

Kristi R. Quiros

From: Kristi R. Quiros
Sent: Friday, November 11, 2016 4:07 PM
To: students; Faculty; Staff
Subject: Divisive Behavior On Campus

Dear TLU Community,

Yesterday reports were made to the Dean of Students office regarding comments being spoken to and between students that have been hurtful, discriminatory, and offensive. While the majority of comments are cloaked in anonymity and the specific messages differ in who is being targeted, all are rooted in sexism, racism, and discrimination. Comments have been uttered loudly in public venues and others issued softly under one's breath within close proximity. However, no matter the volume or proximity, all comments have been successful in creating feelings of embarrassment, pain, and fear for personal safety within the victims.

I write to you today to say that such behavior is wholly unacceptable within the TLU community. The values that form our very foundation are those of equality, inclusion, integrity, respect, and leadership through service. It is therefore incumbent on all community members to completely reject any and all messages rooted in hate. The TLU Student Code of Conduct contains policies based on our shared values making such speech and action a violation of these expectations. All who partake in such activity will be held accountable through this community's disciplinary process.

To those who have been victimized by the behavior of the past few days, please know you are valued, respected, and wanted within our community. We are a place of belief and faith that entrusts God's words when he promises to instill His spirit before, behind, and within us so that we are never alone. When we are faced with what feels like change everywhere, know that God's presence never does.

To those who have participated in such hurtful speech and actions, please know that you are much larger than the small story you are writing of yourself with these behaviors. These actions are usually based on hurt and unconscious agendas that allow us to see and judge things in a very selective way. In this community of faith and love, we walk beside you as well to offer our belief in and support of better choices, along with our urging of the development of a more discerning and hopeful view that respects and values all members of our community.

After what has been the most dividing and morally problematic election in my life time, we are fortunate to be at a place like TLU. A place where all of us work diligently to nurture communication that respects and acknowledges our differences, while engaging in the process of healing political, religious, and cultural divisions. To that end, I would like to invite all of you to an open forum for a **Campus Conversation on Wednesday November 16th at 7:00 p.m. in the ASC.** Faculty, senior administrative leadership, staff and students will be present and all will have the opportunity to talk further about respect, behavior, and safety on our campus. I hope you will join us.

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