

Campus Climate in the Post-Election Era

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Event Started: 11/18/2016 2:02:16 PM ET

Good afternoon or good morning. Thank you for joining us today for this NASPA briefing in the post election -- time in the postelection error. We're pleased to have a slate of presenters with us to talk about very important topic I will let them introduce themselves of an executive technical notes before we begin. At this time minimize all of application so you can see and hear our presentation. This will also be a session where you can send in questions to us that we will send into our panelists pick please make sure if you are watching a group that you have someone near a keyboard. We will have live caption for the presentation today. To access them open up another browser window and go to www.captionedtext.com. In upper right-hand corner inch or 3108045. You will be able to keep that open on the same screen and you will be able to see the live caption feed of that. You should have this green menu on your screen somewhere right now where you can choose between 2 different audio options. If that debt -- if that did not automatically open open it by clicking on the + next to the word audio. If you decide to use your telephone today you will be able to use your own dial-in access code and pin number that is on your menu, not is -- not what is on the screen as those are an example and will not work. If something stops working properly you can open up this menu and try the other option. As I mentioned you will have options to send in questions. That is in your questions dialogue box which is on your go to webinar control panel click on the + next to the word questions to open it up. If you have any questions you can type them in here and send them in today. My colleagues will be sending those into our presenters. This is also a place where if you have technical issues can send those into us as well. Type in your needs and send them in. My colleague and I will monitor those technical issues as they come through. If those control start to get in your way during the presentation you can go ahead and minimize them by clicking on the orange arrow. If you need to get your panel back to send in a question for you have a technical issue you need solved, click on that orange arrow again and they will fly back out and you will have access again. Today we will use the hashtag SATakeSpace. You can use that on Twitter. We will record this in the recording will be made available -- we will let you know through email when that is available . We will throw it up on YouTube so that you will have access to it later on. With that, I'm going to pass off our presentation today to Dr. Shaun Harper .

Great. Thank you. Good morning to our West Coast friends and good afternoon to others in other parts of the country. I am Dr. Shaun Harper, a professor at the graduate school of education at the University of Pennsylvania where I also direct the center for race and equity. I am a long time NASPA member in deeply grateful to the leadership for bringing us all together in this now 10th day since the election. Our NASPA colleagues very wisely thought it good to just create a space for colleagues to process all that has happened on our campuses and across our country since the election. Let me just say that while I will be moderating the conversation here, this will indeed be a really helpful processing space even for me. Someone asked me yesterday, how am I feeling in the aftermath of the election in my response was, I don't know because I have not yet had a chance to check in with myself. The Association for the study of higher education annual conference began last Wednesday morning just hours after we all get the election outcome. In my role now as president then as President-elect, I really have to go into my presidential supportive person mode and really care for our shellshocked and devastated colleagues and

graduate students while also bring presidential and making space for some members who may in fact have been supporters of Trump. While we were at ash every member of our freshman class at the University of Pennsylvania received a series of racist text messages from a person at the University of Oklahoma. As you might imagine, that really devastated not only our first year students here at Penn state but so many other black students, other students of color and white people here who care for students of color. When I got back from the annual meeting on Sunday around 4:30. I immediately headed to campus to engage in a processing and grieving session with our black students and with colleagues in our black Cultural Center here. This whole week has just been spent trying to help restore our community. It is my way of saying that I too am desperately in need of a space to be with colleagues to reflect, process and strategize how we move forward in caring for our communities in this really devastating time. The way this will work is I will actually disappear from the screen which will continue to hear my voice periodically. We have a panel of outstanding colleagues who have some important perspectives to share. I will ask each of them to introduce themselves, but I will also ask that as a part of their introduction that they take a moment to just say how they felt 10 days ago when they got the election outcome, and how they are feeling now. Once everyone walk-through their introduction I will come back and engage them in a series of questions. At the end we will invite some of the questions that have been sent in via the various engagement platforms.

What only start actually in what appears to be my upper left-hand corner with Penny. If she could kick us off and then the others could follow. Again, your name, title, institution, and just talk with our colleagues of it about how you are feeling peace

Thank you Dr. Shaun Harper thank you for your leadership in this area .

My name is Penny Roop I service vice President for campus life. On November 8 I was in Berkeley California doing an external review. I felt somewhat gleeful to be in a solidly liberal state. Polls closed about dinnertime out there. I thought we were going to have a relaxing evening. I will say over the course of the evening I found myself to be stunned. For me it was deeply disturbing that someone who might have been deemed temperamentally unfit to be elected by our country, but I have long known that sexism, racism, homophobia and see the phobia are 11 wealth in our country. It is my life passion to work in those areas but I was really shocked -- shock to see it out for so little in the American electorate. That was really disturbing for me.

