

3 February 2020

(b) (6) Privacy

Kennesaw, GA 30144 (b) (6) Privacy

Administrator Andrew R. Wheeler
U.S. Environmental Protection Agency
Ariel Rios Building
1200 Pennsylvania Ave., NW
Washington, DC 20460



Dear Sir,

Under Title VI of the Civil Rights Act of 1964, I wish to file an administrative complaint with the U.S. Environmental Protection Agency that provides federal funds to Kennesaw State University.

I am filing this complaint on behalf of my minor son who is a student at Kennesaw State University, and who experienced intentional discrimination based upon race and color at the hands of a lecturer employed by Kennesaw State University.

Although I have petitioned the president of Kennesaw State University to correct the violation of the Civil Rights Act of 1964, the university has declined to do so, and the offender is still employed by Kennesaw State University and actively teaching classes. My correspondence with the university is enclosed for your consideration.

I have also informed the Chancellor of the University System of Georgia, as well as the Governor of Georgia, neither of whom have responded to my complaint. Thank you for safeguarding the civil rights of all Americans. Your attention to this matter is greatly appreciated.

Sincerely,

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1 Enclosure

1 January 2020

(b) (6) Privacy

Kennesaw, Georgia 30144

Pamela S. Whitten, PhD
President, Kennesaw State University
1000 Chastain Road
Kennesaw, GA 30144



Dear Doctor Whitten,

I am writing to alert you to a grave injustice and violation of Kennesaw State University's Non-Discrimination Statement which states:

Kennesaw State University (KSU) is committed to maintaining a fair and respectful environment for living, work and study. To that end, and **in accordance with federal and state law**, Board of Regents policy, and University policy, the University prohibits harassment of or **discrimination against any person because of race, color**, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran status **by any member of the KSU Community** on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for members of the KSU community. Incidents of harassment and discrimination will be met with **appropriate disciplinary action, up to and including dismissal, expulsion, or termination from KSU**. Every member of the KSU community is expected to uphold this policy as a matter of mutual respect and fundamental fairness in human relations. **All members of the faculty, staff**, and student body are expected to ensure that nondiscriminatory practices are followed at the University.

Attached is a manifesto issued by my son's lecturer Virginia Wood for a psychology course PSYCH 1101. I demand an apology, in writing, from the Dean of Students and the chair of the Department of Psychological Science.

In addition, I would like assurance that this lecturer has been dismissed and barred from teaching classes within the University System of Georgia. Anyone who has taught a course in, "Black Psychology" is obviously pushing an extreme agenda and not seriously interested in true knowledge and education, but rather indoctrination, no doubt similar to her own. I can only imagine the nonsense that spilled from her mouth throughout the semester.

I have three daughters and two sons. My oldest daughter was the Coles School of Business student of the year in 2019. My next oldest daughter earned her BS in chemistry at KSU on the Zell Miller and other scholarships and is currently studying nursing in KSU's Accelerated Nursing Program. My youngest daughter is studying information systems at KSU on Hope and other scholarships. My older son is studying computer engineering at KSU on the Zell Miller and other scholarships. My youngest son is a high school senior and plans to study engineering at KSU. He has the Zell Miller and other scholarships and; thanks to the dual enrollment program, he will have more than fifty college credits by the time he graduates from high school.

My youngest son achieved a grade of 'A' in the course taught by Virginia Wood, and I have delayed my correspondence to you on this matter in the interest of his grade point average, knowing the types of reprisals that are common among those that are driving this extreme agenda. I would like to point out that I am a "White Person", as identified by Virginia Wood. For my entire military and civilian careers, I have been pushed to the back of the line for opportunities and promotions in favor of "Persons of Color", as identified by Virginia Wood. You might be interested to know that four of my five children are "Persons of Color", as identified by Virginia Wood, and were adopted into my family. Throughout their young lives, I taught them that skin color is no determination of character; and that all people deserve to be treated as individuals, whose value is established by the God in whose image they were created. I have encouraged them to judge individuals by their merit and not by some favored race or other accident of birth. To do otherwise is simply the soft racism of low expectation.

