

## **EDI Committee's Statement and Recommendation for Faculty Members Teaching Sensitive Materials**

CUFA recognizes that, in order to teach or research the history and persistence of racism, sexism, and other forms of discrimination, as defined by Concordia's Code of Rights and Responsibilities (and the Quebec Charter of Human Rights and Freedoms), CUFA members may assign and/or discuss materials that contain hate speech.

In whatever form members want to articulate in advance that their course will address sensitive materials (through verbal introductions to courses, through inclusions on the syllabus, through guidelines to approaching said materials, or through any other methods our members find useful for teaching courses that include sensitive texts, ideas, media), CUFA recommends that hate speech should not be pronounced aloud, even if it appears in the works under discussion.

Members might consider, when teaching sensitive materials, the inclusion of the following statement, or a version of it, that speaks to their specific materials:

***This class will be free of hate speech and any other discriminatory practices. Even if derogatory terms appear in the course materials, all participants in the classroom shall endeavour not to say them aloud.***

For specific consultations, members are encouraged to contact the following Concordia resources: the Equity Office, Black Perspectives Office, Office of Indigenous Directions, and Sexual Assault Resource Centre: <https://www.concordia.ca/ctl/teaching/inclusive-learning.html>