

From: [Stephen D. Cain, Acting President, Montgomery College](#)
Subject: MC Welcomes All, Condemns Violence and Incivility
Date: Thursday, November 01, 2018 2:49:27 PM



Memorandum

To: Montgomery College Community

From: Dr. Stephen D. Cain, Acting President
Dr. Monica Brown, Senior Vice President for Student Affairs
Dr. Sanjay Rai, Senior Vice President for Academic Affairs
Donna Schena, Interim Senior Vice President for Administrative and Fiscal Services
David Sears, Senior Vice President for Advancement and Community Engagemen

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In the wake of several tragic episodes in our nation over the last few weeks, including the Pittsburgh synagogue massacre, the grocery store shooting in Tennessee, and the mailings of pipe bombs to multiple elected officials and two former presidents, we at Montgomery College remain deeply committed to radical inclusion and to respectful, civil dialogue across difference. The College and its leadership condemn the use of violence, threats of violence, and hate conduct towards any persons. As we share in the grief for the victims of these attacks, we echo the sentiments that so many have expressed privately in recent days: that discrimination on the basis of race, ethnicity, gender, sexuality, religious tradition, or political affiliation have no place in our community. Such affronts are unacceptable in civil society and in our learning environments. We remain committed to protecting the dignity of all people within our learning spaces, and building opportunities for compassion and productive dialogues in our local communities. Several initiatives are already in progress including the “40 days of kindness” movement, led by the Germantown Campus, our ethics training program, our discussions of the value of civility, as well as the Frank Islam Athenaeum Speakers Series, and the Presidential Dialogue Series.

We recognize that some in our midst may be experiencing increased anxiety due to the targeting of identity groups with violence or threats of violence, as well as potential changes in legal protections for other groups. The recent episodes have been particularly upsetting for their occurrence in traditionally safe spaces—places of worship, homes, and retail locations. We encourage students who may be experiencing grief, anxiety, or confusion, to [reach out to counselors](#) on each campus. The [Faculty Staff Assistance Program](#) is available to any employee who may feel similarly effected by recent events. Additionally, resources for [LGBTQ](#) persons are available on our campuses.

We are saddened that divisive rhetoric has continued to create a culture in which intimidation, harassment, and hate crimes have become a regular part of our national psyche, and we encourage people to search out ways to engage with civility and respect. Our College will continue to be a place for the healthy exploration of ideas around difference, and civil engagement around solutions to our shared challenges. We are proud that our faculty and staff are firmly dedicated to creating robust learning and working environments where all persons feel safe voicing their perspectives and where intellectual rigor is the basis for engaging across difference. We applaud these efforts, which are deeply rooted in our commitment to radical inclusion, and will continue to nurture important civic activity at the College.

Like you, we are gratified to serve at Montgomery College where we help all persons experience the dignity of belonging.