



Department of History

Diversity Manual

2020-2021

Letter from Dr. Brian Connolly,

History Department Chair, June 2020

Dear Members of the USF History Department Community:

As protest has spread across the country in response not only to the murder of George Floyd in Minneapolis, but also to the recent killings of Ahmaud Arbery, Breonna Taylor, Tony McDade, Nina Pop, David McAtee and those of Tamir Rice, Trayvon Martin, Sandra Bland and so many others over the past decade the History Department wishes to express our collective anger, our mourning over this violence, and our commitment to anti-racism. As so many protesters have pointed out, this is an issue of structural racism woven deeply into the fabric of political, social, economic, and cultural life in the United States. Indeed, the racial disparities evident in the COVID-19 pandemic, in which Black Americans are dying at a significantly higher rate than the rest of the population, suggest the ways in which structural racism is as much a public health issue as it is an issue of police violence. To begin to imagine a more just present and future requires a critical engagement with the past. We must construct a careful genealogy of the ways in which structural racism was articulated as a fundamental condition of democracy and capitalism in the United States and more broadly, if we are ever to dismantle it.

History, as a discipline, provides a way of thinking through the long histories of anti-Black racism that have animated the United States and the world. The “judgment of history” is a phrase often bandied about. It implies that in the future, history will make a just judgment of the past. However, history does not sit back and passively judge; rather it is made, in part by historians. If history can offer us a way to think through and attempt to understand the structural anti-Blackness of American society, history itself, as a discipline, still has much work to do.

Historians of structural racism have demonstrated its corrosive effects, from the early European engagement with Africa in the fifteenth century to the emergence of the trans-Atlantic slave trade; from the consolidation of chattel slavery and the plantation to the emergence of scientific racism; from Jim Crow laws to redlining; from the slave patrols of the 19th century to contemporary police brutality; from US colonialism and imperialism abroad to the maintenance of those practices domestically. In all of these ways, they have called attention to the vexed, often bloody, relationship between property and life. As the historian Robin D.G. Kelley puts it, in a gloss on Cedric Robinson’s concept of racial capitalism, “Capitalism...did not break from the old order but rather evolved from it to produce a modern world system of ‘racial capitalism’ dependent on slavery, violence, imperialism, and genocide” (2017). National and international in scope, these issues all have very local resonance as well. Florida, and Tampa in particular, were at the center of Jim Crow legislation in the early 20th century. The urban planning and redevelopment models that decimated Black neighborhoods and communities created the fractured geography of Tampa, still evident in the corrosive effects of I-275 and I-4 and in the recent discoveries of Black cemeteries buried under the city, to name but two contemporary issues. Historical study makes it possible to trace the intersections of race, gender, sexuality, class, and ability, which have shaped incidences of police violence across the twentieth and twenty-first century, just as they have structured the wider society.

USF is hardly immune to this sort of structural racism. This is evident within the USF History Department itself, which currently has no Black faculty members. This must change. Our curriculum, rich in some areas and lacking in others, must be mobilized to help students, undergraduate and graduate, to engage with structural racism (specifically anti-Black, but in other forms as well) and to imagine other futures grounded in a critical understanding of the past.

We will be initiating a systematic review of our curriculum, and the makeup and recruitment of our student body at both the graduate and undergraduate levels. This must be more than a surface-level commitment to diversifying; rather, it must entail a fundamental transformation of the department. Moreover, this must be done in tandem with the entire University of South Florida system. At minimum, the administration should do the following: reconsider wider issues of hiring; reaffirm their active commitment not just to diversifying but to remaking curricular knowledge; review and then adequately transform the practices and funding of the USF police force.

The public university is a place where public opinion and public discourse are made and shaped; USF itself is cross section of the public. It must be a place where a commitment to a just future goes beyond mere platitudes and fosters the hard work of making and remaking knowledge itself.

Diversity Resources and Information

Diversity Liaison:

According to the College of Arts and Sciences Diversity Committee, all academic units in CAS have a “Diversity Liaison” with whom the Diversity Committee can communicate, share information, and work to enhance diversity and inclusion in the college. If any student has questions, suggestions, or inquiries regarding any issues that are related to the diversity and inclusivity climate in the department, please, contact our liaison. If you want to report discriminatory incidents, or violations of policy of university policy, you should first contact the department chair, Dr. Brian Connolly.

Department Liaison, Tampa: Dr. Adriana Novoa, ainovoa@usf.edu

Principles of Community:

As part of the USF system, the department embraces and enforces the [Principles of Community](#) that celebrate our accomplishments and respect our complex differences. The members of the department are committed to shaping the future in a community that cherishes justice, accessibility, and meaningful participation by all of its members.

USF Ombuds Office:

The [USF Ombuds Office](#) provides informal, confidential, and neutral resolution assistance to help resolve workplace conflicts. Any member of the USF community (faculty, student, staff) can go to them to get advice or assistance in understanding USF policies or making decisions about next steps in pursuing a workplace conflict.

The Office of Diversity, Inclusion & Equal Opportunity:

The [Office of Diversity, Inclusion & Equal Opportunity \(DIEO\)](#) at USF coordinates campus services and initiatives to promote diversity and inclusion and prevent harassment. Public disability accommodations and Title IX are housed within this office, as are mechanisms to file discrimination, harassment, or retaliation complaints that fall under Diversity and Equal Opportunity or Disability policies.

Title IX:

The [USF Title IX office](#) deals with investigations of sexual misconduct and sexual harassment as well as retaliation and discrimination based on sex. Please see relevant university policies below on discrimination and harassment as well as what constitutes sexual misconduct. All “Responsible Employees” (including faculty, staff, and GAs in the History Department) are considered Mandatory Reporters for Title IX.

USF Center for Victim Advocacy:

The [Center for Victim Advocacy](#) provides free, confidential services to USF students, faculty, and staff who are victims of crime, violence, or abuse, whether on or off campus, if it took place recently or in the past.

University Policies on Discrimination and Harassment

The University of South Florida (USF) is a diverse community that values and expects respect and fair treatment of all people. USF strives to provide a work and study environment for faculty, staff and students that is free from discrimination and harassment on the basis of race, color, marital status, sex, religion, national origin, disability, age, or genetic information, as provided by law. USF protects its faculty, staff, and students from discrimination and harassment based on sexual orientation, as well as gender identity and expression. USF is also committed to the employment and advancement of qualified veterans with disabilities and veterans protected under the Vietnam Era Veterans’ Readjustment Assistance Act, as amended (VEVRAA).

Protected Class discrimination, **harassment and retaliation** are prohibited within USF and complaints of such conduct are to be filed with one of the two designated offices within USF, specifically the Office of Diversity, Inclusion and Equal Opportunity (DIEO) or the Office of Student Rights and Responsibilities (SRR) or the appropriate Student Affairs office at the campus where the discrimination/harassment occurred). The designated office will review such complaints and provide appropriate response including counseling, mediation, and/or referral for disciplinary action, up to and including termination from employment and/or expulsion from USF. In addition, DIEO and SRR will, as part of their internal processes, report any conduct that may be criminal in nature, such as bias-motivated crimes, to the appropriate law enforcement entities as set forth in section [IV.B.] below.

Additionally, discriminatory conduct in the form of sexual misconduct/sexual harassment (including sexual violence) is also prohibited and allegations of violations in that regard are handled by the Title IX Office.

Pursuant to Title IX, the University does not discriminate on the basis of sex in educational programs or activities that it operates. Any questions or inquiries concerning the application of Title IX may be referred to the [University's Title IX Coordinators](#). Up to date information may be found on the [Title IX website](#).

Relevant USF Policies Related to Title IX

Sexual Misconduct/Sexual Harassment (including Battery) Policy - #0-004

STATEMENT OF POLICY

Sexual harassment and sexual misconduct, including sexual violence, by or between any faculty member, staff, vendor, visitor or student, including individuals of the same sex, in all academic, educational, extracurricular, athletic, and other programs of the University, whether those programs take place in University facilities, at a class or training program sponsored by the University at another location, or elsewhere is prohibited.

