



Crafting Your Free Speech Policy: Lessons Learned from Riverdale

2020 Election Collaborative, Part One

Independent School Executive Forum

Plan for Flashpoints and Heightened Tension



2

We can expect additional challenges this fall, encouraging civil discourse has only become more difficult due to the **disruption in typical school programming** due to COVID-19 and the **highly charged protests** we're seeing nationwide.



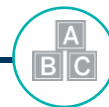
Implement recommended tactics to guide speech and expression practices for your community

- ❑ Complete a faculty expression policy
- ❑ Build a school-wide statement on campus discourse
- ❑ Build a comprehensive flashpoint response plan



Troubleshoot common issues with EAB experts and like-minded independent school leaders

- ❑ Edit and improve school policies and plans
- ❑ Plan to address Black Lives Matter and related protests with students, faculty, and staff
- ❑ Prepare for election-related tensions and challenges



Build skills to maintain conversation beyond the immediate need for a lifetime of learning

- ❑ Equip faculty, staff, and students to engage in challenging conversations
- ❑ Integrate continued education on important issues into expectations
- ❑ Set intentions to maintain a commitment to discourse



Kickoff: Craft Your Speech and Expression Policy

June 2020

Kickoff the collaborative by learning how to craft a speech and expression policy for your school from your frontline peers at Riverdale Country School. Incorporating clear expectations for faculty, students, and staff can help prevent flashpoints and prepare for the election.



Address Racial Justice on Campus

July 2020

Through their participation in this session, partners will have the opportunity to scenario plan ways to acknowledge, respond to, and plan for racial justice events on campus with their peers.

Added session in response to partner need and current climate



Prepare for Controversial Campus Events

August 2020



Workshop and Refine Election Plans for Your School

September 2020



Learn from the Election Cycle, Set Intentions

January 2021

Welcome to Part One



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Joining Us Today...

Meet Our ISEF Expert Team



Pete Talbot

Managing Director, Research

PTalbot@eab.com



Meredith McNeil

Senior Director, Research

MMcNeil@eab.com

Connect with EAB



@EAB



@EAB



@eab_

Joining Us Today...

Meet Our Partners from Riverdale Country School



Dominic Randolph
Head of School



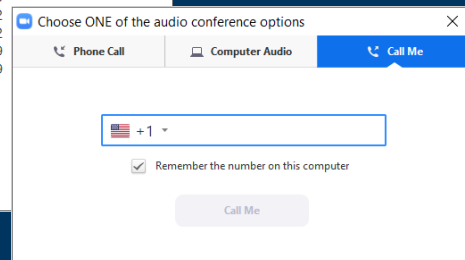
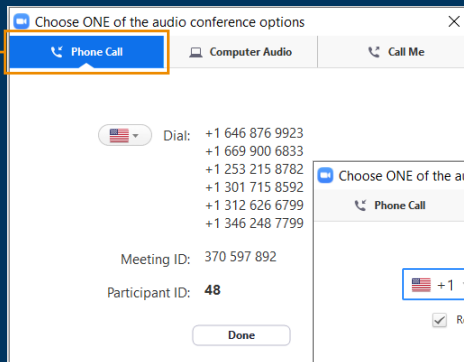
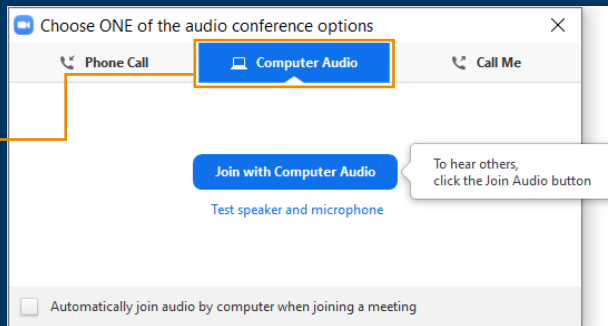
Blair Parker
Assistant Head of Upper School



Darius W. Weil
Upper School History, ILS

Audio

- We suggest using your computer's audio and microphone through Zoom
- Or dial in using your phone
- Do not use both—it will cause feedback



Audio Mute/Unmute and Video Stop/Start

The screenshot displays a Zoom meeting window. At the top, the EAB logo is visible. The main content area shows the text "EAB Virtual Session" on a blue background with a geometric pattern. A dark control bar is overlaid on the bottom of the meeting window. This bar contains icons for Mute, Start Video, Invite, Participants, Share, Chat, and Record. A red slash is placed over the microphone icon, and another red slash is placed over the video camera icon. Two callout boxes provide instructions: one points to the microphone icon with the text "Red slashes mean your microphone is muted and your camera is off", and the other points to the up arrow next to the microphone icon with the text "Access audio and video options by clicking the up arrow next to the Mic and Camera icon".

