
Inclusion and Free Expression on Today's College Campuses

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The College Board Forum

October 23, 2018

The Legal and Policy Landscape

Tension Between Fundamental Interests of Colleges/Universities



Universities have interest in ensuring the existence of an inclusive, non-discriminatory climate—no hostile environment



Universities have an interest in insuring an environment of robust, open dialogue—even including expression that may be deemed “offensive” by some.



The Landscape: The Continuum



DIVERSITY

INCLUSION

FREE
EXPRESSION

Diversity

Student diversity is integral to achieving core educational aims. Diversity yields benefits: it enhances teaching and learning; workforce preparedness; and civic engagement.

Inclusion

Students thrive—and succeed—when they feel like they belong. A welcoming student experience is essential in order to achieve the educational benefits of diversity.

Free Expression

The “robust exchange of ideas” is a natural consequence of student diversity. Diversity yields difference. Difference yields debate. Debate helps illuminate truth.

Free Speech Then and Now: from Civil Rights to the Alt-Right

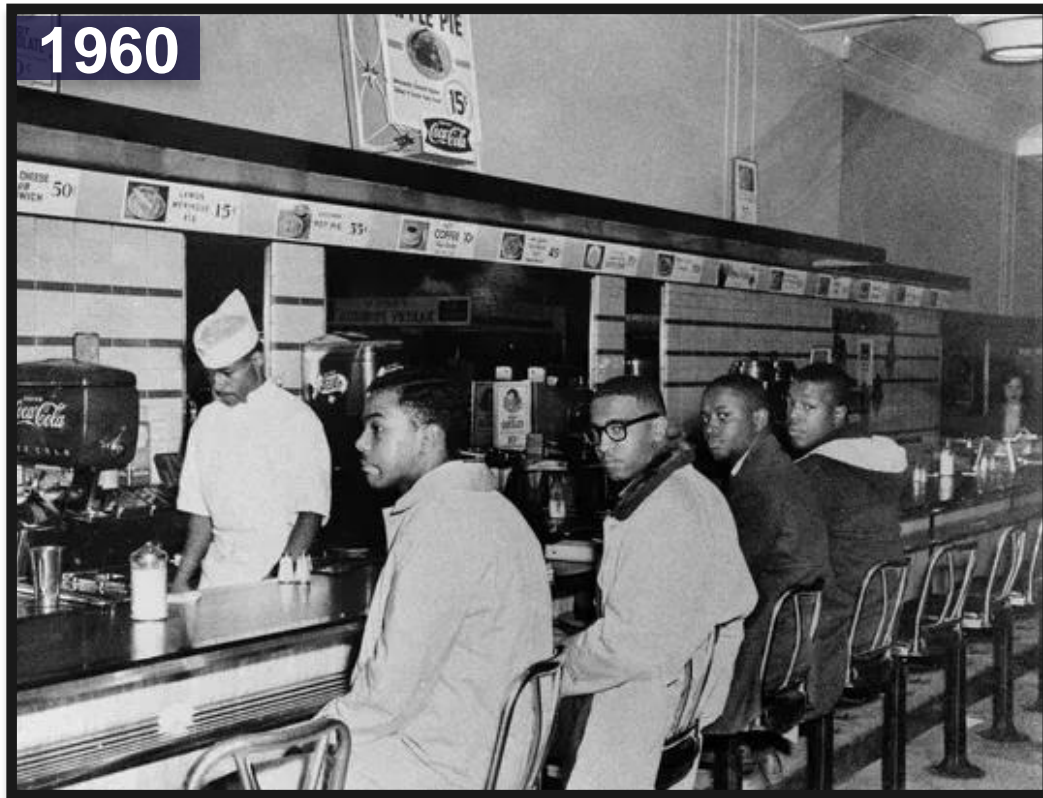
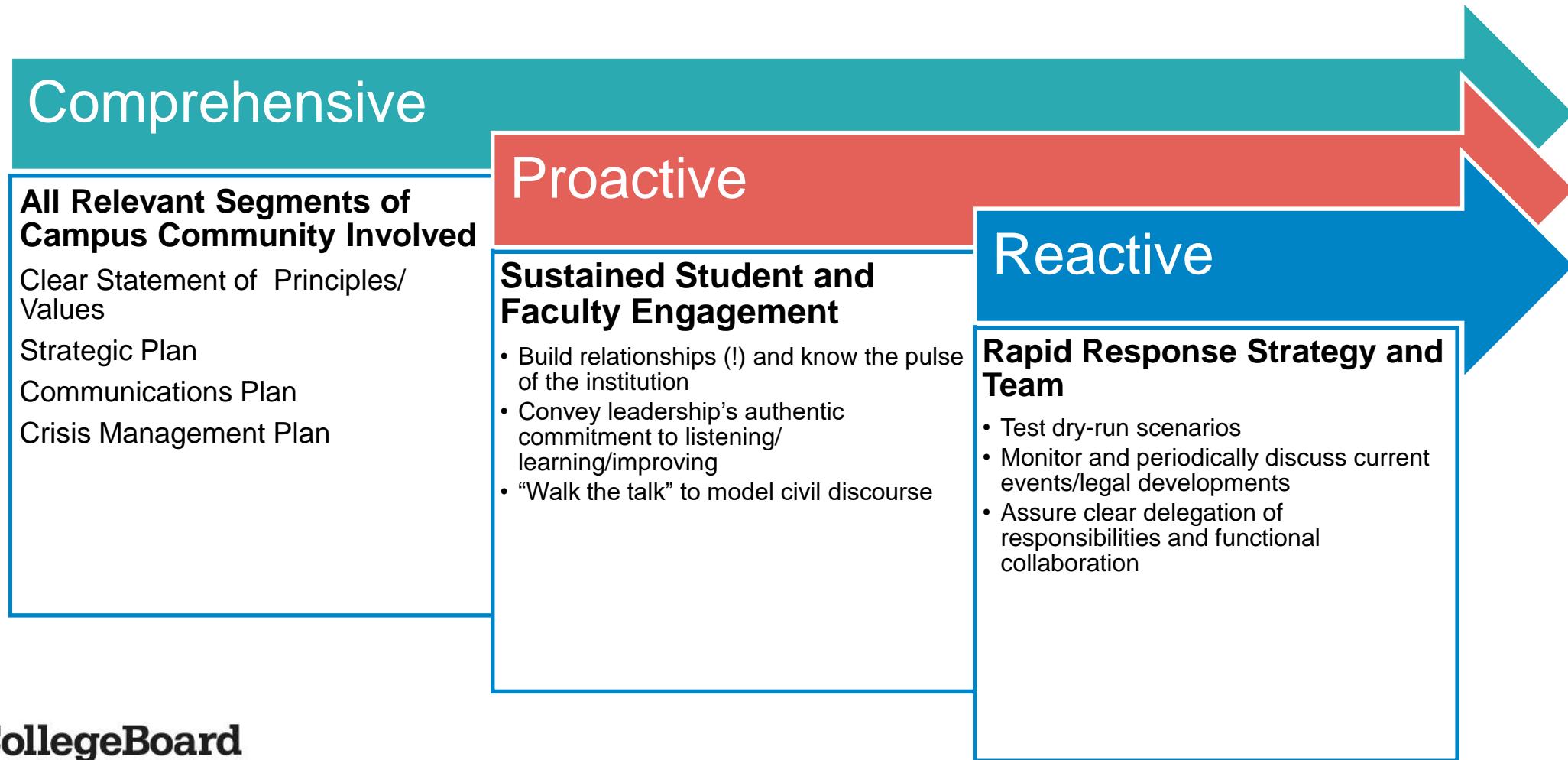


Photo: Scott Strazzante, *The Chronicle*

Action: Strategies And Steps To Take



Guideposts

Key points informing institutional action

The law provides some... but not all of the answers.

Institutional mission should be a key driver of decisions.

Neutrality regarding viewpoint of speakers should guide institutional action.

The question of harm is often central in shaping institutional action.

Context matters. A lot.

Strategies to address issues of inclusion and expression should be comprehensive – and a point of continual focus.

College and university presidents/leaders have rights to expression, too.