



February 27, 2018

### CDO Message on Hate Speech, Hate Fliers, and Hate Postings

Hate does not align with the values the University of Wyoming. President Nichols has often stated that the mission of the University of Wyoming is to offer a quality education in a safe and inclusive environment. Hate is strongly denounced and has no place at UW.

The Office of Diversity, Equity, and Inclusion upholds the values that the University of Wyoming places on creating an inclusive campus community where everyone feels welcome and included as valued members of the university community. As a result, this office strongly denounces hate speech and promotes the goals of diversity education. Research shows that the goals of diversity education are to:

- Learn about your history and culture and then challenge yourself to learn about the history and culture of others;
- Learn how to function effectively within and across different cultural groups, including your own;
- Learn to shift perspectives. To walk in someone else's shoes or to see a situation through a different lens; and
- Learn to take an active role to reduce biases, microaggressions, prejudices, discrimination and oppression and at the same time, feel empowered to call these behaviors out when we see it from others and in society.

There are people who promote hate through their speech, behaviors, and actions. Hate does not belong in an educational environment where individuals regardless of ability, age, country of origin, culture, economic class, ethnicity, gender identity, immigration status, political affiliation, race, religion, sexual orientation, worldview and other ways we show uniqueness and similarities live, learn, study, engage in research, and work together. This month nearly 400 students, faculty, staff, and community members demonstrated a commitment and value for diversity education by participating in diversity workshops and a virtual institute on interrupting and dismantling racism. These types of efforts to build the capacity to expand a diverse and welcoming campus community will continue to flourish at UW. Hate speech, hate fliers, hate postings and exclusionary behaviors *will never* flourish here.

Unfortunately, hate speech, fliers, and postings may find their way into this inclusive and welcoming campus community. Please report this to the [UW Police Department](#) at (307) 766-5179. Students affected by hate speech and images should contact the [University Counseling Center](#) at (307) 766-2187. It is open Monday through Friday from 8 AM to 5 PM. After business hours, students can call (307) 766-8989 or the [Peak Wellness Center](#). Employees and members of their households can seek assistance through the [Employee Assistance Program \(EAP\)](#) or call HR at (307) 766-2377.

Together we will stop hate in our beloved campus community.