

## **DEPAUW STUDENT GOVERNMENT**

### *A Resolution Concerning Sensitivity Training for Bon Appetit Staff*

#### ***Resolution No. 3***

**WHEREAS**, “ DePauw is committed to providing a safe environment in which students, faculty, staff and visitors can learn, teach and work,” there should also be a commitment to providing safe living and dining experiences for students.

**WHEREAS**, DePauw faculty, administrators, and Student Life Staff received training regarding microaggressions and cultural sensitivity at the beginning of the academic year. DePauw Public Safety and the Greencastle Police Department also had a cultural sensitivity training implemented as a component of their state mandated training. Staff of Bon Appetit Dining Services did not receive any training regarding issues of culture, race, ethnicity, power, nor privilege.

**WHEREAS**, Members of Lambda Sigma Upsilon Latino Fraternity, Inc. experienced insensitive comments from members of Bon Appetit staff during a visit to the Hub on the night of Saturday, November 1, 2014. There was a mass e-mail (attached to this resolution) sent out to a large percentage of the Student Body expressing their frustration and concerns.

**WHEREAS**, This is not the first reported incident of mistreatment by a staff member.

**THEREFORE, BE IT RESOLVED**, Bon Appetit workers must attend mandatory staff training regarding education about cultural differences and microaggressions.

**THEREFORE, BE IT RESOLVED**, Bon Appetit staff workers are treated as staff of DePauw University, as they are of the DePauw community. Further, the university made great efforts to ensure that cultural education for the faculty was enforced, so the dining staff should receive the training as well.

**THEREFORE, BE IT RESOLVED**, Greater efforts are put into making this campus a safe and enjoyable space for ALL students regardless of race, ethnicity, culture, class, gender identity, sexuality, and ableness.

Motioned by: Stephanie Grauer  
Senator Signature: [Signature]

Seconded by: Dione Gordon  
Representative Signature: Dione Gordon

Executive Board Dakota N. Watson  
President Signature: [Signature]

Aye 16  
Nay 0  
Abstain 0

Aye 11  
Nay 0  
Abstain 0

Aye 9  
Nay 0  
Abstain 0

Attested by:

[Signature]  
(Secretary)

Approved by:

Dakota N. Watson  
(President)

[Signature]  
(Executive Vice President)

Addendum:

Dear DePauw University,

I hope that this e-mail find you well.

My name is Jonathan Reyes and I am a senior Communication major here, at DePauw. Some of you may know me from the classroom, others might have heard me offer my opinion at an event or panel, and others have helped to shape my experience here at DePauw. It is for this reason that I would like to include you in this conversation that I think is long overdue.

I am one of the four founders of the Elegua Chapter of Lambda Sigma Upsilon Latino Fraternity, Inc, along with brothers Jorge Pule, Ricardo Flores, and John Yates. Together, the four of us identified a need on campus for a multicultural space from which students could find comfort and support when they felt that their voices were being silenced. So on November 10, 2012, almost two years ago, we brought Lambda Sigma Upsilon to DePauw to satisfy this need, and we have been working tirelessly for the past two years to create an impact on this campus that I'm am sure has not gone overlooked.

Last Night, on November 1, 2014, brothers Howard Robinson, Jeffery Frimpong, Hector Rivera, and myself decided to get food from the HUB. We have been nothing but respectful to the workers for Bon Appetite during our time here, so I'm sure you'd understand our concern when we were greeted by one of the women at the register with the statement, *"Here comes trouble!"*

*Now, I just want to make clear that this is not the first time that this statement has been made towards brothers in our chapter. Last year, while crossing paths with Eric Wolfe, the Assistant Director and Coordinator of Fraternity Life, Eric jokingly said "Here comes trouble," to brother Ricardo Flores, for what we believe was a reference to an issue that we had had with Eric earlier in the semester.*

The three brothers and I in the HUB, very awkwardly laughed the comment off, knowing that we had been made very uncomfortable but trying not to put a dampen on our night. We continue to the back of the food court to order food, where things escalated quicker than I could bear before exiting the HUB in disgust.

First, Hector Rivera, a brother of the Elegua Chapter of Mexican descent orders a quesadilla.

Server 1: "What would you like on it?"

Hector: "Tomatoes, please."

Server 1: "Tomatoes and jalepeños?"

Hector: "No man, just tomatoes."

Just, when the server and his partner behind the grill sense some discomfort from that statement, they keep going.

Server 2: "Come on guys, what are you guys here for?"

Server 1: "They're here to ask you for some money"

At this point, we are absolutely offended and begin to speak out about the situation to which finally, the second server says, "Naw man, don't say that."  
\*turning to us\* "I'll beat him up for you."

Whatever followed those comments, to me, seemed like an immediate action towards damage control by those workers, and I refused to partake in any other conversation, so I left the HUB immediately.

### **WHY THIS IS IMPORTANT:**

I can absolutely expect that people will hear this occurrence and think, "These could have been isolated instances, jokes if anything, said to these men for the purposes of a few laughs. These guys took it out of hand."

To these people we say, **THIS IS NOT FUNNY. THIS IS NOT A JOKE!**

This happens on a daily basis to students of color here at DePauw, whether it be in the classroom, in the hallways of an academic building, or even when these students are trying to get some food from the HUB **AND WE ARE TIRED OF PARTICIPATING IN A UNIVERSITY THAT SEES US AS A LAUGHING MATTER!**

Students of color have a very distinct job on this campus. On top of our 4 classes a semester, our extracurricular activities, and most of the time, our work-study positions, we have the responsibility of teaching the university on a larger scale,

about what it means to be a person of color. We have to offer our experiences with racism and oppression in the classroom, making ourselves vulnerable to see that only about five students in the room are actually engaging in conversation about our experiences.

We are *Student Teachers* on a daily basis, and situations like this accumulate to the point where we are discouraged about the position that we have in this University. This is especially disheartening considering how much work it has taken for us to be in these positions. It is no wonder why you have people of color walking around campus with their heads to the ground or who are afraid to offer insights in the classroom when we're taught here that all we are is another brown boy or girl. We are "**TROUBLE**" *and were here to ask you for some money.*

You can place as many signs around campus about how "DePauw Cares," but moments like this show us otherwise. Therefore, if DePauw does not care, it's time to make it care.

So, DePauw, here comes trouble.

Let's talk about it.