

“You can't wait until you're sure of everything before you try to change the world, because that moment will never arrive. Act according to your convictions, even as you allow for the possibility that those convictions will change.”

-Aongus Burke, 1998 *Disorientation*



““Would you tell me, please, which way I ought to go from here?””

““That depends a good deal on where you want to get to.””

**-Lewis Carroll,
*Alice's Adventure in Wonderland***

Welcome to Disorientation

Hello Reader! Disorientation is a tradition of solidarity and journalism dating back to the 1970s. Entirely created by students, this zine is meant to be as realistically-perspectived as we can humbly offer. In these pages, we will share some of our life at Wesleyan. Please consider this handbook a critical viewpoint that provides information not supplied by Orientation (or the University as a whole), but rather by your fellow peers - the people that make this campus what it is. Disorientation is an invitation to join us; documenting experiences, feelings, and opinions of Wesleyan students just like you.

College (and life in general) can be hard, and sometimes the administration here really doesn't help. Regulations and resources can be confusing and hard to navigate. With a lack of concrete action, the University and its administration has abdicated their responsibility to us. What you find in this zine may bring up feelings from excitement to frustration. As much as you can, feel these feelings and let them galvanize you; take a look at the timeline and remember that all the coolest things at Wes have happened from people coming together.

The inherent nature of a college community means that the collective memory of the student body is rarely maintained for longer than four years. As such, Disorientation is an attempt to mitigate that mass memory loss and bridge the gap in student knowledge. You are Wesleyan, just as you are. Just as the students before you. The antidote to memory loss is caring. It is asking vulnerable questions and giving vulnerable answers. We aren't here writing about Wesleyan and our experiences because we hate it here; quite the opposite. We are writing for you because we love you, because we love Wes. When navigating systems of power, both inside and outside this university, one of the most radical things you can do is build community. We hope to act as an archive for future students, a community for current students, and a resource for all. Created entirely by students, we aim to empower a radical culture of care and provide a clear-eyed take about this place we call home for four years.

So go be a little lost, start a protest, join eight clubs, totally change what you thought you wanted, kiss someone your parents might not approve of, or anything else. I'm not your parent. Thank you for being you, and remember to tell your friends you love them.

Go Wes!

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Agitate! Educate! Organize! Solidarity forever!

DISCLAIMER: This is not an official publication. Opinions expressed herein by no means necessarily reflect those of any groups or individuals besides the authors. As students, we lack omniscience and perfect institutional memory. The following publication is not all-encompassing, nor can it be. The Disorientation staff apologizes for any omissions, incomplete coverage, or oversights on important issues.

A Brief Look at Wesleyan-Middletown Relations

By: Anna Tjeltveit '24 (reprinted from *Disorientation* '22)

Wesleyan's position near the North End, a low-income area in Middletown, and Traverse Square, a subsidized housing project, makes it a place where wealth inequalities are very pronounced. Whereas 1 in 5 Wesleyan students come from the top 1% income bracket, 40% of Middletown residents earn less than the cost of living in Connecticut. As such, one of the most important ways which Wesleyan and its students can engage in Middletown is by redistributing this wealth.

Theoretically wealthy institutions should support their communities through taxes, but Wesleyan does not pay taxes to Middletown. As a nonprofit organization, it is expected to make "Payments in Lieu of Taxes" (PILOT), but for the last few years it has been underpaying Middletown by several million dollars. Considering the wealth disparities mentioned above and the University's 1.6 billion dollar endowment, this lack of support reflects a purely instrumental view of Middletown as a resource to be exploited. Even University-led community service efforts serve primarily as opportunities for resume building and remain mostly uninterested in a deep understanding of the community. In order to better understand Wesleyan's relationship to Middletown, here are some of the most important examples of the University's extractive behavior:

Traverse Square and Junior Village

Junior Village, the apartment complex near Red and Black, sits next to Traverse Square, a low-income housing project. Both were constructed in the 1950s, and Hi and Lorise were conceived as graduate housing, with a playground where children of graduate students and local families could play together. Eventually, the apartments were converted to undergraduate housing and the playground torn down. Today, there are recurring tensions between Wesleyan students and residents of Traverse Square, with students calling the police on the Black and Latinx children who play near Wesleyan apartments. Connections between Wesleyan admin and Traverse Square have remained minimal, and as of 2019 Traverse Square residents reported having no contact with Wesleyan administrators.



Green Street Art Center

Wesleyan created the Green Street Art Center in 2005 as a place where students could volunteer and support after-school programs for Middletown students. The program was wildly successful and engaged low-income students from the North End in extracurricular opportunities which were otherwise not available to them. However, in 2018, Roth abruptly announced the closure of the Center because it had failed to turn a profit for Wesleyan, devastating community members and removing an invaluable resource for families in the North End.