Hello everyone. My name is Paulette [Indiscernible Last Name]. I actually want to just take a quick moment to recognize and say hello to some dear colleagues, Thomas Parham you are someone that I studied and read and learned a great deal from you as an emerging professional and it is an honor to be on the call with you. Likewise, Larry Moneta is someone who hired me for my first professional position. I think it is important at times like this that we do shout outs to the mentors, teachers and people who have guided us. I'm grateful to both of you and I wanted to analogy for that. I think it is sufficient to say that I was absolutely devastated on November 8 into the morning of November 9. One of the things that I would describe as a palpable experience for me over the last 10 days is waking up in the morning not remembering what has happened for just a brief moment in time and feeling that lightness of a new day and then having the crushing experience of remembering the state of our country at this point. That feels extremely significant to me and nothing that I have done at this point has been able to shake that

feeling every morning. I know that others feel the same way and I want to offer that one of the things that brought some solace to me is a white on white call that we did last weekend with other colleagues that are working against racism. I did that to be an incredibly comforting time to come together. I also have been appreciating something I read recently about the Jewish tradition in relationship to the election. Many Jewish people have been writing about this tradition -- for many of you that may not know it is a tradition that involves rituals of morning after the loss of a loved one. Many people feel like this is a time of great loss and inexperience of death of some sort. I found comfort in reading colleague's writing about their expense of going through this ritual. To paraphrase I will say that at this point and a 10 I feel like I have walked around the block and I am back in the world of the living -- I am trying to be at least and I believe that it might be time to move forward because we have a lot of work to do. Thank you.

Paulette, before we move on to the next person, would you mind talking a bit more about the white on white initiatives that you referenced?

Absolutely. My wife, Cathy Obert actually organized in this call. She and I have been doing a series of calls with -- which NASPA actually helped escort made over the last year or 9 months. This is an open call that people can log into. We had about 25 people on the call on Saturday afternoon to just connect and commiserate and talk about next steps and how we can move forward. One of the large parts of that conversation was supporting one another, supporting our students, supporting our colleagues of color in our students of color, in particular our Muslim students, our students were undocumented and other students that are targeted in this environment as well as talking about how to return home to family over the holidays.

Thank you

In sequence I am Larry Moneta . I don't know how to share my feelings. I am Jewish and I have been through many shivers and the best thing about it is the amount of food that is there. I have eaten more food in the last week than I could imagine. A lot of people don't know I am a child of Holocaust survivors so for me the selection meant that I packed to Seuss case -- suitcase . It is a very conflicting. Of time because we simultaneously have to be thinking about our own reactions and our own perspectives political and otherwise while our work goes on. We have communities that have to be supported we had nonpartisan positions we had to take simultaneously. I can't imagine any other point in my career where I like I was juggling so many different reactions at the same time. Sadly, I believe the outcome is going to be as it turned out to be. I refused to get into any -- get into any optimism. It doesn't mean I was being pessimistic but I wouldn't accept an optimistic perspective. It was too much to hope for and I felt like let me be really pleasantly surprised rather than deeply disappointed. Although I was still deeply disappointed reflecting my own personal perspective, I was probably more ready to realize the consequences and to start thinking through how we were going to manage the aftermath and in particular were minding my own team that this was not like a tornado words over and we pick up the pieces, it is a tornado every 2 minutes and more to come. Is a period of extraordinary in balance but at a time were we have to be more balanced and more prepared than ever. Very difficult in so many different respects.

Thank you Larry.

Hi everyone my name is Mamta Accapadi. I'm going to start with, I'm a mom, woman of color, non-Christian. I grew up in the South Hindu any Sikh identity because those are my identities first. Eye US citizen. I'm a heterosexual person. I am married and there are rights that come with those identities. I bring all those up before I bring up my professional identity as the Vice President of student affairs at Rollins College in Orlando Windom Park Florida because I think Sean and my other colleagues who have already spoken have captured a lot of the sentiment for me in that, while I sit in the space of optimism, on that night I was just shocked. I am not someone who is a numb person but I felt numb. It brought back a lot of memories of growing up in Texas and living here in Florida. All of a sudden there was a floodgate of emotion that I wasn't able necessarily able to manage as a mother, member of a community, but then I very quickly had to bring it all back together to be the community member that I needed to be amazed attrition. What I am sitting in right now -- as I think about it 10 days later , I am trying to sit in the space of hope, reconciliation and disruption at the same time with those things not being competing interest; right, that we can sit and hope and reconciliation and that does not dismiss -- diminish the disruption but that all of that can sit in the space together. That is what I will say for now. Thank you for the space.