Examples of prohibited conduct* include, but are not limited to:

1. Requesting or coercing sexual intercourse or sexual favors, or attempting to or actually engaging in a sexual assault or sexual battery.
2. Inappropriate and unwelcome sexual attention or touching, including-but not limited to-leering, patting, fondling, pinching, and attempted or actual kissing.
3. Making actual or implied threats to impede or interfere with employment or educational opportunities or benefits for failing to agree to or engage in sexual activity.
4. Making actual or implied promises of an employment or educational opportunity or benefit in exchange for sexual activity.
5. Inferring or displaying favoritism that benefits or adversely affects another based on sexual involvement or a sexual relationship.
6. Making sexually explicit or suggestive gestures or sounds.
7. Gender-based harassment, which may include acts of verbal, non-verbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, even if those acts do not involve conduct of a sexual nature.

*Prohibited conduct does not include verbal expression, written or other material that is relevant and appropriately related to the subject matter of USF course/curriculum or to an employee's duties.

All employees and students are strongly encouraged to cooperate fully with any investigation and/or compliance review conducted under this Policy. Failure to cooperate may impede or hamper the University's ability to conduct a full and fair investigation.

Retaliation, Retribution, or Reprisals Prohibited Policy - #0-020

STATEMENT OF POLICY

A. USF encourages an atmosphere of open dialogue and expression, including the promotion of good faith filing of grievances, reporting of complaints or concerns by employees and students regarding violations of law, rule, regulation, policy or other misconduct. Employees who learn of retaliation should report it immediately.

B. In support of an environment of open communication within the USF community, USF will not tolerate retaliation, retribution or reprisals against an employee or student who, in good faith, files a grievance, complaint or report of violations of law, rule, regulation, policy or other misconduct.

C. Employees who engage in retaliation in violation of this policy will be subject to disciplinary action up to dismissal from employment.

Disability and Accommodations (Public/Employees/Student) Policy – #0-108

STATEMENT OF POLICY:

USF is committed to ensuring equal access to information for all of its constituencies, including high-profile and public events (i.e.: President or Provost addresses, lecture series, graduations) and information provided on USF web sites. USF acknowledges its obligation to assure that its electronic media, On-line course content, and web sites and events satisfy all applicable legal and regulatory requirements for accessibility by persons with disabilities. USF requires that web sites are accessible to all users. As such, the USF Office of Diversity and Equal Opportunity (DIEO) shall develop and maintain USF - Minimum Electronic and Web Accessibility Standards (MEWAS) for electronic or web based information, which can be found on the [DIEO website](#). For general accessibility guidelines, please see the [Student Accessibility Services \(SAS\) effective July 1, 2020\) Accessibility Guide](#).

Consensual Relationships Policy - #1-022

STATEMENT OF POLICY

A. It is a violation of USF policy for a **faculty member, academic administrator or employee to engage in an amorous, dating or sexual relationship with a student or employee whom he/she instructs, evaluates, supervises, or advises, or over whom he/she is in a position to exercise authority in any way.**

B. USF prohibits the exercise of supervisory power by one partner in a consensual relationship that has direct authority (as defined in section [II.D.] of this policy) over the individual circumstances of the other partner in USF.

Accordingly, consensual relationships of the following nature that may exist prior to establishing a direct authority relationship **require disclosure, management of potential conflicts of interest and the protection of professional and educational environments as described in this policy:**

IV.

1. Faculty, graduate assistant, coach, employee or other authority figure with any student that is currently under their supervision, evaluation or advisement and/or that is under their influence as to his/her employment, educational status, or participation in athletics or other University-sponsored activities.

2. A direct-line supervisor (e.g., Vice President, Dean, Chair, Director) or any person in a position with the authority to hire, supervise or influence the employment or salary status of an employee.
3. In addition to these circumstances, employees of USF that are licensed professionals in their area of employment are also prohibited from engaging in professional behavior as a USF employee that is in violation of any specific licensure standards addressing consensual relationships.

C. Employees involved in a consensual relationship where direct authority between the individuals may exist have an obligation to disclose the existence of that relationship, as outlined in this Policy.

D. USF has the obligation to manage the potential conflicts of interest created by consensual relationships where direct authority between individuals exists to ensure the integrity of the work and educational environments in USF. Steps that may be taken to manage such conflicts of interest are listed in section [IV.C.]

