College wants to identify the individual(s) engaged in posting and distributing these flyers. If you have any information about who may be doing this, it is critical that you contact Police Services or provide information anonymously using the online incident report form.

Biased messages are unacceptable and we condemn the biased content on the flyers. We value and want to support all members of our community and the College does not condone such acts of intolerance and intimidation. Messages that are one-dimensional, presented as propaganda, and question the legitimacy of a social movement advocating for social justice for black people in the United States, convey bias against people of color.

These flyers display a fundamental misunderstanding of the issues at stake in our community conversations about race, racism, power, and privilege. These flyers convey a message of opposition toward the Black Lives Matter movement and may also be in opposition to the content shared in the Coming Together Series last quarter in which the concept of white supremacy was addressed. Black Lives Matter is a movement drawing attention to racism and violence toward a community of people that has historically been oppressed, marginalized, and discriminated against throughout U.S. history. Messages such as the one on these flyers diminish the disparities experienced by people of color.

Copies of these notifications will be placed in the locations that the original flyers were found.

Community Engagement

- Please contact Police Services at (360) 867-6832 or anonymously using the [online incident report form](#) if you have information about this incident or observe discriminatory or biased incidents in the future.
- Add your voice in opposition to actions that appear to be unwelcoming and contribute your voice on [Greener Commons](#).

- Participate in opportunities to increase your awareness and knowledge of bias, racism, oppression, and privilege in our society and improve the climate and experience at Evergreen.
 - See the [calendar](#) for opportunities this spring.
 - Consider some of resources shared below
- Share your suggestions with us via [email](#).

2015-16 Bias Related Incident Response Team Members

The [Bias Related Incident Response](#) Team's purpose is to help assess whether a behavior, event or action may be bias-related; to assist in ensuring that appropriate policies, procedures and protocols are applied; to help the College take a timely and comprehensive approach to addressing incidents; and to aid in communication with the College community about incident-related concerns.

██████████, Student

Jamie Cooper, Associate Vice President for Student and Academic Support Services

Wendy Endress, Vice President for Student Affairs and Chair

Leslie Flemmer, Faculty

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Meryl Lipman, Media and Community Relations Manager

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██████████, Student

Lorie Mastin, Affirmative Action Equal Opportunity Officer

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Nancy Murray, Academic Dean

Andrea Seabert Olsen, Senior Conduct Officer

Sheryl Shulman, Faculty

Ed Sorger, Director, Police Services

Todd Sprague, Marketing and Communications

Definitions

A hate crime is a criminal offense motivated in whole or in part by the offender's bias towards the victim's status based on race, color, religion, ethnic/national origin, gender expression, sex, age, disability, or sexual orientation identities. A bias incident is conduct, speech or expression that is motivated by bias based on

perceived race, color, religion, ethnic/national origin, gender expression, sex, age, disability, or sexual orientation identities but does not rise to the level of a crime.

Additional Resources

- [Winter 2016 Evergreen Coming Together Series](#)
- [Robin DeAngelo, PhD – Critical Racial & Social Justice Education](#)
- *Privilege, Power and Difference* by [Allan Johnson](#)
- [Beyond the Knapsack](#) by Peggy McIntosh
- [Showing Up for Racial Justice](#), a national network organizing White people for racial justice