Thank you.

Let me say good morning good afternoon. I am Thomas Parham. Dr. Shaun Harper I want to give you props as well as all of my panels not only is your work stellar, but you give people like me who are the old heads just a lot of faith and belief in the future when we know we have warriors like you doing the important work that you do. You keep on doing that work. In terms of my reactions. I think they are threefold. First, I think I was shocked and disappointed. I always remind myself as a social scientist that in research there is never a single variable that accounts for 100 percent of the variance and explains the equation. There are always multiple factors that allow us to make attributions as to why the outcome turned the way it did. I was disappointed in the black community didn't show up in the way they should have. I was just when it and Latinos who despite the toxic rhetoric about anti-Mexicans and immigration still voted for this candidate in numbers that were greater than even McCain for Mitt Romney. I was disappointed in the sisters in our life and the women who have given the narratives that were put on the sexual assault, the bragging and the other things that went on to dehumanize women is somehow that narrative was somehow not influence and look at the way that people would rationalize how they would come out and support a candidate. I was disappointed in the broader democratic party why think abandon the court principles in segments of the population that the other party was now allowed to capture. I was disappointed in the candidate who I think aloud what should have been very simple things around emails another stuff to be able to claim a narrative that made it an issue of her character. And I was disappointed in America generally because I think it was a statement on that. At some point I was resigned to the voice that America articulated in the election of Donald Trump even as I said what I said about that. I was also angry at myself for believing that in reaction to an Obama presidency that somehow America was repaired to genuinely, authentically closed the gap between what it professes and what practices in everyday life. There are a lot of people who are now coming to grips with the fact that the gap between what America preaches and what practices is much more pronounced than we

would like to pretend that it is that we have a lot more work to do to try to create what we call a more perfect union.

Thank you

Thank you to all my panelists for sharing those very deep emotions and thoughts. What I will add is, Dr. Shaun Harper I am with you in terms of not truly having processed of this having jumped into -- I'm guilty to having jumped into the leadership role in doing the work without having processed it were thinking about my own emotions and all of this other than fear and anger which is certainly the case, but I was struck as I was thinking about similar moments of my career, thinking about 9/11. I have heard this a couple times. I was with Penny at UVA during 9/11 and the similarities in emotion and climate on campus sort of marrying what is happening postelection, the loss of innocence, and his deep fear of the unknown. That certainly does mirror my own emotions with this, but from a leadership perspective and thinking about what I was feeling for my staff and my students, my alumni and my community at Emory, my own family, for Emory I was thinking a lot about how can I best support my community members especially those who have a disproportionate burden for educating others in carrying the load sharing their lived experiences and sharing how they are feeling. I thought a lot about how I can better support spaces that are firming identities, these safe spaces that are helping people feel comfortable. At the end of the day I'm still struggling with this, but I am thinking a lot about what advocacy means, what advocacy work means and thinking about how we move past cultural competence, how we move past diversity and inclusion to actually change the contours of the University. I have said it before sort of reimagining the University. I think it is needed now more than ever before. I'm assuming through these conversations I will process my emotions some more, but think Tucson -- Dr. Shaun Harper and 2 NASPA for providing the space .

Great. Thank you all for reflecting so honestly and in such a broad space. My understanding is that more than 1100 people registered for this slide briefing. Many of them are tweeting and writing in expressions of gratitude for your participation in it. Please know that people are really grateful that we have gathered together. In collaboration with our partners at the Dr. Shaun Harper I have come up with questions . We will go through those questions as quickly as possible and then I will turn to some of the really great questions that are pouring in in the chatbox and via social media. Why don't we start with Thomas and Larry. Could you all talk a bit about, how your students have been feeling over the past 10 days? What are you hearing from them, what are they feeling?

As I think about our students here at the University of California Irvine and students I have encountered both in the community broadly as well as around the country as I have been traveling. I think the emotions range from shock too surprised to disappointment all the way through the other end of the continuum which is joy in relation depending on what side of the spectrum that you have. If you drill down below the surface and expose I think the social layers where most of the marginalized people resign, I think you find a different set of emotions to me that I see is characterized by fear, characterized by extreme vulnerability, characterized by a profound uncertainty about what life is going to bring, characterized by anger, since of betrayal from the country as well as a violation as people has had there identities insulted all the -- all in the election of one candidate .

