



HIGHER EDUCATION SUMMIT ON FREE SPEECH AND INTELLECTUAL DIVERSITY WORKBOOK

NOVEMBER 29, 2023 • UNIVERSITY OF VIRGINIA

This workbook, supplemented by the accompanying resource materials and Summit speakers, is designed to organize your thoughts and ideas for consideration and inclusion in your institution’s narrative action plan. **Your institution’s draft action plan is due to the Secretary of Education by March 1, 2024.**

An essential part of developing your institution’s action plan is recognizing where your institution is today and identifying actions and resources necessary to build a learning community founded on the open exchange of ideas and perspectives. Every institution is responsible for nurturing a campus culture that encourages free expression, academic freedom, listening and speaking with good intent, and treating people with respect and dignity. The institution's role is also to protect the rights of free expression and to educate students about their responsibility to be constructive members of a pluralistic community.

WHERE ARE WE?	WHAT DID YOU LEARN?	WHAT ACTIONS CAN YOU TAKE, AND WHAT RESOURCES DO YOU NEED TO MAKE IT HAPPEN?	WHO IS RESPONSIBLE?
<p>SECTION I: STATEMENTS</p> <p>1. Has your institution adopted the Council of Presidents Statement on Free Expression? Who adopted the statement (i.e., governing board, faculty, students)?</p> <ul style="list-style-type: none"> a. For private institutions, do you have an equivalent statement? b. How readily available is the statement to students, faculty, and staff? c. How do students, faculty, and staff know about the statement? How is it distributed? 	<p><i>Most relevant panels: Panel of Presidents, Virginia Organizations Panel</i></p>		

<p>d. Is the statement posted on your website? Where is it located, and how accessible is it?</p> <p>2. What other statements exist at your institution regarding free speech, intellectual diversity, and civil discourse, and where are they published?</p> <p>3. Does your institution have a policy of institutional neutrality? How do you ensure that the policy is enforced equally across all issues—in other words, how do you ensure that the institution is genuinely neutral?</p>			
<p>SECTION II: ENVIRONMENT AND CULTURE</p> <p>1. What are you doing to actively foster a culture of free speech, intellectual diversity, and civil discourse?</p> <p>a. How do institutional leaders, including the governing board, contribute to fostering this culture?</p> <p>2. How do you incorporate a culture of free expression at orientation for incoming students and faculty? At what other touchpoints do you emphasize this philosophy?</p> <p>3. What trainings do you offer around free speech and civil discourse? Who provides the trainings? Are the trainings required?</p> <p>4. What student and faculty-led organizations exist on your campus that promote free speech, intellectual diversity, and civil</p>	<p><i>Most relevant panels: National Representatives Panel, Virginia Organizations Panel</i></p>		

<p>discourse? What resources are available to support them?</p> <ol style="list-style-type: none"> a. What is the system of evaluation for campus organizations? How are free speech and intellectual diversity tied to organization establishment? <p>5. What parts of your student code of conduct promote free speech? Are students required to commit to freedom of speech and intellectual diversity as part of this code of conduct?</p> <p>6. How often does your institution host external guest experts to promote the open exchange of ideas?</p>			
<p>SECTION III: POLICIES AND PRACTICES</p> <ol style="list-style-type: none"> 1. What is your policy on and how are the following defined: <ol style="list-style-type: none"> a. Threats of violence? b. Obscenity? c. Indecent speech (including sexually explicit, tasteless, or offensive speech)? d. Viewpoint discrimination? e. Controversial speakers coming to campus? 2. How are these policies developed? How often are they reviewed? What role does the governing board play in developing and approving these policies? 3. Is diversity a component of your hiring practices? <ol style="list-style-type: none"> a. If so, how is intellectual diversity included in diversity? 	<p><i>Most relevant panels: Panel of Presidents, National Representatives Panel, FIRE Presentation</i></p>		

<ul style="list-style-type: none"> b. Do your metrics for diversity on campus include intellectual diversity? c. Does your institution require faculty statements on diversity as part of annual reviews and promotions? <ul style="list-style-type: none"> 4. Explain what security procedures you have to ensure the safety of invited speakers and that their views can be expressed. 5. Who is responsible for enforcing these policies at both the faculty and student levels? 6. Were you surprised by your FIRE rating? What surprised you about it? To what degree is your rating reflective of the actual campus culture? 			
<p>SECTION IV: CONSEQUENCES</p> <ul style="list-style-type: none"> 1. What consequences exist when students and employees break free speech policies and protocols? 2. What does disciplinary action look like if the policies or protocols are broken? 	<p><i>Most relevant panels: Keynote Address, FIRE Presentation</i></p>		
<p>SECTION V: OTHER IDEAS</p> <ul style="list-style-type: none"> 1. 2. 3. 			

For more information and access to the resource materials shared today, please scan this code for our Summit webpage:

