

## Preamble

We, the members of Executive Council, charged with oversight of our academic program, are committed to avoiding injury to students in our classrooms. In response to repeated requests from members of our academic community—students, faculty, and staff—over a period of years, we strongly condemn the spoken use of the n-word in our courses and classrooms (both virtual and physical). We draw the line between the exercise of academic or intellectual freedom and inflicting harm on those entrusted to our care. Courses at Grinnell College will continue to use pedagogical materials that explore various aspects of the use of this word in primary documents, and literary and artistic texts. When it is essential to confront this term, educators are urged, as many already do, to prepare students to encounter the term, guide them in how to refer to the word in their discussions, and model careful use of the term in the classroom. Dr. Schvalla Rivera, CDO, is ready to assist in the careful preparation for teaching texts (including graphical and aural) that use the n-word.

This resolution, unavoidably imperfect but immediately imperative, will form a basis of a comprehensive Classroom Climate Policy that will be completed by governance bodies in the 2020–2021 academic year.

## Resolution

The Executive Council affirms Grinnell College's commitment to the pursuit of knowledge, both for its own sake and for the intellectual, moral, and physical well-being of individuals and of society at large.

However, we must take seriously the call of members of the Grinnell College faculty, staff, and student body for our classes to be free of the spoken use of the n-word because it causes injury and inhibits learning.

The Executive Council therefore unanimously condemns the spoken use of the n-word in courses taught at Grinnell College. We recommend to Dean Marzluff and President Harris that this resolution remain in force until a comprehensive Classroom Climate Policy is enacted.

We prohibit the actively spoken use of the n-word by faculty, staff, students, and visitors in all academic activities, including virtual, excluding artistic performances and expression, through the end of the 2020–21 academic year, in anticipation of a more robust Classroom Climate Policy.

The Executive Council reinforces the importance of teaching and learning about race and racism in historical, cultural, and linguistic contexts as appropriate to the learning goals of educators at Grinnell College. There are many ways to teach about historical and contemporary harm from the n-word and all it embodies without speaking the term itself. Use of movies, music, art and other primary documents or commentary that uses the word can be an important part of our antiracist work. We reiterate our call that educators at Grinnell carefully prepare students to encounter the term, providing guidance and guidelines for discussion.