



THE COST OF KNOWLEDGE

Not all students sold on textbook prices at campus bookstore.

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PUTTING TALENT TO THE TEST

Campus Outreach event showcases student skills.

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THE PENDULUM

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While Elon University aims to create an atmosphere conducive to diversity, acts of discrimination continue to occur on campus. Campus-wide forums create an environment to discuss both issues. MADISON MARCESCHI | Design Editor

Despite multi-faith initiatives, not all students perceive campus as diverse

Grace Elkus
News Editor

The Interfaith Youth Core, a non-profit organization that promotes interfaith conversation, held a campus-wide meeting concerning religious diversity and interfaith cooperation on college campuses. The Feb. 7 meeting focused on the goals and purpose of the IFYC and concluded with the results from research conducted on Elon University's campus.

- 66 percent** reported feeling campus was at least moderately divided with regard to religious and spiritual difference
- 78 percent** reported moderate amounts of challenging, stimulating interactions
- 29 percent** reported low levels of meaningful cross-worldview interaction
- 30 percent** reported hearing insensitive remarks concerning a particular religious group
- Information courtesy of IFYC

Elon, provided context for the IFYC before turning the podium over to Megan Hughes-Johnson, director of campus engagements for IFYC.

IFYC looks for two sets of outcomes when building a culture of interfaith cooperation on a college campus, according to Hughes-Johnson. The first is student outcomes, which involves how students know something about another person's

tradition and the nature of the interfaith interaction that takes place between them. The second is campus outcomes, which look at whether the campus culture is a place that encourages this type of learning and interaction.

"If you were to drop down into the middle of Elon's campus, had you never been here before, how would you know that Elon is a place that is thinking about these issues and engaging these issues?" she said.

There are three initiatives at Elon that directly relate to the issue of multi-faith cooperation, according to Smith. Better Together, a student organization on campus, was created by students who trained with IFYC. The organization inspired a multi-faith learning community, which is made up of 11 students representing six different religions. And the Multi-faith Center will serve as a central place where anyone can come and learn about the religious differences that exist on campus, Smith said.

Survey results

In the fall of 2011, IFYC sent out an online survey to Elon students that measured student attitudes, behaviors and knowledge regarding religious identity, diversity and interfaith cooperation on campus. Questionnaires were also sent out to student leaders, staff and faculty, and individual interviews and focus groups were held.

"Our job this year is really to hold

DIVERSITY | PAGE 3

Council proposes policy to address bias, discrimination on campus

Melissa Kansky
News Editor

The Elon University Staff Advisory Council and Academic Council devised a new bias and discrimination policy inclusive of all types of harassment and discrimination, offering clarification for the process of reporting an incident of harassment. The Academic Council proposed the policy to faculty and staff and will vote on the policy Feb. 17.

The policy shows the victim that there are procedures in place to provide support, said Ann Cahill, philosophy professor and chair of Sexual Assault and Gender Issues Council.

"It's a much more holistic approach and much more comprehensive," she said.

While the previous policy only discussed sexual harassment, the revisions incorporate bias of any categories that exist in the faculty and staff handbook. The proposed bias and discrimination policy also details degrees of confidentiality for all parties involved during the process.

Cahill and SAGIC began revising the policy in 2010, but a 2011 "dear colleague" letter from the Office of Civil Rights detailing standards for addressing acts of sexual harassment, coupled with the racial slur incidents in the fall galvanized the university to address instances of bias more readily, she said.

"(The fall incidents) concerned a lot of people," said Cassie Kircher, associate professor of English and chair of Academic Council. "We have to do this better."

Changes reflect requirements according to Title IX legislation, which describes necessary procedures for sexual harassment incidents, but Elon's policy applies such laws to all forms of discrimination and bias.

"It's not my goal in working hard

Proposed changes and revisions to bias and discrimination policy:

- Inclusion of more detail
- Addition of new Human Resource position dedicated to investigating instances of harassment and discrimination on campus
- Broaden types of harassment recognized in the bias and discrimination policy
- Option of formal and informal process
- Clarify degrees of confidentiality available to plaintiff and accused
- Creation of Education and Response Team

on these policies and procedures to necessarily change behavior," Cahill said. "I don't think behavior is changed necessarily by policies and procedures."

Instead, the proposed revisions communicate that the university will not tolerate any acts of discrimination

POLICY | PAGE 8

Ongoing response to discrimination at Elon

Sept. 7, 2011
Junior Brenna Humphries reports moving out of the way of an advancing car and being subjected to a racial slur.

Sept. 10, 2011
A second student reports subjection to a racial slur while walking on campus.

Sept. 13, 2011
President Leo Lambert gives a speech on diversity at College Coffee, met with a public response from the Now What movement.

Sept. 15, 2011
Lambert announces the creation of an incident team to respond to instances of harassment.

Sept. 30, 2011
Not on our Campus hosts a walk against bias and discrimination.

Feb. 1, 2012
A student reports being subjected to a homophobic slur while walking on campus.

Feb. 13/14, 2012
A new bias and discrimination policy presented to faculty and staff.

Feb. 17, 2012
Academic Council will vote on the proposed policy.

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