

Florida Atlantic University Board of Governors' Civil Discourse Initiative

Submitted and Approved by Board of Trustees: August 23, 2022

Recommendation 1: Operationalize Board of Governors' Statement of Free Expression

FAU will create a Civil Discourse Initiative Committee that will oversee the operationalization and implementation of the Board's Statement of Free Expression. The committee will be charged with the regularly evaluating adherence to Board's civil discourse principles in academic, administrative, extracurricular, and social interactions. FAU will utilize both quantitative and qualitative methods to evaluate the efficacy of efforts in cultivating a culture of civil discourse on campus. The committee will develop its evaluation criteria and methodology during the 2022-2023 academic year.

FAU has a long and documented commitment to the principles of free expression and civil discourse. Prior to this initiative, FAU served as a national model for free expression dating back to Dr. William Trapani's Agora Project. In 2021, FAU created the Breezeway Dialogues. Spearheaded by Dr. Naelys Luna, founding dean of the College of Social Work & Criminal Justice, and Dr. Michael Horswell, dean of the Dorothy F. Schmidt College of Arts & Letters, the Breezeway Dialogue series invites students to think critically; observe and participate in debates using facts and evidence-based arguments; and learn how to present ideas in a clear, respectful and professional manner. Each dialogue features a moderator and multiple panelists who present opposing sides of a selected topic. To foster an environment of continued dialogue and interaction, following the panelist presentations, discussion is opened to the audience members, who may pose questions to the panelists and offer additional commentary to either viewpoint. To ensure all dialogues remain relevant and meaningful, FAU students were surveyed in order to identify the topics they found most pressing.

Throughout the 2021-2022 academic year, FAU successfully held three, well attended Breezeway Dialogues. The topics included, "Individual Freedom vs. Collective Responsibility: A Debate Over America's Future", "The Crisis of Race & Policing: Wrong, Right and Everything in Between", and "Did Capitalism Cause Climate Change, and is *Green Capitalism* the Solution." There are currently four Breezeway Dialogues scheduled for the 2022-2023 academic year.

Additionally, beginning in Summer 2022, FAU introduced a new civil discourse training to our incoming First-Year, Transfer and Wilkes Honors College students. The training appears within the student's required Canvas modules and all incoming students must complete it prior to their first week of class. The training consists of videos featuring FAU faculty, staff and students discussing FAU's commitment to Civil Discourse along with the goals, values, and the positive impact of creating a culture of free expression and open inquiry.

Finally, FAU is introducing students to the principles of Civil Discourse at the required Freshman Convocation. The Convocation will present a "mini-Breezeway Dialogue" featuring students demonstrating the principles of civil discourse and free expression through open and civil debate.

The sum of these initiatives reflects FAU's commitment to civil discourse which is woven into the fabric and character of the FAU experience.

Recommendation 3: The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse.

Beginning with the 2022-2023 academic year, FAU's Provost, Vice President for Student Affairs, or designee, will bring the Board's Statement of Free Expression to the board of trustees, faculty senate, and student government, each year for review and endorsement.

Recommendation 4: The Board of Governors recommends that each board of trustees conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Beginning with the 2022-2023 academic year, the Board of Trustees will conduct a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors' Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Recommendation 6: The Board of Governors recommends that university academic, student affairs, and administrative leaders review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

FAU is currently reviewing all student orientation programming, the student code of conduct, and employee personnel policies ensure they contain clear and unambiguous support for the Board's Statement of Free Expression, the principles of free speech and civil discourse, and are in compliance with section 1004.097, Florida Statutes.

Recommendation 7: Implement best practices that effectively promote and support civil discourse. For each best practice, implemented, or to be implemented, include a timeline.

-Best Practice 1: Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.

Beginning in Summer 2022, FAU will introduce the principles of civil discourse at the Freshman Convocation and require all degree-seeking undergraduate students to complete civil discourse training via online modules.