I would say the same. Every emotion imaginable including those were celebrating to those who are just despond it. I am noticing the emotion certainly. That are did -- distinctive elements to each individual population. There is a large element that is scared to death. Students are extraordinarily frightened and looking to the University and leadership to step up and be very clear about our intent to bring some order. Jewish students are worried about separatism. I think we have each identity can see through the narrative both spoken and unspoken and through the choices being made about who will be in this administration's leadership reasons to fear. I think the fear is manifesting itself in lots of different ways. We have core group who has hosted rallies for one issue or another. The vast majority will traverse campus looking like they have put this behind them or they have parked it somewhere but there are others that haven't or they can't. I think increasingly we're going to find waves of extraordinary emotion and waves of Tim's -- attempts to suppress it . Were going to have to work hard to find out as those ways -- waves occur we can hear the concerns and responded very quick and at the same time polarized those who have different perspectives. This is America challenge I have faced before.

I want to break my own rules for a moment actually.

I want to go to one of the questions that was sent to us. I want to maybe reshape it just slightly, let's talk about students with conservative points of view. Were they joining us for this slide briefing? What sense might they make of how the conversation has gone so far? It seems that there is no support for them and for their points of view.

I would challenge that a minute because I think it is important to have a conservative voice and a liberal voice and an independent voice, but I think it is important for our colleague and our people asking the questions to separate out personality from principal. You can actually have a principal where you have a debate about policy and practice. I think those are the spaces we occupy now in educational institutions but at the end people ought to be entitled to there own opinion. What we don't have to condone or think is the toxic narratives and the lever of the trail that has been exercised in the selection where candidates have thought about assaulting people's humanity just because they are someone who is different. It is that kind of peace that we don't condone irrespective a -- of a political party a candidate is. What I don't want our listeners to do is confuse political perspective or issue on the assault of dignity or humanity and members of the human family. That is that out wrong and irrespective of the party represents.

Thank you for that Thomas. I wanted to the question a little bit as well. We certainly have a number of conservative students here. They had a rally for free speech on campus yesterday that was certainly well received by many. I think -- what I find most of those students asking me personally is some version of, I am not a racist, why am I being called one or assumed to be one? My challenge to them is you not used to being stereotyped, so what does that feel like to be stereotyped, and how do you exercise your own distinguishing behaviors. How do we know that you are not a racist? I hear you saying that but what are you doing to work towards equity, how are you showing your fellow students that that is not what you chose to vote for this candidate, that you believe in a robust free-market economy or other reasons that people are saying. I challenge those students to show us those distinguishing behaviors that would let us know that they are in fact not racist or home phobic or sexist or anything of that nature.

If I can also add to that because I have had many conversations on our campus with students and parents and families who supported a voted for Trump. The space for me -- I think now more than ever our leadership in our communities is just a critical. I think, really looking at our roles in our own leadership roles but in our organizations as agents of reconciliation versus when I think when I was growing up in the field ice turn I thought of myself as an education -- educator who solves problems . There is a protocol for everything and I know how to solve problems. I think for me now resolution or resolving an issue is not the highest core purpose of our work. I think it is how do we sit in reconciliation and relationship with people especially when it is most difficult for us? I think staying in it with our students, it is the most difficult work and the most important work so I would offer that.

Similarly, at Emory I don't assume that any of my soonest -- students or community members are participating in racism at an individual level but I do make the assumption that everyone of us are complicit in systemic racism in one form or another. Therein for me lies the opportunity to have a conversation of what that looks like in an intellectual way. And in many times unemotional way. I don't, with any of my students assume that they are racist because they supported Trump, but I do -- it is a typical conversation when a candidate did question the dignity and humanity of many members of our society. I separate that from creating a label for my students, instead push them to think about how they are participating in many isms through Emory and beyond.

Thank you.

No doubt, our colleagues have been exercising tremendous care for students over the past 10 days. Let's talk about self-care for a moment. Can you all talk about how you are supporting your colleagues, our colleagues who are perhaps suffering from election fatigue prior to last Tuesday and who find themselves continuing to support students during these challenging times without having space for their own healing, reflection and so on.

