

Old Dominion University

With nearly 400 comments resulting from the two questions, the following is a brief overview of the common themes that emerged from the conversations, as well suggestions for promoting advocacy and future conversations in each of our individual spheres of influence. In what follows is a summary of the qualitative responses.

Question #1:

There were three (3) themes that emerged from the comments that included the following:

1. Various manifestations of bias, bigotry and bullying were described.
 - These examples of bias, bigotry, and bullying were across many dimensions of diversity to include race, ethnicity, gender, nationality, ability/disability status, gender expression, membership status. in campus organizations, employment status, employment rank, etc.
 - Bullying can be across students and staff.
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2. Awareness and Knowledge:
 - This experience has affirmed my perception and feelings that there is an underlying cultural harm of bullying at the university.
 - helpful to know what others on campus are thinking or feeling. It helps us all put
 - ate groups that feel empowered to be more vocal and escalate their hate towards others.
 - I use these tools when I am at work and on campus. This session gave me more awareness about bias, bigotry, & bullying. Thank you so very much for giving us this workshop.
 - Protecting free speech means protecting hate speech.
 - Many were disappointed, but not surprised about manifestations of bias, bigotry, and bullying on campus from both students and staff.
 - Educate and acknowledge our own bias because America has socialized all of us to view black and brown people as negative or problematic

- Incorporate bullying and diversity/inclusion into mandatory training and professional development
- Check the Human Resources page to learn about bullying policy.
- Arrange for personal conversations to continue in each of our own circles.
- values/cultures. Think before I speak!
- I will inquire about opening discussions with a podcast at ODU.

Excellence were honored to serve the Monarch community with the spring 2019 commUNITY Conversation: *How to Address Bias, Bigotry, and Bullying*. As a result of the overwhelming demand for more conversations, another discussion about race and racism was scheduled on February 14, 2019 for the higher education centers, in which participants were able to have virtual conversations