



University of Pittsburgh

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November 21st, 2016

Dear students, faculty, and staff of the Department of Linguistics:

As the Thanksgiving Holidays approach, we are given the chance to reflect and be thankful for so many things in our community. We are a diverse community of faculty and students. We come from different countries, practice different religions, experience and express our genders differently, have different abilities and talents, and face different struggles and socially-imposed limitations. We have always embraced these differences and been committed to protecting the well-being, agency, and rights of our students, faculty, and staff. We remain firmly committed to upholding the mission of the University of Pittsburgh as outlined by our Chancellor, Patrick Gallagher, in our efforts to foster diversity and inclusion in our classrooms and offices.

As researchers and instructors of linguistics, language, and culture, we understand the immense power of language to bring people together, as well as to inflict tremendous harm, instill fear, and incite acts of hatred.

Following last week's presidential elections, numerous incidents of hate speech and violence have been reported across the country. In response to these events, we hereby reaffirm our commitment to diversity, equity, and inclusion in our community, both on and off campus. We will continue to support all students, faculty, and staff, including and especially those who have been targeted based on their race, religion, immigration status, sex, sexual orientation, gender identity, or disability. All students, faculty, and staff are urged to promptly report **any** and **all** such incidents, on or off campus. Any expression of hostility towards students, instructors, or staff on the basis of race, religion, sex, sexual orientation, gender identity, or disability will not be tolerated. Any hate speech directed at our students, faculty, or staff will be promptly reported to the Office of Student Conduct and the Office of Diversity and Inclusion. Immediate threats will be reported to the police. Students, faculty, and staff are encouraged to report incidents using this form:

<https://www.diversity.pitt.edu/report-incident/bias-incident-report-form>

<p>Office of Diversity and Inclusion 500 Craig Hall 200 South Craig Street, Pittsburgh, PA 15260 412-648-7860 diversity@pitt.edu</p>	<p>Office of Student Conduct 738 William Pitt Union 3959 Fifth Avenue, Pittsburgh, PA 15260 412-648-7910 usjs@pitt.edu</p>
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Pitt Police: 412-624-2121 (or 911 if on campus) | 3412 Forbes Avenue, Pittsburgh, PA 15260

Sincerely,

Shelome Gooden, PhD
Department Chair