Mostly I am doing a lot of listening and creating the space for people to come together. I think those of us, based on our social identities, will have different responses and reactions to the outcome of this election. I really appreciated what Penny had to say in terms of helping people understand who they are in the world. For some people who are of a more privileged group whether that is by race or gender or ability or religion or otherwise, are not going to recognize that they have that privilege and are not going to recognize the space that they walk around and. To that point I think it is really important to create that space and to recognize the impact on our colleagues. One particular colleague I have who is a Latinx lesbian would talk about the impact working at an emerging Hispanic institution and having students in tears and also transgender students coming up to her and say, am I going to be safe, what is going to happen to me now. I think we need to recognize that if we have marginalized identities, other marginalized groups that have felt targeted by this administration are going to reach out to us and there is going to be a magnified impact on us in terms of who we are in our work. To that end I think it is so important for us to reach out to one another and to recognize who our allies are and who are the people that are safe for us so that we can re-energize and reconnect and also recognize that we are not, we are not off-base by the responses that we're having. Other colleagues I have a really afraid they have reached out and said, I'm scared for my job and I don't have a backup plan, and I met a campus where the administration has gone silent war has actively denounced students who are upset about the

outcome of the election and is actively -- and have actively told campuses that they cannot provide support to students. This is odd given the fact that right now on this panel I am representing the community college voice and these are community college colleagues that I am speaking up. Community colleges, where almost 45 percent of the entire college population. Our populations are comprised more predominantly of students were first generations, students of color, students were undocumented than the general population of students attending 4 year schools although that is a generalization. I think it is important to recognize that there are colleagues here were logging in to this webinar who are doing so in secret. They have maybe gone home early to login from home. Maybe they closed the door in their office and said they are in a meeting in they're not letting people know that they have logged on because they are not in the same space and they can, so to speak about their despair in their challenges as a result of this election. I think there is a range, there is also colleagues that are actively writing talking points for their presidents and leaders. They are helping students organize protests. I think we have range of people responding in a lot of different ways back I don't think there has ever been a more important occasion were those of us in position of some authority have a model for everyone else. I think what we say limited utility and I'm sure all of us did what we could in terms of communication to our staff and holding open houses and open forms. All I want to and how do we represent what will be legitimate for our colleagues in our staff. Paulette was eloquent thing is going to be different from campus to campus we can't create different opportunities on campuses that are going to be more oppressive about what will be accepted. I think we can model both the reflective way that we absorb these circumstances, the frequency which would we want -- with which we want conversations to acquire and how quickly we can convert this all to activism. Ultimately I hope this conversation leads -- has less of a focus on mourning and on limitation and is much more focused on the various forms of a divisive that all of us and all of our staff can engage in. It will be different from region to region, state to state, campus to campus, institutional type. Some of us will use social media. Some of us will want to run for office. Some of us will try to inspire people, but I'm really all about trying to turn this into a period of empowerment. To me that is the best way to raise spirits, have a sense that there are things that can be done. We need to help people see what are those opportunities and how they can play out on and off of our campuses.

Let me and quickly with the comment in the question both from people who are participating in the life briefing.

A conservative attendee says that it is offensive that conservatives are painted with a broad brush and that they are having to prove that it is not they are. The person goes on to say they have given the choices of the presidential candidates. It was certainly the lesser of 2 evils. I would appreciate some reaction to the perspective that conservatives are printed with the same -- painted with the same broad brush . We also have a question from Robert who want some advice on what you do we work on a campus where the administration is ignoring or silent about the campus climate issues especially postelection?

I think the question about painting conservatives are in a community with a broad brush is a meaningful question and for that I would certainly offer, absolutely. We shouldn't pay -- paint any community, any ideology with a broad brush by any means . As one of my colleagues said before, it is how do we separate political ideology and belief from behaviors and actions that diminish the humanity of our

community, individuals and groups in our community. I would also say, as we are thinking about -- as educators we have this great opportunity to support students in our civic engagement mission. Having students unfold into the people that they want to be. In the same way. For me my sense of identity as an educator has really been shifted and our work is to help people become introspective rather than, how I tell you what to do or what not to do or what to think? How my modeling those values within myself. As I look across NC proposed -- the proposed space for Muslims to have to register. We also shouldn't paint all Muslims with a broad brush. Where we see something that might single us out, I say how do we allow for an to see so that everyone has the opportunity to be in the fullness of their humanity and how are we advocating for processes and practices that allow for all people to be -- to exercise and have their space of liberty ?