EAB

EAB
Virtual Session

Red slashes mean your microphone is muted and your camera is off

Unmute Start Video

Access audio and video options by clicking the up arrow next to the Mic and Camera icon

Mute Start Video Invite Participants Share Chat Record

Leave Meeting

EAB

Suggested Zoom View

Enable side-by-side viewing of video and slides: View Options, then side-by-side mode

The screenshot shows a Zoom meeting window with the following elements:

- Top Bar:** Zoom Meeting ID: 841-573-482, You are viewing Meeting Host's screen.
- Main Content Area:** EAB logo and text "EAB Virtual Meeting 2020".
- Right Panel:** Meeting Host's video feed.
- Bottom Bar:** Mute, Start Video, Invite, Participants (2), Share, Chat, Record, Leave Meeting.

Two callout boxes provide instructions:

- Top Callout:** "Enable side-by-side viewing of video and slides: View Options, then side-by-side mode". It points to the "View Options" dropdown menu, which is open and shows the following options: Zoom Ratio, Fit to Window, Request Remote Control, Annotate, Exit Full Screen, and Side-by-side mode (checked).
- Bottom Callout:** "See only participants on camera: Click dots next to your name; then Hide Non-Video Participants". It points to the "More" (three dots) icon next to the "Meeting Host" name in the participant list. The participant list is open, showing options: Mute My Audio, Start Video, Rename, Hide Non-Video Participants (highlighted), and Hide Self View.

Update Your Name

Update your name and add your institution

The screenshot shows a Zoom meeting window. The main display area shows a presentation slide with the EAB logo and the text 'EAB Virtual Meetings 2020'. On the right side, there is a 'Participants' panel titled 'Participants (2)'. It lists 'Test Participant (Me)' and 'Meeting Host (Host)'. The 'Test Participant (Me)' entry has 'Mute' and 'Rename' buttons next to it. A yellow box highlights the 'Test Participant' entry in the list. A callout box points to the 'Rename' button. Another callout box points to the 'Participants' menu icon in the bottom toolbar. A 'Rename' dialog box is open, showing the text 'Enter a new screen name:' and a text input field containing 'Jane Doe - Institution'. The dialog has 'OK' and 'Cancel' buttons.

Zoom Meeting ID: 841-573-482 You are viewing Meeting Host's screen View Options

Speaker View

Participants (2)

Test Participant (Me) Mute Rename

Meeting Host (Host)

Rename

Enter a new screen name:

Jane Doe - Institution

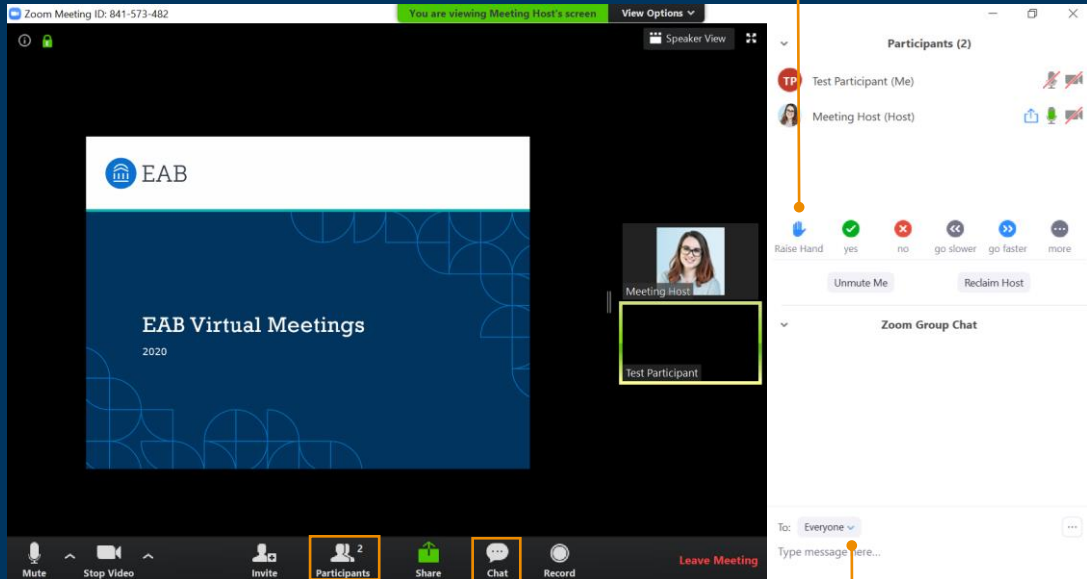
OK Cancel

Mute Stop Video Invite Participants Share Chat Record Leave Meeting

Open Participants menu

Chat and Nonverbal Feedback

Use icons to communicate answers and signals to presenter



Open Participants and Chat

Select whether you want to chat with everyone or a specific person

Helpful Hints

1

Always remember to **mute your mic** when you're not speaking. This prevents painful feedback.

2

Turn off nonessential software that may be using the Internet while you are in a Zoom meeting.

3

Be aware of your location's bandwidth. Too many devices connected to your Wi-Fi can slow Zoom. Consider disconnecting smartphones, tablets, etc. while in the Zoom meeting.

4

If your **Internet connection** becomes unstable, disable your webcam (stop video) and enable only when you need to speak.

5

If you are using the **Chat** feature and want to **send a private message** to another participant, double-click on his or her name in the **Participant list** and make sure you are not sending the message to "everyone."

Guiding Principles for EAB Virtual Sessions

1

Practice Patience

Web-learning is a new medium for many people, so we ask for your patience as we all adjust.

2

Engage

Your participation counts! Conversations are only as rich as we make them, so use our tools to share your thoughts and ideas.

3

Be Aware of Your Tech

Review the web interface to ensure you are comfortable using the tools. Let us know if you aren't. Email FBadal@eab.com.

4

Continue Conversations

Share what you've learned with each other, your colleagues, and your EAB partner team.

Zoom Webinar Features

The screenshot shows a Zoom Webinar interface. At the top left is the EAB logo, which consists of a blue circle containing a white building icon, followed by the text "EAB" in a dark blue serif font. Below the logo, the text "EAB Virtual Session" is displayed in a large, white serif font, with "Virtual Session" in a teal color. Underneath this, the year "2020" is partially visible. Three callout boxes with orange borders and lines pointing to the bottom toolbar provide instructions: "Use the Chat feature to send messages to anyone in the session" points to the Chat icon; "Click the hand icon to signal that you would like to speak" points to the Raise Hand icon; and "Use the Q&A feature to ask questions to (just) the host and panelists" points to the Q&A icon. The bottom toolbar is dark grey and contains the following elements from left to right: "Audio Settings" with an upward arrow, the Chat icon, the Raise Hand icon, the Q&A icon, and a red "Leave Meeting" button.

EAB

EAB
Virtual Session

2020

Use the Chat feature to send messages to anyone in the session

Click the hand icon to signal that you would like to speak

Use the Q&A feature to ask questions to (just) the host and panelists

Audio Settings ^

Chat

Raise Hand

Q&A

Leave Meeting

K-12 Not Immune to Free Speech Fracas

Is My School Next?

Independent Schools Face Free Speech Challenges



After Racist Video Surfaces,
Private School Students Protest
with Overnight Lock-In



Feds Warn Schools About
Bullying Over Coronavirus



Teachers Lose Jobs for Sharing
Anti-Israel Views with Students



Elite N.Y.C. Girls' Schools Have a
Racist Culture, Black Alumnae Say



Principal Addresses Anti-Semitic
and Racist Behavior at Catholic
Elementary School



Students Were Illegally Punished
for Black Lives Matter Posters,
ACLU Says



High School Students & Alumni
Are Using Social Media to
Expose Racism



Bullies attack Asian American
Teen at School, Accusing Him of
Having Coronavirus

A Time of Intense and Unprecedented Conflict

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Increased Tension in Community

COVID-19 Disruptions

- Donning protective masks becomes a signal of political affiliation
- Discord within communities over federal response to the pandemic
- Tensions over state and local restrictions on movement
- Varied response to social distancing guidelines among students, parents, faculty, and staff
- Some community members refuse to comply with public health recommendations