-Best Practice 2: Schedule and host ongoing, campus-wide forums, dialogues and debates on various issues and perspectives, to promote open discussion, understanding and learning opportunities.

Beginning in academic year 2021-2022, FAU successfully held three Breezeway Dialogues aimed at the promotion of open discussion, viewpoint diversity, and civil discourse.

-Best Practice 3: Foster intellectual diversity by encouraging leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race and ethnicity.

FAU Regulation 7.008, Anti-Discrimination and Anti-Harassment unequivocally states FAU's commitment to creating a workplace and educational environment free from discrimination, which includes race and ethnicity. Additionally, FAU Policy 1.15, Prohibited Discrimination and Harassment prohibits discrimination based on race and ethnicity and outlines the procedure for investigating allegations. The FAU Office of Equity and Inclusion is the sole office dedicated to investigating complaints brought forth by faculty, staff and students.

-Best Practice 4: Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

Throughout the 2022-2023 academic year, FAU will develop and implement clear, viewpoint neutral policies and procedures governing the invitation and accommodation of campus speakers.

-Best Practice 5: Provide targeted educational and professional development opportunities for the university administrative employees to reinforce free expression and open-minded debate norms.

Throughout the 2022-2023 academic year, the Civil Discourse Initiative Committee will oversee the identification, development and implementation of targeted educational and professional development opportunities for university administrative employees. The Office of Equity and Inclusion will work with the Office of Human Resources to incorporate the principles of civil discourse and free expression in applicable staff training.

-Best Practice 6: Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and creates processes to evaluate the strength of such environments.

The Civil Discourse Initiative Committee will collaborate with the Office of the Provost throughout the 2022-2023 academic year to identify, develop and implement programs that support faculty in their pursuit of offering students diverse viewpoints, free inquiry and expression.

The Board of Governors as Advocate – Recommendation I

The Board of Governors expects that the leadership at each university will operationalize the Board's commitment to open-minded and tolerant civil discourse by promoting, supporting, and regularly evaluating adherence to the principles set forth in the Board's Statement of Free Expression and cultivating a culture of civil discourse in all campus interactions, including academic, administrative, extracurricular, and social dealings.

Describe the operationalization of the Board's commitment to the Statement of Free Expression and cultivation of a culture of civil discourse under the appropriate category (in progress or implemented). If "in progress," please add the anticipated implementation date.

Operationalization of the Board's commitment to the Statement of Free Expression and cultivating a culture of civil discourse

In Progress	Implemented
<p>FAU will create a Civil Discourse Initiative Committee that will oversee the operationalization and implementation of the Board's Statement of Free Expression. The committee will be charged with the regularly evaluating adherence to Board's civil discourse principles in academic, administrative, extracurricular, and social interactions. FAU will utilize both quantitative and qualitative methods to evaluate the efficacy of efforts in cultivating a culture of civil discourse on campus. The committee will develop its evaluation criteria and methodology during the 2022-2023 academic year.</p> <p>If "in progress," anticipated implementation date: Academic Year 22-23</p>	<p>FAU has a long and documented commitment to the principles of free expression and civil discourse. Prior to this initiative, FAU served as a national model for free expression dating back to Dr. William Trapani's Agora Project. In 2021, FAU created the Breezeway Dialogues. Spearheaded by Dr. Naelys Luna, founding dean of the College of Social Work & Criminal Justice, and Dr. Michael Horswell, dean of the Dorothy F. Schmidt College of Arts & Letters, the Breezeway Dialogue series invites students to think critically; observe and participate in debates using facts and evidence-based arguments; and learn how to present ideas in a clear, respectful and professional manner. Each dialogue features a moderator and multiple panelists who present opposing sides of a selected topic. To foster an environment of continued dialogue and interaction, following the panelist presentations, discussion is opened to the audience members, who may pose questions to the panelists and offer additional commentary to either viewpoint. To ensure all dialogues remain relevant and meaningful, FAU students were surveyed in order to identify the topics they found most pressing.</p> <p>Throughout the 2021-2022 academic year, FAU successfully held three, well attended Breezeway Dialogues. The topics included, "Individual Freedom vs. Collective Responsibility: A Debate Over America's Future", "The Crisis of Race & Policing: Wrong, Right and Everything in Between", and "Did Capitalism Cause Climate Change, and is Green Capitalism the Solution." There are currently four Breezeway Dialogues scheduled for the 2022-2023 academic year.</p>