I want to echo what she said and beautifully articulated by simply saying, I have spent my professional lifetime arguing for the notion of within group variability that exist among particular populations. I don't think any of us on this panel are prepared to indict a conservative voice just because it is conservative. I think people misunderstand what is going on, but I think it is questionable to believe that in every domain we occupy in our life space that you do not have to engage in the level of what I call response recipe city that shows that you have to prove when you want to exercise your leadership quality, there are certain responses that you have to engage in, when you want to give exercise your humanity and empathy there are certain responses you have to engage in. You can't to sit on the sidelines. What you can't do is be unengaged. What you can't do is have drive-by interactions and assume you will be a serious player in any of those domains. The selection was never different. Doctor King was clear he said in the end, we will remember not the words of our enemy but the signs of our friends. For those who say, I'm not prepared to be painted with a broad brush stroke I think stereotyping is wrong and in a perp, but where you get painted with a broad brush stroke is when you, A, sit in silence when you see other people assault other people humanity. When you see other people denigrate other people because of there race or religion or creed. When you see people bragging about assaulting women in you say nothing. That is where you get painted with that broad brush stroke. If you are determined not to do that than help us create -- and help us create this more perfect reunion and you have to get off the sidelines and in the game in every domain you occupy every day. Is not a function of your liberal views is a function of how you support the secure and protect humanity and exercise your own level of human decency.

Ink you for that Thomas. Let me at 2 specific strategies that we have tried here in different ways. One is to have -- in our first year experience classes, have students talk about what Donald Trump supporters most need from Clinton supporters out and what into supporters most need from trumps of what is right now, not asking anybody necessarily to identify themselves, but to just talk about those abridging and behaviors. That has been helpful because it is looking forward at what folks might do. My student government president shared with me today that one of his faculty members had everyone in the class right what they were feeling, pass those in, have the professor pass those back out and have people read someone else's feelings on the. The experience of reading someone else's feelings that were like or unlike theirs was very moving as was hearing the range of healings that were in run room. I think the ability to hear from each other is going to be very critical particularly for our young people. I think you all know that pew research report that came out in June that we are more polarized than we have ever been, the motives that people are repeating to the opposite side have become toxic. People are afraid,

angry and frustrated with the members of the other parties on both sides. Each find the other party a threat to the nation's well-being. Those are very serious gaps that we are going to need to bridge to move forward, and I don't think there is any better place to start than our young people.

I was going to say, let me build on what Penny is saying from a philosophical point of view for higher education. If anything good has come from the selection it is that, there is now a really large group of community members who are aware of something that people of color have been aware of for a long time and that is that racism and other isms have been a part of America's ugly history since it's inception. There is an opportunity to move this very large group of this is active individuals to help advance social justice issues. The problem is we have been trying to do a lot of that work in the past on the backs of our students, particularly our students of color. They have been doing the heavy lifting. In they are sick and tired of explaining why Trump is a reflection of who we have always been. Along the lines of what we can do in higher education, I think one of the things, one of the things I am hearing is that we can't view whiteness in a binary. Either you are a racist or that whiteness is nothingness, that it doesn't exist somehow. We all have identities to bring to the table and we have to unpack those identities and have those conversations. 2 what Penny is talking about is really important. I love those examples because we need new models for dialogue and deliberation. The models that we have just aren't working. People are not coming to the table and talking about their own identities because some feel like they don't have identities. The 3rd piece for me that I think is critically important that we shouldn't lose sight of is that ally should appear has to last longer than the shock and surprise of the Trump election. In other words, we have had the freedom University movement. We have had the black lives matter movement, and that has been happening and it will continue happening. All of the allies need to join those movements and be a part of it. And not lose sight of all the things that are going on, and not just mourn but actually take action and part of creating change.

Great. There are several people who have opposed to some version of the same question on Twitter, what will your campus is due to prepare for the inauguration, and how do we support our students through the inauguration especially making sure to support all students with all points of views?

I can speak a little bit to this. At Rollins I know that -- of course we are dealing with -- of course we're dealing with the short-term immediate reaction and then also talking about the issues as we prepare for the inauguration. It is going to be, heartily really become an agile organization to shift the way in which we engage our community in a way that has been referenced, that we really needs about how we create community and space for all people to lead in fullness in these conversations. I think focusing on a relationship as hard as it will be, that making being in relationship more important than being right or, let me convince you of my opinion, that being in relationship and honoring the dignity of all people becomes the highest goal. When that becomes the highest goal, all of us come from institutions where there are clear mission statements that talk about, at my institution, global citizenship and responsible leadership. Now is our time to read in an admission centered way and align our practices. One of the things I would love to see us more doing and evidence for me as an educator is we can challenge the silos of how we have operated as a profession. For me it is more important for those of us to work in social justice educational multicultural affairs that our work is deeply intertwined in the civic engagement work and not in separate spaces that now that needs to be a combined in a shared agenda alongside all of the other dimensions of our work, really taking this opportunity to integrate, integrate

with our faculty colleagues who were also having meaningful conversations try meaningful conversations with our students and in the community. I think this is our time. I believe in our field we are the facilitators of community on campus. Leslie from that space so that everybody gets to enter the conversation.

