

“They think you are exaggerating”:
A Report on
Campus Racial Climate at King’s and Brescia

King’s and Brescia Joint Presidents’ AntiRacism Working Group

November2021

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EXECUTIVE SUMMARY

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‰ }v /v]P v}µ• W the King's and Brescia Antiœ • } (
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Context

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]v ^ %œ š u œ ilitateš}better understanding of the racial climate at King's University
}oo P v œ •] hv]À œ •]šC }oo P X dZ]• µv œ • š v]vP Á •]
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Data collection and framework for analysis

Racial Climate Assessment Survey gathered data and undertook a comprehensive analysis of the survey results to identify areas of concern and develop recommendations for improvement.

Expressions of racism [OE š]] %oo v š • AE %oo OE] various manifestations of
 OE] • u %oo OE %oo š OE š Ç u u OE • } ((%oo Ž •)) OE u Á y Q E S Š Q U O) v C X š • } ()
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Lack of inclusivity W • %o](] • Ç•š u] AŒ %oŒ ••] }v } (Œ]•u]• šZ š µA
u v Ç]•]%o o]v • Œ •}u ÁZ š u}v š Œ o šu Œ vaffin ÁZ j ÁZ]š
µ o š µŒ • v lv} Áo P • Ç•š u• Œ š Œ š •]v(Œ Black, } Œ Œ
/v]P v }µ•UŒ] o]ì %o Œ •}v•U }u u µv]š] •U Z]•š} Œ] •U v }v
} Œ u]• Œ %o Œ • v š]v u Œ Ç••] š ¼ %o b]ψ %o X š]}v o P Œ }µ %o • • µ Œ À Ç
• š ((U (µ o š Ç U v u]v]• š Œ š } Œ •• U •]P v](] v %o %Œ Œ (v š]VPP }
Æ o µ } Œ]•• š]•(] Á]šZ šZ]Œ]v•š]šµš] }v o vÀ]Œ }v u v š X

Denial of racism means that $\neg \exists Z \forall u \forall i \forall \sigma (\sigma \in \text{people} \rightarrow \neg \exists \sigma' \forall \sigma' \forall \sigma' (\sigma' \neq \sigma \wedge \sigma' \in \text{people} \wedge \neg \exists \sigma'' \forall \sigma'' \forall \sigma'' (\sigma'' \neq \sigma' \wedge \sigma'' \in \text{people} \wedge \neg \exists \sigma''' \forall \sigma''' \forall \sigma''' (\sigma''' \neq \sigma'' \wedge \sigma''' \in \text{people} \wedge \dots)))$

Reporting and discussion of racism: AOE šZ v šZ]OE } (šZ %o OE š]]%o vš•]v (muošČU •š ((U u)v]•šOE š}OE •• (oš šZ OE Á OE • (]v•š]šμš}) • I OE OE ••X •]Pv](] vš %o OE vš P } (šži Z%o ZE šy]%o vAE•Á OE Á]šZ •šμ vš• (o]vP šZ o •š • μOE š <]vP[•U v •š ((OE %o } OE •] X > I }(]• μ••}]v } (OE]•u o•} u v• šZ š •}u } (šZ %o } OE •%o } v vš• |v Á }(Á OE lw}š •Z OE Á]

Microaggressions

Pedagogy

Monocultural

The costs of racismd Z À œç œ o šœ µu U œ oµ•] } vU vP œU o] v š] œ% œ] v œç o IU /v]P v}µ•U v œ] o]ì }u u µv]šç u u œu}•š %o}]P v všoç œ À o]v šZ œ •%o}v• «µš}øss]z v••ψ œ}Àu ç}{(• }%o
ÁZ] Z œ