



The following resolution herewith has been proposed by the following parties:

Lyric Crane (WWU)
West Committee

Jewish on Campus supports training for faculty on antisemitism and the Holocaust at
Western Washington University

Resolution 6
Antisemitism Training for Faculty at Western Washington
University

Introduction

Antisemitic ideas have been spread on university campuses at an alarming rate. The spread of such harmful ideas can be partially attributed to ignorant statements made by university faculty and staff within individual classrooms. These statements can cause Jewish students to feel unsafe and spread damaging ideologies to non-Jewish students. It is essential that we find a way to stop these statements from being made, protecting Jewish students from immediate danger within the classroom and from later prejudice resulting from antisemitic ideologies. One way that we can combat the spread of antisemitic ideas on campus is through education. If university faculty and staff are educated on antisemitism, they would be less likely to make antisemitic remarks.

Western Washington University is in need of Antisemitism and Holocaust training for their faculty and staff. On November 16th of 2021, a Jewish student reported their Honors professor for insensitively commenting on the Holocaust. They reported that the professor showed graphic images of the bodies of Holocaust victims while reading a poem that he had written. The professor claimed that he did not mean to include a slide with these graphic images, but continued to linger on it. Rather than apologizing for the inclusion of these images, he left them up on the screen and continued to talk about the Holocaust in a way that made students very uncomfortable. The student described the professor as glossing over the trauma of the Holocaust and continuing with his poem without acknowledging the impact of the images. After this incident, the professor played jazz music. The student said that they felt terrible about this experience and that a warning should have been given beforehand. Some of their classmates felt so uncomfortable that they have decided not to register for any more classes with this professor. This is not the first instance of antisemitism by the Western Honors faculty to be reported to Jewish on Campus. Additionally, Western Washington University had an Antisemitism Task Force in 2017 after a string of antisemitic instances on campus.

Western Washington University is uniquely able to develop and implement antisemitism and Holocaust education training. It is home to the Ray Wolpov Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity. This institute should be able to help with the development of this training. It has also already recommended the development of such training in the 2017 Antisemitism Task Force. This resolution seeks to build off of that recommendation and encourage the university to act due to the antisemitic instances that have occurred in between the 2017 Task Force and current day.

Assumptions

This has been endorsed based off the following assumptions:

- I. Antisemitism is found constantly within everyday life. Some perpetrators may be unaware that their rhetoric is antisemitic. Rather than assuming malice immediately, it is best to acknowledge gaps in education and that such perpetrators may be doing so unknowingly. Providing education and training helps people to understand the prejudices that may be carrying.
- II. University faculty and staff serve in a position of power on campus. Therefore, they are in a unique position to influence students. Their awareness and avoidance of antisemitism is crucial. These biases may directly and indirectly appear within classrooms and negatively impact students.
- III. For all instances within this resolution, antisemitism is defined by the International Holocaust Remembrance Alliance (IHRA) Definition. This became the accepted definition through the previously-passed Resolution 1.

Articles

Article I: Included Parties

- I. Parties included in this resolution are faculty and staff at Western Washington University.
 - A. Faculty and staff are defined as persons employed by the university in some manner. Employment constitutes a contractual agreement between the university and an individual, in which an individual may receive payment in exchange for work. This payment may be money, tuition, stipends, or an alternative agreement.
 - B. Employed persons may include but are not limited to: professors, paid researchers, TAs, RAs, administrative staff, and other faculty.

Article II: Creating the Antisemitism and Holocaust Training

- I. When creating the Antisemitism and Holocaust Training, the University should refer back to the recommendations 2017 Antisemitism Task Force.
 - A. The “Strengthen and Develop Interconnected Practice” section of the Task Force Report recommends that the University “include antisemitism prevention education and training in existing and future campuswide training/educational programs”.
 - B. Additionally, under the “Focused Education and Training” section, the Task Force Report suggests that the University “create programming and training which models ‘best practices’ of discourse (for example, intergroup dialogue). These can be ongoing and integrated into existing programs”.

- II. Due to their experiences of antisemitism on campus, the Jewish community of Western Washington University should be able to provide their input. This will help inform the University of the experiences of Jewish students on campus and develop appropriate training.
 - A. The University should encourage communication and collaboration with the local Jewish community and Jewish students.
 - B. This may include but is not limited to working with Hillel of WWU and the Chabad on Campus.
 - C. Jewish students who are unaffiliated with a Jewish student organization on campus should still be given the opportunity to participate. An example of this participation is through student forums.
- III. The University should collaborate on the development of this training with the Ray Wolpov Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity.
 - A. The Ray Wolpov Institute is an incredible resource that should be utilized when developing this training. It provides courses on the Holocaust and regularly hosts events that are dedicated to educating people on the Holocaust and antisemitism.

Article III: Implementing the Antisemitism and Holocaust Training:

- I. After developing the Antisemitism and Holocaust Training, University faculty and staff should be required to complete it.
 - A. Given the undetermined nature of this training, this might appear in several different ways. Examples of the implementation of this training include but are not limited to, webinars, online courses, discussion groups, and in-person lectures.
- II. Additionally, the University should consider having a continuing education program. This would allow the training to be updated and evolve with the manifestations of antisemitism on campus.
 - A. This model is already used on students who have to complete several anti-bias trainings throughout their degree. Applying this model to the faculty and staff Antisemitism and Holocaust Training would allow University employees to continue their education and commitment to keeping prejudice out of their classrooms.

Voting

23 Ambassadors voted “aye.” 0 voted “nay.” 0 abstained. 6 were not present. Voting occurred on 01/16/2022.

Representative of American Musical and
Dramatic Academy, **Yea**

Representative of Barnard College/List
College, **Absent**

Representative of Binghamton
University, **Yea**

Representative of Boston University,
Yea

Representative of Brandeis University,
Yea

Representative of California State
University (Long Beach), **Yea**

Representative of Duke University, **Yea**

Representative of Georgia Institute of
Technology, **Yea**

Representative of Middlebury College,
Absent

Representative of Northern Michigan
University, **Vote**

Representative of Northwestern
University, **Yea**

Representative of Oregon State
University, **Yea**

Representative of Queen's University,
Yea

Representative of Ryerson University,
Vote

Representative of Stanford University,
Vote

Representative of Tufts University, **Vote**

Representative of University at Buffalo,
Vote

Representative of University of
California (San Diego), **Yea**

Representative of University of Chicago,
Absent

Representative of University of Florida,
Absent

Representative of University of
Michigan, **Yea**

Representative of University of Notre
Dame, **Yea**

Representative of University of
Pittsburgh, **Yea**

Representative of University of
Vermont, **Yea**

Representative of Vanderbilt University,
Yea

Representative of Vassar College,
Absent

Representative of Wake Forest
University, **Absent**

Representative of West Virginia
University, **Yea**

Representative of Washington
University in St. Louis, **Yea**

Representative of Western Washington
University, **Yea**

Approval

Approved by Rosemarie Goldstein and Hannah Siegel (Co-Presidents) 01.16.2022

Approved by Ruthy Attias, Senior Ambassador Manager 01.16.2022

Approved by Jewish on Campus 01.16.2022