CIRCUMSTANCES FOR DISCLOSURE AND CONFLICT OF INTEREST MANAGEMENT OF CONSENSUAL RELATIONSHIPS

A. Should individuals who are involved in a consensual relationship where no direct authority exists, subsequently be placed in a direct authority relationship, **the existence of the consensual relationship must be disclosed to the individuals' immediate supervisor (i.e., Chair, Director, Dean, Vice President)** or, if necessary, the next higher level supervisor not involved in the relationship. **Impermissible relationships between a Graduate Assistant and a student should be reported by the faculty that advises/oversees the student to that faculty's immediate supervisor.**

B. The immediate supervisor to whom a consensual relationship is disclosed is responsible for advising the individuals and determining the appropriate method to manage and/or resolve the conflict of interest that may exist due to this relationship. The immediate supervisor may choose to confer with an advisory group to assist him/her in determining the appropriate conflict resolution for the reported relationship.

C. Methods to manage and/or resolve the perceived or actual conflict of interest created by an impermissible consensual relationship may include, but are not limited to:

1. Removing the employee in a position of authority from any evaluative decision concerning the other individual.
2. Assignment of an additional, objective individual or individuals to ensure the integrity of the direct authority actions of the individuals involved in a consensual relationship.
3. Removing an advisor from their involvement as advisor or committee member with an advisee.
4. Relocation of an employee to another supervisory area.

POLICIES AND PROCEDURES RELATED TO MANDATORY REPORTING

Who is a Mandatory Reporter?

It is important for students to be aware that according to [USF Policy 0-004](#), Mandatory Reporting is required by law of “responsible employees” who learn of any violation of title IX policies described above. This is the definition of responsible employees:

G. Responsible Employees:

Includes any employee who has the authority to take action to redress harassment, who has the duty to report sexual harassment or other misconduct by students or employees to appropriate school officials or an individual who a student would reasonably believe has this authority or responsibility. Each campus must determine who will be considered a mandatory reporter. USF has identified the following as Responsible Employees*:

1. **All Faculty (including Adjunct Faculty)** if the Report is from a student or if the incident involves a student
2. **All Administration, Staff, and Temporary employees who regularly supervise one or more employees or students.**
3. All employees in the following departments or organizational units:
 - Campus Police Departments
 - Office of Diversity, Inclusion, and Equal Opportunity, (including Equal Opportunity Liaisons)
 - Office of the General Counsel
 - University Audit & Compliance
 - Student Rights and Responsibilities
4. USF Title IX Coordinator, Deputy Title IX Coordinators & Liaisons, and Title IX Investigators
5. All Athletic Directors, Athletic Coaches, Athletic trainers, and employees in Athletics Compliance
6. Residential Education Employees including the Director of Residential Education, Assistant or Associate Directors, Residence Life Coordinators, Assistant Resident Life Coordinators, and Resident Advisors.
7. **Graduate Assistants, Teaching Assistants, and Research Assistants when they are supervising or teaching students.**
8. **Employees who are advisors to officially recognized student organizations.**

*Questions about whether a particular individual or specific position qualifies as a “Responsible Employee” should be directed to the Title IX Coordinator or Assistant Director of Title IX/Title IX Deputy Coordinator.

How does the reporting process work?

The [Title IX website](#) provides an [Incident Report Form](#) along with a phone number to call if you have any questions about how to complete the form.

Students can also file an anonymous report with EthicsPoint Hotline:

Important: *This is **not** a reporting option for mandatory/responsible employees.*

USF has engaged EthicsPoint—a third party hosted hotline—to enable the safe, secure, and anonymous reporting of activities which may involve misconduct, fraud, abuse, and other violations of USF policies. You may file an anonymous report with EthicsPoint by [clicking here](#) (once on site for reporting follow EthicsPoint directions) or by calling toll-free 1-866-974-U411.

USF's [Retaliation, Retribution, or Reprisals Prohibited Policy](#) 0-020, prohibits retaliatory action be taken against anyone who reports or inquires in good faith about potential breaches of USF policies or seeks guidance on how to handle suspected breaches. (See above).

Reports made in EthicsPoint and associated investigatory records will be kept confidential to the extent possible under applicable state and federal law. Be advised that revealing your identity in EthicsPoint may result in disclosure of your identity in response to a public records request under Florida's public records law [Chapter 119, Florida Statutes].