Protests Over Police Brutality

- Nationwide protests in response to the killing of George Floyd by the Minneapolis police
- Rioting and looting and sustained police brutality sparks outrage
- Teachers feel an ethical and moral obligation to respond to movement and make changes to the curricula
- Teacher's and parent's opposing views result in disagreement over how to address current events

Source: Andrew Matschiner, "[Commentary: Coverage of anti-lockdown protests in San Diego is ignoring one glaring fact](#)," *The San Diego Union Tribune*, May 13, 2020; Zack Beauchamp, "[The partisan culture war over masks](#)," *Vox News*, May 13, 2020; Peter Crimmins, Nina Feldman, Joe Hernandez, Zoë Read, and Layla A. Jones, "[Peaceful protests in several neighborhoods call for police accountability; Outlaw, Kenney decry Fishtown vigilantism](#)," *WHYY*, June 2, 2020; EAB interviews and analysis.

Defining Speech Values Is Uncharted Territory



17

Heads Question What Their Role Should Be

Speech in Independent Schools Presents Significant Challenges...



Children Need Guidelines

Regulation of speech for minors is necessary and educational



More Autonomy and Independence to Set Policies

In contrast to public schools, independent schools are not bound by the first amendment



Distinct Central Purpose

Creating a safe, welcoming environment is much more central to K-12 mission and purpose

...Leading to More Questions than Answers for Schools



What does **acceptable speech** look like at our school?



How do we **navigate a balance** between open discourse and inclusion across campus?



What reasonable guardrails will will **help students learn** to use their voice responsibly and respectfully?



How do we **reach consensus** about this in our community?

Higher Ed Ahead of K-12 on Freedom of Speech

18

We are committed to ensuring freedom of expression and dialogue, in a respectful and civil manner, on the spectrum of views held by our varied and diverse campus communities.

-UCLA

UTSA has a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom where

In a democratic society, the true test of our beliefs and values is how we respond to disagreement. Miami University of Ohio values free expression in all forms, including the

The freedom to debate and discuss ideas does not mean that individuals may say whatever they wish, wherever they wish, or however they wish.

-Brandeis University

Students must learn how to subject ideas to the crucible of rigorous discussion and debate, and have their own ideas confronted with the same rigorous examination.

-Christopher Newport University

the views of others, they do not obstruct or otherwise interfere with the freedom of others to express views or to reject.

-Denison

-Middle Tennessee State University



Report of the Committee on Freedom of Expression

It is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive.

Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The freedom to debate and discuss the merits of competing ideas does not, of course, mean that individuals may say whatever they wish...

Statement Addresses Critical Concerns



Statement Components

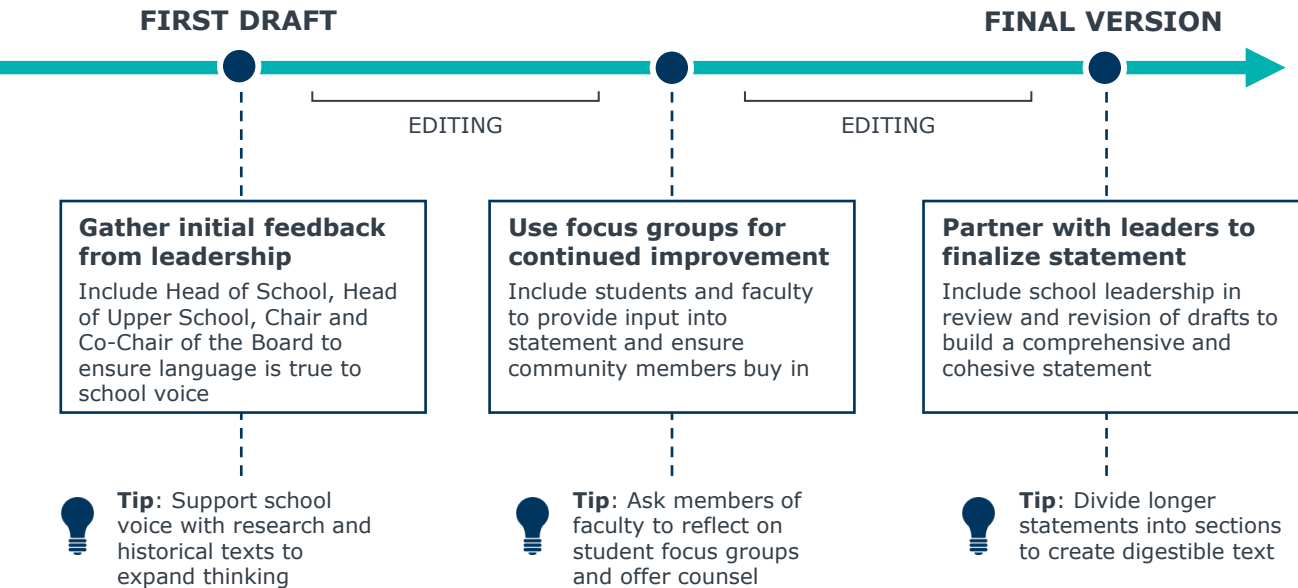
- Summary of Top Takeaways
- Freedom of Expression & Open Discourse
- Trust, Care, and Curiosity
- The Skills of Constructive Discourse
- Discourse & Belonging
- The School's Responsibilities Concerning Hateful Speech

