

Statute in Support of Reforming the Civility and Connection Team

Whereas: UW-Eau Claire currently has policy and procedure in place regarding hate and bias incident response that prioritizes transparency, accessibility, and inclusivity. With this system UW-Eau Claire has set a precedent and created a playbook for all UW System universities to follow when making reforms to their hate/bias incident response protocols.

Whereas: UW-Madison, UW-Stevens Point, and UW-Stout Student Government Associations have passed legislation in the last school year to reform the hate/bias response protocol and teams at their respective universities; these SGAs are actively meeting with impacted student communities and administration to begin implementing these reforms.

Whereas: The University of Wisconsin-Green Bay has declared in its Civility and Inclusivity Statement: “The University of Wisconsin-Green Bay (UW-Green Bay) is an institution of higher learning where the safety of its multifaceted community of people is expected and enforced. ...As campus community members, we are responsible for our behaviors and are fully accountable for our actions.” Additionally, “Discriminatory, harassing, or intimidating behaviors will be addressed at UW-Green Bay and are subject to the University’s disciplinary processes.”

Whereas: UW-Green Bay students have expressed their frustration and dissatisfaction with the current hate/bias incident response process and have shared their own experiences with those incidents occurring on campus and in the greater UW system community.

Whereas: The presence of DEI in the UW System is under threat by the state legislature as the Board of Regents approved a proposal to “freeze” DEI in UW schools in December of 2023.

Whereas: Data from the National Center for Education Statistics indicates there is a positive correlation between election years and an increase in hate/bias crimes on college campuses due to polarization; and campuses like UW-Madison, UW-Stevens Point, as well as UW-Green Bay has seen an increase in the submission of hate/bias incident reports in the Spring 2025 semester.

Whereas: Studies conducted by the US Department of Education show that in 2021, 5% of reported crimes at colleges were hate crimes with race accounting for 24%, sexual orientation accounting for 9%, and religion accounting for 7%.

Therefore, Be It Resolved: The University of Wisconsin – Green Bay (UWGB) Student Government Association recognizes the importance of having a smooth, transparent, and personal hate and bias reporting process for members of the UWGB community.

Therefore, Be It Further Resolved: The University of Wisconsin – Green Bay (UWGB) Student Government Association is in support of reforming the current Civility and Connection Team incident reporting process and response protocol; in conjunction with UWGB LIT Chapter and the larger multicultural student community, UWGB Student Government Association requests that the following five core elements be implemented into the Civility and Connection Team at UWGB:

1. Beginning in the 2025-2026 school year, summaries of incident reports submitted in previous years are publicly available on the University website for up to 10 years.
2. A minimum of 2 current full-time students sit on the Civility and Connection Team and all must hold equal voting/decision making power to their fellow members.
3. The campus hate/bias response team must be made up of staff, faculty, and students that have relevant and meaningful experience in working with underrepresented student groups and/or with folks that have experienced identity-based traumas.
4. The university website maintains a page specifically for the Civility and Connection Team where a clear and accessible step-by-step outline of the campus hate/bias response process can be found, as well as names of the individuals on the team and a link to the report form and report summaries. A printed QR code with the link to this page must be displayed in at least one high-traffic location in every building on campus and within the stalls of every campus restroom.
5. The Civility and Connection Team responds to each report within 48 hours with a personalized letter to the reporter that includes:
 - a. A list of financially and culturally accessible campus and community resources
 - b. A response timeline - when the team will meet to discuss the report and create an action plan
 - c. A point of contact on the team to reach out to with any needs, questions, or concerns throughout the process.

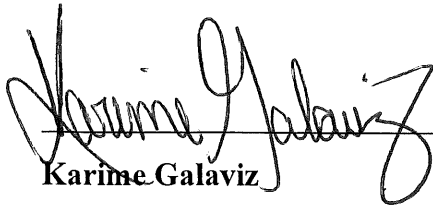
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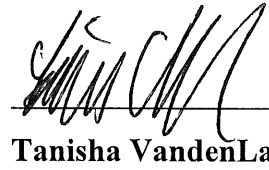
University of Wisconsin - Green Bay
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 04/30/25

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Date

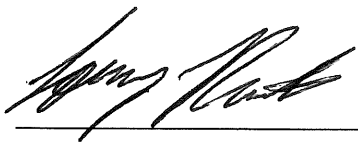
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