

# Inclusive Freedom

## 10 Essential Concepts

### 1 Inclusive Freedom

A framework for speech on campus that places equal importance on the right for **all voices to be equally included** and the right for **all ideas to be expressed**. Considers inclusion and freedom of speech to be mutually reinforcing, not binary opposites.

### 2 Academic Freedom

The right to pursue, teach, and debate knowledge without fear of censorship or suppression. Protects people who research and teach on controversial and sensitive topics that may encounter a great deal of resistance from the public, the academy, or students/parents.

### 3 Dignitary Safety

The sense that your value and belonging within the community will not be compromised by what you represent or say. The confidence that people who assault your dignity will be held accountable for this harm.

### 4 Intellectual Safety

Being allowed to remain attached to your beliefs without ever questioning those beliefs, listening to challenges, or considering opposing viewpoints. The retreat into the comfort of the "echo chamber."

### 5 Dignitary Harm

A legally recognized form of harm in which a person or group's standing as full and equal members of the community is undermined by acts of humiliation and shaming, attacks on reputation, or insults to identity.

### 6 Epistemic Injustice

A term from Miranda Fricker that describes the injustice of a person or group's knowledge and perspective being invalidated on the basis of their identity. (*Epistemic* = relating to knowledge or its validation.)

### 7 Speech Codes

Rules and regulations against particular kinds of speech on campus that are allowable under the strict legal definition of free speech, but are considered discriminatory, hateful, and potentially harmful.

### 8 Intellectual Honesty

A limit to academic freedom that requires researchers, teachers, and students to uphold a standard of integrity in the pursuit, instruction, and debate of knowledge. Prohibits lying, plagiarism, data manipulation, etc.

### 9 Civility Regime

An (ineffective) attempt to simultaneously allow for free speech and prevent conflict by enforcing a code of decorum during dialogue that prioritizes order, rationality, and politeness over complexity, emotions, and truth-telling. Those with the highest personal stakes in an issue are often excluded from the conversation for being "uncivil." Meanwhile, discriminatory statements go unchallenged as long as they're expressed in a "civil" way.

### 10 Access

The conditions that allow people to enter into, benefit from, and fully participate in an educational environment. 3 basic levels of access: 1) **Formal access**: the official allowance that a certain person or group may (apply to) attend a school. 2) **Admittance**: the judgment that a student has the proper credentials to attend a school. 3) **Belonging**: the student's sense that they are truly accepted, valued, and supported once on campus.