Beman Triangle

The Beman Triangle, once located at Knowles Avenue, Cross Street, and Vine Street near Neon Deli, was one of the first free Black neighborhoods in the United States at the turn of the 19th century and an important stop on the Underground Railroad. Its rich history ended at the beginning of the 20th century, when an influx of white working class people combined with an expansion of Wesleyan's campus forced the community's AME Zion church to relocate and scattered the neighborhood's residents. Today, nearly all of the formerly Black-owned houses are owned by the University.

Urban Renewal and Sprawl

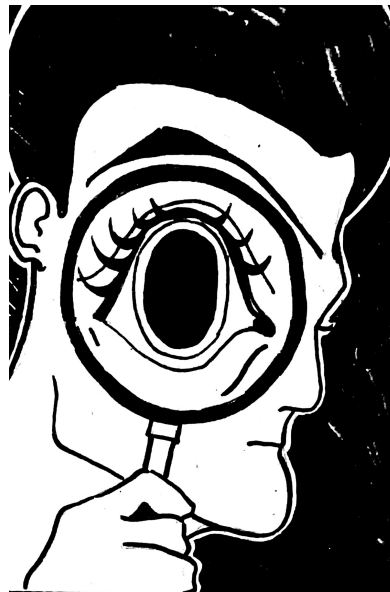
Wielding an outsized influence in local politics, Wesleyan has helped reshape Middletown to be a more appealing city to students and their families, resulting in attractive restaurants and sights but limited functionality for low-income residents. In the past, the University has recommended limiting social services on Main Street and removing subsidized housing from downtown, pushing unhoused people into shelters in the south of Middletown, cut off from resources and walkable areas. Additionally, Wesleyan has sprawled beyond its campus boundaries in recent years. During the pandemic, Wesleyan rented out the Middletown Inn, initially as a quarantine facility for COVID-infected students but later as a dorm when they admitted 400 students too many in the class of 2025. This in combination with a new Office of Advancement, located on Main Street, reflects a growing view of Main Street as an extension of Wesleyan's campus, which may result in further expansion in the coming years.

So what do we do?

In Fall 2020, the Wesleyan Democratic Socialists began a campaign for a Community Fund to benefit Middletown. Inspired by Yale's Community Fund for New Haven, we asked the University to redistribute a portion of its yearly budget (1/10th of 1%, about \$200,000) to support Middletown community organizations. This money would have been a drop in the bucket for Wesleyan, but would have made a huge difference in the available money for community groups in Middletown. Ultimately, WesDS moved away from the community fund idea, because we realized that selecting which nonprofit organizations to support would ultimately give Wesleyan greater power over Middletown. Now, we're trying to make those connections in a more sustainable way, building more radical connections with our neighbors outside of University-led efforts.

However, this effort does not have to be limited to those within activist circles. Wesleyan does not and will not view itself as fully incorporated with Middletown. But as a student, you still have the power to incorporate yourself. So go into Middletown! Talk to your neighbors! Check out First Fridays, a monthly cultural opportunity downtown.

Join the Middletown DSA or the Middletown Racial Justice Coalition. Check out the Free Center in the North End. Go to city council meetings, if that's your jam. Try to form your own connections with Middletown, without limiting yourself to Wesleyan-facilitated efforts. You'll be amazed by how things change when you stop thinking that you are a student at Wesleyan who happens to live in Middletown, and start recognizing that for the next four years, you are a resident of Middletown who happens to attend Wesleyan University.



Wesleyan Activism Timeline

Edited by: Lena Weiman '25 and Sam DosSantos '25

(1832)

Charles B Rey

Rey was the first Black student admitted to Wesleyan. Due to intense harassment and prejudice from white students, he was forced to withdraw 6 weeks into the semester.

(1871-1912)

The Wesleyan Experiment

Wes admitted a small group of women, who graduated with honors despite harassment from their male colleagues. The "experiment" was shut down in 1912.

(Oct. 1968)

12 Black Students Burn The Yearbook

on the steps of North College. Members of the Afro-American society protested its lack of representation of the black student body, aggravating the white status-quo.

(Feb. 1969)

The Fisk Hall Takeover

Dozens of black students, faculty, staff, and Middletown residents occupied Fisk to increase the administration's support for people of color, resulting in the creation of Malcolm X house.

(1970)

Wesleyan Enrolls Women (Again)

By 1974, 100 women were enrolled and active in student culture, overcoming sexist harassment and abuse to finish their studies.

(May 1970)

The Student Strike

Wes students organized and protested the Vietnam war and Black Panther trial for a month. This was an inaugural moment for women and Black students' leadership on campus.

(1987-1990)

Apartheid Protests

including students building a mock South African shantytown outside Olin, occupying the president's office with 100 students for 15 days, carrying coffins at graduation, and firebombing the president's office.