Additionally, beginning in Summer 2022, FAU introduced a new civil discourse training to our incoming First-Year, Transfer and Wilkes Honors College students. The training appears within the student's required Canvas modules and all incoming students must complete it prior to their first week of class. The training consists of videos featuring FAU faculty, staff and students discussing FAU's commitment to Civil Discourse along with the goals, values, and the positive impact of creating a culture of free expression and open inquiry.

For Fall 2022, FAU introduced students to the principles of Civil Discourse at the required Freshman Convocation. The Convocation presented a "mini-Breezeway Dialogue" featuring students demonstrating the principles of civil discourse and free expression through open and civil debate.

University Planning – Recommendation II

The Board of Governors recommends that each university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. The Board of Governors will include similar statements and principles in its Strategic Plan for the State University System.

Use the drop-down arrows in columns A and B to indicate if the university's Accountability Plan and Strategic Plan include a specific endorsement of the Board's Statement of Free Expression, as well as a clear expectation for open-minded and tolerant civil discourse throughout the campus community. If "in progress," please add the anticipated completion date.

Accountability Plan

Strategic Plan

Completed

If "in progress," anticipated completion date:

In Progress

If "in progress," anticipated completion date: **Current strategic plan runs from 2015-2025. Next strategic plan will include the endorsement.**

University Leadership – Recommendation III

The Board of Governors recommends that the leadership of each university board of trustees, faculty senate, and student government annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse. NOTE: The first review should be completed during the 2022-2023 academic year.

Use the drop-down arrows in columns B, C, and D to indicate if the university board of trustees, faculty senate, and student government are in progress or have completed the review and endorsement of the Board's Statement of Free Expression and committed to the principles of civil discourse. If "in progress," please add the anticipated completion date.

Review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse

Beginning with the 2022-2023 academic year, FAU's Provost, Vice President for Student Affairs, or designee, will bring the Board's Statement of Free Expression to the board of trustees, faculty senate, and student government, each year for review and endorsement.

	University Board of Trustees	Faculty Senate	Student Government
	In Progress If "in progress," anticipated completion date: During 2022-2023 Academic Year	In Progress If "in progress," anticipated completion date: During 2022-2023 Academic Year	In Progress If "in progress," anticipated completion date: During 2022-2023 Academic Year

University Leadership – Recommendation IV

*The Board of Governors recommends that each **board of trustees** conducts a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.*

Beginning with the 2022-2023 academic year, the Board of Trustees will conduct a thorough review of current student orientation programs, student codes of conduct, and employee policies and procedures to ensure consistency with the Board of Governors' Statement of Free Expression, the principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for consistency with the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:	Completed If "in progress," anticipated completion date:
Student codes of conduct	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023

Academic, Student, and Administrative Affairs – Recommendation VI

The Board of Governors recommends that **university academic, student affairs, and administrative leaders** review student orientation programming, student codes of conduct, and employee personnel policies and procedures to ensure that they contain clear and unambiguous support for the Board's Statement of Free Expression, and the principles of free speech and civil discourse, and that they are in compliance with section 1004.097, Florida Statutes.

FAU is currently reviewing all student orientation programming, the student code of conduct, and employee personnel policies ensure they contain clear and unambiguous support for the Board's Statement of Free Expression, the principles of free speech and civil discourse, and are in compliance with section 1004.097, Florida Statutes.