For us here at Irvine campus at the University of California, the entire system I think will be focus on how we navigate to narratives, one is the closer we get to the election, the more extreme some of the feelings and emotions will be felt by some of the most vulnerable and marginalized populations sweat some point is going to demand that we step up our F to do that. As we think about a collective campus, one of the things that I have directed my team to look at planting is a broader campus conversation that is called in search of our humanity: finding common ground in the midst of political divisiveness. We will be looking to have broader conversations about that in addition to continuing a series of things that I put together called narratives several years ago in response to some of the old narratives as was pointed out that somehow weren't working. It will be a continued opportunity and platform for people to speak out and share the space as we all navigate our way through this climate of ambiguity because there is so much we don't know about whether candidate Trump will govern differently than he campaigned. That is the challenge for us.

I was similarly going to say, I have no idea what that is going to be like -- like. I have so many fears of days before that day and we have only been in session for about 2 weeks. This is a break struggle for me. We experts may have to claim we know the answer but I don't know the answer. I think we're going to have to be very light on our feet the next several months, maybe longer, but certainly the next month and shortly after. We're going to have to build in adaptive capacity in the work we do that allows us to hear some decisions, some action, some call to arms that we are going to have to be able to do very quickly. I find myself thinking about who are my consultants. Was the team I need nearby help us figure out how we are going to react on the spot. Were going to react to activism? Will we have major activist day that day or will people want to be numb and walk away from it? I would just encourage all of us to be thinking about adaptability and our ability to obtain information and react accordingly as quickly as we can, surrounding and embracing those targeted in the moment. It will be different communities at different times whether it's the disabled community, our native maybe, our Latinx community. I think you will be days before the election -- before the inauguration .

I want to jump in a bit as I was listening to Larry for recognizing that we don't always have all the answers. It dawned on me in this comes back to a point that penny raised earlier about providing opportunities for people to show who they are if they are supportive of the candidate who was elected and don't want to be caught up in the broadbrush rogues, perhaps we actively create opportunities and engage and invite our more conservative students, for lack of a better label and I'm careful about that label, but maybe those who do support this new administration to help us create environments that are inclusive, and to reach out and actively invite their participation, input and their creativity and investment in creating a community that helps everyone feel safe.

We have just a few minutes left. I want to see if we could get to a pair of policy questions. One is concerning the support of -- students . The other is supporting students with disabilities and understanding that they were mocked by the now President-elect of the United States, and that there

might be some implications for the with health insurance and so on with the threats to repeal the affordable care act. In a quick helpful thoughts on either of those?

For someone to put out that perhaps we can go a little longer than we planned, just an idea but that's just to put that out there and I will just invite others to join in.

I do know that [Indiscernible] is working on guidance about this question that is arising on many campuses about sanctuary status. NiCd memo were shared, but we know that is subject to change. I think one thing is, understand whether or not your campus information system identifies students as undocumented or not. If they do, it might be time to remove that designation from your student information system as one practical status that we could do right away. Obviously, supporting those students within their subcommunities is critically important enough.

I would also encourage us to consider thinking about sanctuary sort of in the broader sense because I am not hopeful about our ability to intervene with the federal government with ice, law enforcement on the college campus although I think there are creative things we can do. I like to think about it in a broad sense that, this is our obligation, higher education and for all of our institutions, to ensure every student feels a sense of belonging on our campus. It is their home whether residential or not. That is a responsibility that we should take seriously. Although we may not be able to protect our students from what is happening through government intervention, there are a lot of other things we can do that we are currently not doing. I think we have to push ourselves to think about the status of undocumented students, how we were thinking about it before chop and certainly after Donald Trump. It was an issue before he was elected as well.

Frese think it is a question of half-full, half empty glass. For us I think we have been very clear and specific about wanting to create a safe space for undocumented students to exercise and explore their dreams and aspirations for education, career advancement, etc., etc. We have created programs, resource centers, funding opportunities and support mechanisms to help students succeed. We will continue to move down that road. I think he is right that there is no campus that I know of that can particularly especially with the dollars -- dollars in federal support even our ability to award status to people it is all tied to our interactions with government as well as federal aid. I don't know any institution that is ready to stand up and say we will oppose the federal government but I'm keeping hope alive then, again candidate Trump is the thin governing Trump and that with the voice of all the people in collective harmony, that we can say, we are about trying to affirm his educational spaces for all the people were part of our campuses.

