



SOCIAL JUSTICE COUNCIL

Clemson Undergraduate Student Government

Dear Clemson students,

Following our commitment to serve all tigers and to advocate for marginalized students, the Clemson Undergraduate Student Government (CUSG) formed the Social Justice Council (SJC), a whole-of-government collection of students with representation from all branches of CUSG as well as the undergraduate student body at large. The primary function of the SJC is to advance the well-being, sense of belonging, needs, and interests of historically and institutionally marginalized students. The SJC aims to advance its mission by:

- Advising the branches, committees, and officers within CUSG
- Planning and hosting programming for CUSG, the undergraduate student body, faculty, staff, and community members
- Providing educational opportunities for CUSG, the undergraduate student body, faculty, staff, and community members
- Assisting in recruitment efforts meant to open CUSG to all students

It is within the power of the SJC to communicate to the undergraduate student body various issues pertaining to social justice on campus, as well as to provide resources to students in an effort to properly address these issues. Last semester, several bias incidents occurred involving Clemson students, most of which targeted students of color. While ranging in severity from verbal to physical attacks, these events are certainly not representative of Clemson's core values of honesty, integrity, and respect. Such actions serve no purpose other than to further marginalize students based on their social identities. In some cases, the Clemson University Police Department (CUPD) has determined that race was not a motivating factor in the perpetration of those offenses. Similarly, there are ongoing investigations in which racial targeting is merely speculation. Regardless of motivation, the SJC is committed to addressing all forms of injustice on campus and passionately denounces microaggressions, hate speech, and acts of violence toward students of color. Every Clemson student has the right to receive an education and to thrive socially in an environment that is both welcoming and inclusive of all identities. If you experience or witness a bias incident, members of the SJC have compiled a resource guide to assist you in processing and responding as you see fit.

Navigating resources, finding support, and investigating the process of reporting or seeking help after a bias incident can be daunting, intimidating, and overwhelming. The process looks different for every student who seeks help and support, and there are multiple routes someone can take in seeking support. Listed below is a brief overview of resources available to you through the university and in the surrounding Clemson community.

- Legal Resources:
 - Calling 911
 - Calling CUPD | (864) 656-2222
 - Mandatory reporting/filing (non-confidential)
 - Incidents are encouraged to be reported as soon as possible to ensure that evidence remains admissible
- University Resources:
 - Ethics/Safety Hotline | (877) 503-7283 | Submit an incident report [here](#)
 - Available 24 hours a day, 7 days a week
 - Overseeing issues of harassment, discrimination, threats, or other forms of misconduct
 - You are not required to identify yourself, conversations are kept confidential, and efforts are made to protect your anonymity
 - Counseling and Psychological Services (CAPS) | (864) 656-2451
 - Located at Redfern Health Center
 - Offers other referral services
 - Protects confidentiality
 - Crisis response immediate counseling is available to faculty, staff, and students in the event of a traumatic incident
 - CAPS After Hours | (864) 656-2222
 - Call CUPD and ask for the CAPS on-call counselor
 - Protects confidentiality
 - University Ombuds | (864) 656-4353
 - University Ombuds for Faculty and Students, Gordon Halfacre, rhlfc@clmson.edu
 - A confidential, independent, neutral, informal, and safe resource where the Clemson community can go to process concerns, get information, and develop options for how to move forward in a difficult situation
 - Office of Community and Ethical Standards (Title IX) | (864) 656-3181 | Submit an incident report [here](#)
 - Title IX Coordinator, Alesia Smith, alesias@clmson.edu
 - Mandatory reporting (non-confidential)
 - The university's Title IX policies prohibit any kind of discrimination, therefore all alleged incidents committed by an employee, student, or someone affiliated with the university should be immediately reported to the Title IX Coordinator
 - Submit a Title IX incident report [here](#)
 - Administration
 - Division of Student Affairs
 - Vice President for Student Affairs, Chris Miller, cmille@clmson.edu
 - Senior Associate Dean of Students, Kimberly Poole, poole6@clmson.edu
 - Division of Inclusion and Equity
 - Chief Inclusion and Equity Officer, Lee Gill, lagill@clmson.edu

- Harvey and Lucinda Gantt Multicultural Center
 - Executive Director, Kendra Stewart-Tillman, stewar5@clemsn.edu
 - The Gantt Multicultural Center is committed to creating diverse learning environments to enhance the intercultural competence of Clemson students by supporting and advocating for the needs of all students
- CUSG Resources:
 - Council of Diversity Affairs (CODA)
 - Director, Tyler Piel, tpiel@clemsn.edu
 - Driven to help promote unity among Clemson students by ascertaining issues and trends impacting diversity and inclusion as well as widely educating the Clemson community on these topics
 - Inclusion and Equity Committee
 - Chair, Matthew Jordan, mjorda9@clemsn.edu
 - Acts on all matters relating to diversity, equity, and inclusion by voicing student concerns to administrators and university partners as well as advancing policies that create a more welcoming environment

As members of CUSG, the SJC serves and represents all Clemson students, regardless of their social identities. In an effort to better address bias incidents, members of CUSG, led by the SJC, will engage in three commitments throughout the remainder of this semester. Such commitments include:

- In conjunction with multicultural student organizations, the Council of Diversity Affairs, and the Senate Inclusion and Equity Committee, members of CUSG pledge to continue conversations with administrators and various campus partners to voice student concerns and to shape an inclusive campus culture
- With the help of the Harvey and Lucinda Gantt Multicultural Center, members of CUSG will undergo ally training
- In addition, members of CUSG will participate in implicit bias training

In becoming more aware of bias incidents on campus, we hope you will join us as we attempt to shape a campus culture that values and respects diversity.

With you always,
The Social Justice Council

x. Matthew Jordan

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x. William Reinert

Undergraduate Student Body President
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x. Allana O'Shields

Campus Advancement Director

x. Emma Sauer

Social Justice Council Clerk

x. Hallee Lott

Inclusion and Equity Vice Chair

x. Tyler Piel

Council of Diversity Affairs Director