



The University of Oklahoma®

DEPARTMENT OF MODERN LANGUAGES, LITERATURES AND LINGUISTICS

March 23rd, 2021

Chair's statement on inclusion and diversity

In light of recent national events, I am writing this letter to reiterate the high value that our department places on inclusion, diversity, education, and critical thinking.

MLLL is a department that studies human nature by closely examining language, culture, literature, and linguistics. Our fields contribute to multiculturalism and teach about diversity from a global perspective. We examine different ways of thinking about and understanding the world we live in, and our studies frequently include or center on contributions made by marginalized populations, both around the globe as well as within the United States. Diversity enriches our lives and our fields of study. Narrow-minded, dogmatic, uncritical thinking blinds us to this enrichment.

The faculty, students, staff, and friends of MLLL form a community that celebrates diversity and inclusion and that values introspection and critical thinking skills. This is true not only in our classrooms but also in our department and in our extended communities. As a group, we differ in our backgrounds and hold divergent values and perspectives, and we see this as a strength, as a quality that contributes to a wealth of knowledge and makes our classes, our research, and our communities stronger, more vibrant, and more complete.

As a department, we strive to create a safe environment built on mutual respect and professionalism, an environment that allows for us to engage meaningfully in the close examination of ideas and the creation of new knowledge. We strongly oppose all forms of discrimination, oppression, and marginalization, and we hold that there is no room for this type of behavior within the field of education or anywhere else.

While we do not pretend that racism and other forms of oppression are absent or have disappeared, we strive to do our best to provide an educational environment where students of all backgrounds can feel safe, appreciated, and valued. If and when we fail, we must work to be open to feedback, to be willing to listen, and to be intent on making our environment more understanding and welcoming to all. And in order to achieve this, we need the help of every member of our community: students, staff, faculty, and friends of the department.

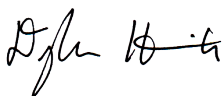
If any of us witness marginalizing or problematic behavior, it is important that we address it. There are several options available to us as faculty, staff, and students at OU. This may include: bringing it to the attention of the OU administration, filing a complaint (OU resources are listed below), speaking to your instructor, advisor, or supervisor, or, if safe to do so, speaking directly to the offending peer or colleague.



We cannot stand by and expect victims to shoulder the responsibility of reporting events and educating others. Rather, by taking appropriate action, as bystanders, we can help work towards a future where there are fewer victims, and, one hopes, let victims know that they are supported and not alone.

MLLL appreciates every member of our community. Especially when confronted with issues of race, oppression, and marginalization, I would like to encourage all of us to hold strong to our values of inclusion, to show empathy to and to support those who are in need, to be fair and understanding listeners, and to put effort into making our community a more understanding, more inclusive, and more welcoming space. This is what we do. We are scholars, students, and staff in a department that aims to create and disseminate knowledge about the importance of language, culture, and literature, and, working together, we can make OU a more diverse, inclusive space that enriches us all.

Sincerely,



Dylan Herrick, Chair, MLLL

A few campus resources

The Office of Diversity, Equity, and Inclusion

Promoting diversity, equity, and inclusion. Building a supportive campus environment where each individual feels welcomed, valued, and supported for success.

Email: diversity.inclusion@ou.edu

The bias reporting hotline

Phone: (844) 428-6531

<https://secure.ethicspoint.com/domain/media/en/gui/48124/index.html>

Student Support Centers

The Student Support Centers listed below are all located in the Oklahoma Memorial Union 900 Asp Avenue, Suite 370. Phone: (405) 325-3163

<http://www.ou.edu/content/studentlife.html>

- Gender-based Violence Prevention
- Women's Outreach Center
- LGBTQ and Health Programs
- African American Student Life
- American Indian Student Life
- Latino Student Life
- Asian American Student Life



Behavioral Intervention Team

Reports to BIT allow the team to reach out to individuals and appropriate offices on campus to provide appropriate intervention and support.

<http://www.ou.edu/normanbit>

Title IX / Sexual Misconduct Offices

Norman Campus Information

Four Partners Place, 301 David L. Boren Blvd., Suite 1000

(405) 325-2215

smo@ou.edu

<http://www.ou.edu/eoo/institutional-equity-and-title-ix-office>

Goddard Counseling Center

The mission of the University Counseling Center is to promote student success, both in and out of the classroom, by providing the highest quality psychological services.

(405) 325-2911

<http://www.ou.edu/ucc>

International Student Services (ISS)

Providing international students with support and expert advice on issues such as immigration, visa, healthcare, scholarships, and travel grants.

Farzaneh Hall, 729 Elm Avenue, RM 144

(405) 325 - 3337

iss@ou.edu

<http://www.ou.edu/content/cis/iss.html>

Project Threshold

Academic support for first-generation, economically disadvantaged, or disabled students.

Lissa and Cy Wagner Hall, 1005 Asp Ave, Suite 215

(405) 325-6261

threshold@ou.edu

<https://www.ou.edu/threshold>