(1993-2003)

Iraq Protests

Protests against US policies towards Iraq and, later, the Iraq War. In 2003, students were arrested while attempting to shut down federal buildings in Hartford.

(2002)

Chalking Ban

Chalking sidewalks was banned on campus and all chalk was erased from campus sidewalks overnight making it more difficult for students to protest for the next 20 years. The ban is still active today.

(2004)

Gender-Neutral Housing

Dean Patton eliminates first year gender-neutral housing. The student referendum on the policy brought in the largest turnout in WSA history, with 92% voting in favor of reinstating gender-neutral housing.

(2010-2014)

Fraternity Controversies

After several sexual assault incidents, a petition gathered 500+ signatures demanding the coeducation of the three all-male frats. Wesleyan dissolved the all-male DKE, who refused to accept women and sued the University.

(2012)

Need-Blind Controversy

President Michael Roth and the Board decided to abandon 100% need-blind admissions for the Class of 2017, choosing instead to adopt a “need-aware” approach.

(2015-2016)

Wes Needs CAPS

Protest to hire two additional counselors at CAPS (Counseling and Psychological Services) due to overly long wait times and insufficient mental health support on campus.

(2015)

IsThisWhy Campaign

Students of color published a list of demands for the administration to fight racial inequality on campus and demand institutional change.

(2018-2019)

Five More Workers

Wesleyan students from USLAC and other groups protested the firing of several custodial workers on campus and the increased demands on the remaining custodial staff.

(2018-2019)

Ban the Box Campaign

SEMI (Students for Ending Mass Incarceration) organized a campaign to “ban the box” on college applications which asks about prospective students’ criminal history.

(Fall 2019)

Hong Kong Protests and China Campus

Students protested in solidarity with protesters in Hong Kong. Following the announcement of a possible Wesleyan campus in China, leading the University to cancel its plans.

(Fall 2019)

Climate Walkout

Students and staff walked out of class in a Fridays for Future march for climate justice. They participated in a “die-in” in front of North College to push for the University to divest from fossil fuels.

(2020)

FGLI GoFundMe

A group of FGLI students working in conjunction with the Resource Center created a GoFundMe to distribute money to low-income students needing assistance

(Summer 2020)

Instagram Campaigns

@blackatwesleyan_u highlighted the experiences of Black students on campus.
@wesleyansurvivors allowed survivors of sexual assault to share their experiences.

(2020-2022)

Middletown Mutual Aid Collective and Community Fund

Wesleyan students fundraised for a Middletown-based mutual aid group organizing direct cash assistance and a community fridge. Unfortunately, as of Fall 2023 the MMAC is no longer active.

(Spring 2021)

Reform ResLife

ResLife refused a student petition for off-campus housing and insisted that homelessness is not a valid reason to request off-campus housing. Three months later the students requested that more students live off-campus to relieve crowding.

(Fall 2021)

#KeepKloverFree

Klover, a Middletown resident and queer Black woman, was arrested for protesting during the George Floyd protests. Wesleyan students raised money for her legal bills and, upon her arrest in Middletown, gathered at the police station and court to support her.

(Spring 2022)

WesUSE

Residential Life workers successfully unionized, becoming the first voluntarily recognized undergraduate student union in the country. They successfully ratified their contract in the fall of 2022.

(Spring 2023)

WesDWU

The Bon Appetit workers won voluntary recognition, while the Swings and RBC workers were met with strong resistance from their employers. They recently won their union after a successful card check.

(Spring 2023)

WesDS Secures Reproductive Health Coverage

Wesleyan Democratic Socialists successfully petitioned the school to cover all abortion and emergency contraceptive costs for all students, regardless of insurance plan.

(Spring 2023)

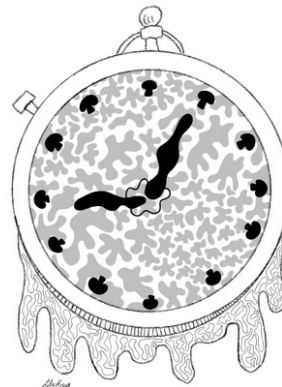
Dr. Rebecca Hall Mistreatment

A queer black scholar was invited by the FGSS dept. to give a talk. At an open bar reception that followed, white alumni who sponsored the event made racist and homophobic comments to her and grabbed her hair.

(Spring 2023)

Chalking Returns

Campus-wide chalking re-emerges on campus during WesFest and again during Spring Fling. Messages chalked ranged from critiques of the post-COVID Wesleyan to inequitable treatment and financing within the institution.