"Try far harder to catch the other person's point of view and to draw it out, rather than repress it."

Frank S. Hackett
 Founder of Riverdale Country School



Statement Wasn't Built in a Day



Bring an Expression Statement to Your Campus



1. Clear Purpose

Riverdale is clear about the need to have a statement – why it matters and what it accomplishes.
Page 2



2. Mission-Centric

Reiterates throughout how open discourse furthers school mission, values, and purpose.
Page 2



3. Tangible

Defines specific skills for constructive discourse, to help turn theory to practice.
Pages 7-9



4. Hateful Speech

Outlines school's responsibilities related to hateful speech, distinguishing between speech that contributes to learning and speech that prevents, diminishes, or disrupts learning.
Pages 14-15



5. User Friendly

Statement is eye-catching and easily digestible, improving the likelihood that members of the community will pick it up and read it.



6. Shared Responsibility

Emphasizes that open discourse is a goal for which the community must work together to achieve, rather than something the school can guarantee on its own.
Page 5

Resources Make Vision Clear for All Stakeholders

Riverdale's Communication Strategy

Parents

- Statement booklet mailed to all families

Students

- All students gather at assembly to introduce statement
- All classes will discuss statement

Faculty

- Closely involved in the statement creation process
- **Teaching & Learning Guide** distributed to help teachers facilitate discussion in their classrooms
- Intended for high school; creating similar docs for middle and lower school will be future step

CONCLUSION

At Riverdale, we prize the right to speak freely as much as the ability to foster genuine conversation.

By virtue of the education they receive here, Riverdale graduates should be able to investigate and understand beliefs that they do not hold, to critique and construct their own points of view, and to participate humanely and constructively in dialogue with others.

We believe that the intellectual growth of our students is tightly linked to their growth as ethical human beings. We ask of them—and ourselves—more than rigorous argumentation and independent thinking. We ask that we care for one another and that we collaborate in the service of learning.

RIVERDALE
**STATEMENT
ON CAMPUS
DISCOURSE**

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Teaching & Learning Resources on Campus Discourse

Table of Contents

- Introduction
- Trust, Care, and Curiosity
- Listening
- Advocacy & Conflict
- The Role of Teachers
- Freedom of Expression
- What Is Hateful Speech?
- Negotiating Conflict & Controversy
- Standards for Reasoned Argument



Statement Should Tell a Story About the School

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Include Various Perspectives

- Bring together voices across disciplines
- Take advantage of experience throughout the school



Offer Clear Guidance and Directives

- Give community clear next steps
- Offer all stakeholders a set of expectations, responsibilities



Connect Policy to School Mission

- Keep school mission at the forefront of the statement
- Tie engagement with support for school values

Questions for the Experts

Please “raise your hand” and we’ll turn to you or type your question in the chat section to ask our guests questions.

Next Steps

Next Steps for Independent Schools

- ☐ Use [EAB's resource](#) to create a faculty expression policy
- ☐ Begin building a school-wide statement on campus discourse
- ☐ Attend the next collaborative session, **Address Racial Justice on Campus**, in July
- ☐ Reach out to your EAB partner team with questions and next steps



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January 2021

Independent School Executive Forum

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5. Each partner is responsible for any breach of its obligations as stated herein by any of its employees or agents.
6. If a partner is unwilling to abide by any of the foregoing obligations, then such partner shall promptly return this Report and all copies thereof to EAB.

Speech and Expression at Independent Schools

2020 Election Collaborative Part One