I also think we have to create a space for students to have a voice. Only think about our undocumented students, our students with disabilities and also just in general in the community college population, these are not students were often in the space to speak up. I think it is very targeted and -- I think we should make a very targeted and intentional are read -- our wish to hear their voice and really elevate a magnified their expands.

We are at the top of the hour.

I understand that there are some colleagues who are participating who have to love up now. We encourage them to keep the discussion going via Twitter using the hashtag SATAKESPACE. When we just wrap this up with our 6 panelist. If you could just give an encouraging word or one final piece of advice to colleagues who are still logged on. I'm sure they would appreciate that.

I will say my first selection ever voted in was Nixon McGovern. I voted for McGovern and survived that. I survived others who I might not have endorsed. Is not like any other election have ever participated in but in the face of all this also have confidence in humans and. There have been selections made today. Am looking online as we talked there is a new attorney general nominee that makes me wonder about sanity, but I still believe in humans. I have faith and everybody that has participated today. Have faith in thousand people that participated and listened, and many more thousand that are on this. My parents survived [NULL] Germany. I'm going to survive this and I think we all are .

I was just reading the New Yorker article about President Obama reflection on Trump's election and he said something that I think is worth of thinking about. She said something to the effect of, I don't believe in and a pop: -- and apocalyptic until it comes. I take that to heart meeting let's do everything we can to stay true to our values, who we are as a community, into the good work that we have been doing and not lose sight of that. I think will come out of this hopefully ahead if we can all work collaboratively in our communities and across our education.

I would echo that and say that much like Larry articulated, it is important I think for our colleagues around the country to think about contextualizing struggle. For me I keep a picture of Malcolm and Malcolm on one end of my wall -- Mark -- Martin on one end of my wall and then those that went through the slavery struggle. What I have faith in is not necessarily the politics. What I have faith in other people. As we make this transition to a new administration, the Obama administration was welcomed with the minnow -- memo from the Senate majority leader that says we will make it our business to give him no political victories. That was the transition he was welcome in with. I am hoping we can rise above that politics this time and hoping that the people's voice will come through. Marcus Garvey was clear that chance never satisfies the hope of suffering people it is only through the alliance. I hope everyone involved, gets engaged in helps us form this more perfect union we all tend to be a part of.

Growing up in Hindu tradition, there is a phrase that I often use. Essentially what that means is, from whatever seat which truly, you lead from the place with steadiness and enjoy or contentment. Those messages are for messages of just good times. That is a, how we should engage in our practice in that case for liberation throughout our existence entirely. That to me is the guiding vision by which I made in chop. And then I will offer a fairly practical piece of information if it is helpful, and that is, I would encourage us to think about how we do our social justice, education and work which is, let's transcend the discipline of diagnosing people can get into the place of actual -- I always think about that tension of, how do we empower groups from subordinated or menorah ties identities, and how to reduce center dominance? I think that is a powerful question but I would also offering that makes -- mix, how are we teaching people to lead from their space of dominance. If we can create communities we can lead from our dominant identities to become agents of reconciliation. That is the most powerful transformative

thing we could do. In this time and space that can be empowering and it will make change. How we really recalibrate our -- to -- approach it is the conduit from which leadership can happen.

I know we are near the season of things getting so I will name gratitude with the fact that I get to work with hopefully young people day in and day out. That does keep me optimistic about our future. It is a great antidote to any kind of cynicism. I am very grateful for the. While also say that this is a call for us to do the work. We educate. We have lots of people that come to us with very little experience of any kind of difference for any kind of meaningful experience both in the classroom and the ways in which we really understand sociology and psychology and political science, and then also in the -- environment where students learn to work shoulder to shoulder on issues that matter. That is what we do and that is what is ultimately going to make a difference. I take away some really important tenants of what we discussed. I think we can never forget that our actions and our word, in our modeling and our leadership matter. I encourage people to go out with the spirit of note that you make a difference, that your voice is important, and there are colleagues here to support you.

Thank you. We're at the end of our time together, but our engagement can and should continue via social media. I will be on responding to twist for at least an hour. If you have questions that you would still like to engage, I encourage others to who are tuned into the library bring to join in and assist our colleagues in answering some of their really important questions. The 7 of us who were a part of the panel are not the only people in our profession with answers. I invite you to join me and the rest of us on twitter again using the hashtag, SATAKESPACE. It has been great to spend this time with you. Thank you for sharing so generously and so honestly with our colleagues.

Thank you.

And thank you NASPA .

[Event Concluded]