Use the drop-down arrows in columns B, C, and D to indicate if the reviews of student orientation programming, student codes of conduct, and employee personnel policies and procedures for support for the Board's Statement of Free Expression, principles of free speech and civil discourse, and compliance with section 1004.097, Florida Statutes are in progress or have been completed. If "in progress," please add the anticipated completion date.

Review by Academic Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023
Student codes of conduct	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023

Review by Student Affair Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023
Student codes of conduct	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023
Employee personnel policies and procedures	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023

Review by Administrative Leaders	Board's Statement of Free Expression	Principles of Free Speech & Civil Discourse	section 1004.097, Florida Statutes
Student orientation programming	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023	In Progress If "in progress," anticipated completion date: Academic Year 2022-2023

Student codes of conduct

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

Employee personnel policies and procedures

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

In Progress
If "in progress," anticipated completion date:
Academic Year 2022-2023

Best Practices for Civil Discourse – Recommendation VII

The Board of Governors recommends implementing the following best practices based on its review of university programs and initiatives that effectively promote and support civil discourse.

Describe the best practices the university has implemented or is in the process of implementing. If "in progress," please add the anticipated implementation date.

1. Instill the importance of civil discourse, academic freedom, and free speech from day one, utilizing student and employee orientation sessions, public assemblies, and official university documents and communications.

In Progress

Implemented

Beginning in Summer 2022, FAU will introduce the principles of civil discourse at the Freshman Convocation and require all degree-seeking undergraduate students to complete civil discourse training via online modules.

2. Schedule and host ongoing, campus-wide forums, dialogues, and debates on various issues and perspectives to promote open discussion, understanding, and learning opportunities.

Beginning in academic year 2021-2022, FAU successfully held three Breezeway Dialogues aimed at the promotion of open discussion, viewpoint diversity, and civil discourse. The Breezeway Dialogues will continue throughout the 2022-2023 Academic Year.

3. Foster intellectual diversity by encouraging university leadership to: (1) promote viewpoint diversity and open-minded discussion and debate, and (2) highlight and enforce policies that prohibit programming that excludes participation based on race or ethnicity.

FAU Regulation 7.008, Anti-Discrimination and Anti-Harassment unequivocally states FAU's commitment to creating a workplace and educational environment free from discrimination, which includes race and ethnicity. Additionally, FAU Policy 1.15, Prohibited Discrimination and Harassment prohibits discrimination based on race and ethnicity and outlines the procedure for investigating allegations. The FAU Office of Equity and Inclusion is the sole office dedicated to investigating complaints brought forth by faculty, staff and students.

4. Avoid disinvitations by developing clear, viewpoint-neutral policies and procedures governing the invitation and accommodation of campus speakers.

Throughout the 2022-2023 academic year, FAU will develop and implement clear, viewpoint neutral policies and procedures governing the invitation and accommodation of campus speakers.

**If "in progress," anticipated implementation date:
Academic Year 2022-2023**

5. Provide targeted educational and professional development opportunities for university administrative employees to reinforce free expression and open-minded debate norms.

Throughout the 2022-2023 academic year, the Civil Discourse Initiative Committee will oversee the identification, development and implementation of targeted educational and professional development opportunities for university administrative employees. The Office of Equity and Inclusion will work with the Office of Human Resources to incorporate the principles of civil discourse and free expression in applicable staff training.

**If "in progress," anticipated implementation date:
Academic Year 2022-2023**

6. Encourage faculty to establish and maintain a learning environment in their classrooms and offices that supports open dialogue and the free expression of all viewpoints and create processes to evaluate the strength of such environments.

The Civil Discourse Initiative Committee will collaborate with the Office of the Provost throughout the 2022-2023 academic year to identify, develop and implement programs that support faculty in their pursuit of offering students diverse viewpoints, free inquiry and expression.
**If "in progress," anticipated implementation date:
Academic Year 2022-2023**