I await the aforementioned written apologies and a list of the remedial actions you have taken.

Sincerely,

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CF: The Honorable Brian Kemp, Governor, State of Georgia
Dr. Steve Wrigley, Chancellor, University System of Georgia

The following was posted for students of PSYCH 1101 on the D2L platform by Virginia Wood in August 2019:

To keep our classroom the kind of space where we can discuss the material equally and freely, we will, as a group, be setting some ground rules for discussion during our first week together. Over and above whatever guidelines we decide upon, however, I would like to ask you all to think carefully before you speak this semester. Ask yourself: Is what I am about to say true (correct, factual)? Is it compassionate? Is it gentle? Is it beneficial (does it advance the convo)? And if it's not, please consider not saying it and instead focus on being fully present in your listening. Please recognize that when a student who is a member of a minority speaks up about gender, sexuality, race, disability, or any similar issue, they are coming from a painful history of discrimination and abuse. Consider your response extra carefully—in fact, consider just listening and saying "thank you." Appreciate their vulnerability and their generosity, but realize they owe you nothing if you are not a member of that group and do not expect them to go further if they don't want to.

In general, it is my policy to issue trigger warnings about specific content in the text and/or anything that might be on the horizon in terms of classroom lectures, exercises, or demonstrations. However, I can't always predict the direction discussions or Q&A might take. So in the event that something comes up that you do find triggering, I want you to do what you need to do to take care of yourself. You are welcome to leave class if you need to. Come back when you're ready. You are also welcome to contact me afterwards if that would be helpful to you.

Because I teach Black psychology alongside the "standard" Eurocentric version, and because it is impossible anyway to discuss anything in this country without reference to race, I cannot, practically speaking, issue trigger warnings every time it is going to come up. And yet race in America is probably one of the most difficult conversations any of us can ever have. I do not want these conversations to be re-traumatizing for people of color (henceforth "PoC") and so there are two principles that I want us to try to go by here:

1. We should make every effort to state our intentions going into the discussion so that PoC can decide whether this is a conversation they wish to enter into—or not. No student of color should ever feel pressured to engage but should be always welcomed to by the rest of us and listened to respectfully (by which I mean, among other things, discounting the lived experience of PoC will not be allowed). PoC are invited to, as described above, do whatever you need to do to take care of yourselves: Absent yourselves that day if you wish, take a break during the class, whatever it takes. These conversations may generate thoughts and feelings in you that you would rather share anonymously: I encourage you to do so in the Suggestion Box or in the relevant discussion thread on D2L. Most discussion folders are not set to accept anonymous posts or comments but should we get into sensitive areas I will re-set them to do so. If I forget, leave me a note in the Suggestion Box, which is specifically intended to receive anonymous posts and comments (so you won't have to blow your cover).
2. White people, including me, are expected to exert extra care not to make the conversation about us (e.g., tone-policing) and rather than become defensive (e.g., arguing whether

something is even a racial issue to begin with*) to stop, take a breath, and carefully and unemotionally consider what is it about the conversation that is making us uncomfortable. From experience I can say that it is highly likely to be happening because we are approaching our 'growing edge': If we can take a step back and really listen to what our fellow discussants are trying to communicate rather than, for example, responding by "whitesplaining", it could be a huge chance to learn and grow. In no case is there to be any retaliation ever against a student of color for pointing out racism.

*For purposes of discussion, first, the issue is racial if whatever it is we are talking about or doing negatively affects PoC disproportionately and, second, it is racial if a PoC says it is. This is a useful rule because we as white people are raised up in a racist society *not* to see racism as racism. It's one of the ways that the system perpetuates itself. Therefore, whites cannot have the last word on whether a thing is or is not racist. PoC, who live with racism every day, are by contrast highly attuned to it and therefore better able to identify it when it occurs.

