

negative behavior which act as a deterrent. Participants also indicated that repercussions could include suspension from student organizations and an educational requirement in addition to other consequences. Lastly, some noted that bystanders and people who make racist comments on social media should also fall under the jurisdiction of this policy.

2. Ongoing Mandatory Education on Racism

Participants indicated that education on racism should be mandatory and ongoing for all University of Rochester administrators, faculty, staff, and students. The recommended topics for these trainings are allyship, why racism is problematic, whiteness, white fragility, a history of racist incidents at the University of Rochester, racist incidents throughout the US and internationally, the history of racism in the US, Black history, privilege, how to be an active bystander and have uncomfortable conversations, the reasons that people who are not Black should care about racism, bridging communities and understanding, impact versus intent, microaggressions, why racism is not a Black issue, how to support students of color in their on-campus initiatives, and accountability for racist actions

