



# COLLEGE OF EDUCATION TOWN HALL

March 27, 2025

**ALOHA and Welcome**

# FEDERAL EXECUTIVE ORDERS



- UHM Federal Policy Updates and Resources
  - <https://www.hawaii.edu/federal-updates/>
  - The impact of executive orders as of today
- President Hensel and Provost Bruno messages
- DEIA and colleges
  - <https://race.usc.edu/wp-content/uploads/2024/03/Harper-and-Associates-DEI-Truths-Report.pdf>
- US Department of Education
  - <https://www.ed.gov/about/news/press-release/us-department-of-education-launches-end-dei-portal>

# What is Title VI? Federal Law

*Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d)*

- No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

# *Education Department's Office for Civil Rights---DEI programs*

- DEI doesn't automatically make a program in violation of civil rights law
- Programs focused on particular cultures and regions not illegal as long as they are open to all students
- Activities such as Black History Month or International Holocaust Remembrance Day are ok so long as they don't engage in racial exclusion or discrimination

Brown S. New Ed Dept guidance on race and DEI tell colleges which programs it might consider illegal. The Chronicle of Higher Education. March 2, 2025

# Inclusion

- Cannot discourage “members of all races from attending”
- Graduation ceremonies, housing, scholarships, and student-support programs that operate based on identity likely to run afoul of Trump’s administration’s interpretation of Title VI
- Schools may not operate policies or programs under any name that treats students differently based on race, engage in racial stereotyping (e.g., white privilege), or create hostile environments for students of particular races
- Cannot use a student’s race as a stereotype or negative
- Race cannot be used to determine how limited education resources—including scholarships and administrative support—are distributed

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# What's protected?

- For now, classroom teaching/content not targeted
- Cannot restrict First Amendment rights, like free speech. You can be critical!

# Reactions

- How does all of this affect the College, Faculty, Staff, and Students?
- Many universities, schools, colleges are “scrubbing” websites
- Banned words (e.g., gender transgender, pregnant person, LGBT, transexual, non-binary, historically, multicultural, socioeconomic...)
- Scrub, reword/rename, do nothing at all?
- DEI statements—shelve for now? Reword for compliance? Keep?
- Are there risks to students, staff, faculty, communities, school, university

# College of Education Values

- Have been and always will be inclusive
- Being a Native Hawaiian Place of Learning remains a priority
- Climate change and population health remain a priority
- Social justice, human rights, and equity remain a priority
- Community engagement remains a priority
- Must be role models for our students
- We continue to have kuleana to ourselves, each other, our students, and the communities we serve

# Tensions



Scrub and hide

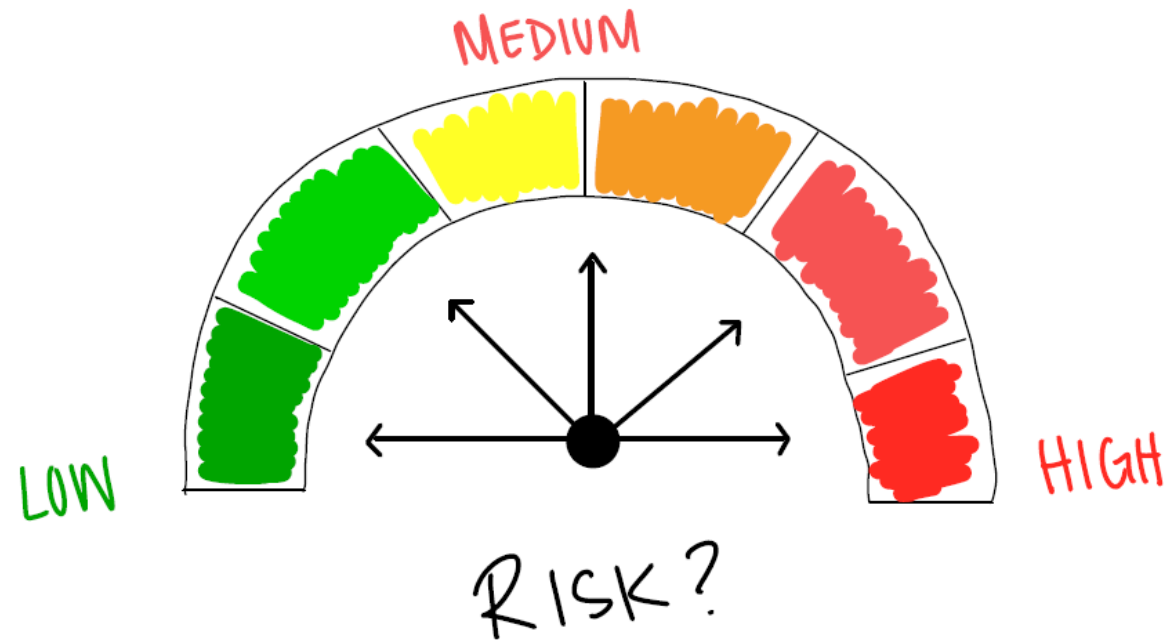
Stand and fight

Institutional

Individual

Pivot/rebrand

Hold the line



Questions?