Looking to the Future:

Wesleyan's activist culture has experienced major changes over the past decade. The COVID pandemic caused a shift to online activism, as well as closing the University Organizing Center (UOC), leaving people temporarily without a physical space in which to gather. Even before the pandemic, however, declining University resources and funding to support Wesleyan activism led to the decline of many student groups. Hermes and The Ankh, two radical student publications, died out in Fall 2019. Groups such as Students for Ending Mass Incarceration and WesDivest fizzled and died out around the same time. However, new groups such as the Wesleyan Democratic Socialists and the Sunrise climate action group were formed around the same time, and groups such as Students for Justice in Palestine have been revitalized.

Being a college student is a fight against fading collective memory and it often involves fighting for the same causes as many generations of students before. However, by getting involved in activism and informing yourself about the history of activism at Wesleyan, you can build a solid foundation for the rest of your time here and benefit incoming students for years to come.

For the full timeline, scan the QR code below:



What the Hell is the Douglas Cannon?

By: AJ Minzer '25

The Douglas Cannon was used annually to celebrate the life (and later, legacy) of President George Washington on his birthday, February 22nd. Following the Civil War, the civility and patriotic grandeur of these displays evolved into something considerably more mischievous; the cannon scrap—a lawless brawl between underclassmen aiming to steal, possess, and fire the cannon before the other class. With little oversight or regulation, the cannon scrap would grow increasingly intricate until its retirement in 1916. During an annual scrap, Doug would be drowned in the Connecticut River, and during another year the Middletown Fire Department would open its hoses on the student body. During this era (c. 1840-1916) the foundations for the modern Douglas Cannon tradition would emerge.

The Douglas Cannon, also known as “Doug,” frequently misspelled as Douglass was gifted to the school by the W. & B. Douglas Company in 1867. Conjecture within the eco-chamber of self-stylized Wesleyan historians have dated use of Doug, or a similar model of cannon, as far back as c. 1840, with some even suggesting that the Douglas Cannon itself was a revolutionary-era cannon buried under the campus.

For years, Doug rested between South College and Memorial Chapel (yes the pedestal is still there). In 1957—Coinciding with the growth of student activism that the Wesleyan administration has now recast as a focal selling point for the university—a group of undergraduate students, wielding a handsaw, freed and whisked away the Douglas Cannon. As aptly put by my co-writer in *The Argus* “Some call it the thrill of the chase; 20th century Wesleyan students called it the thrill of the steal-and-return and steal-again and so on and so forth.”

During this era, student groups including the Doug Addicts, and the Cannon stewarded Doug through its mythical exploits. These groups were secretive and highly esoteric, much like the famed Wesleyan secret societies, so little is known about the specifics of these groups. Nonetheless, during this era, Doug traveled to the White House, to the hands of USSR dignitaries, and is famed for its rumored travels abroad to Venezuela, Russia, and Paris.

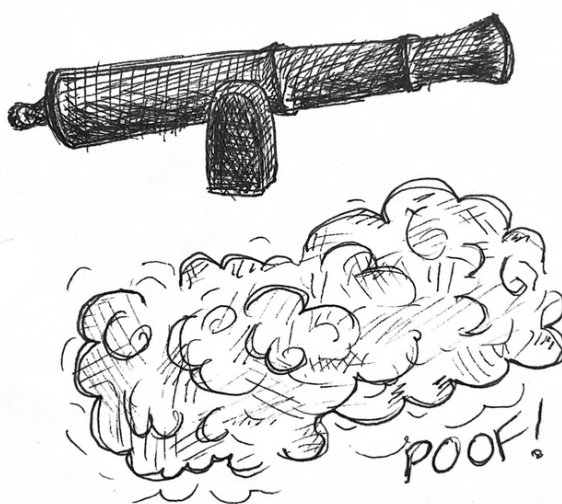
The above era of the Douglass cannon fundamentally altered the community attitude towards the tradition. Wesleyan administrators actively partook in Doug's travels, both as undergraduates and later as alumni and employees of the university.

Wesleyan Presidents would co-opt the cannon as a symbol for the spirit of Wesleyan. In many ways, this was a smart strategic move. During the '60s - '80s, the peak of Douglas Cannon activities, the permeating zeal of student activism was imbued in the cannon, it became a symbol of protest and of anti-authoritarianism. Here emerges the modern struggle, a sort-of semantic battle over the legacy of Doug.

Although Wesleyan reported on nearly a dozen cannon sightings between 2007 and 2018, there are huge inconsistencies between student reports and the well-documented modern history of the administration's use of Doug (see: Roth's 2007 inauguration, the class of 1962's 55th year reunion).

Since 2018 the cannon has remained elusive, totally unheard from. This has led many, including myself, to speculate that for the last several years (in my view- a decade if not more) the administration has quietly been stewarding Doug. Removing the cannon from student hands and from community conscience does great damage to the likelihood that this tradition survives to see Wesleyan's bicentennial.

Ultimately, there has always been "a Wesleyan cultural and moral tide—to resist administrative buttoned-up control. Without this institutional knowledge, students cannot participate in the tradition realistically."

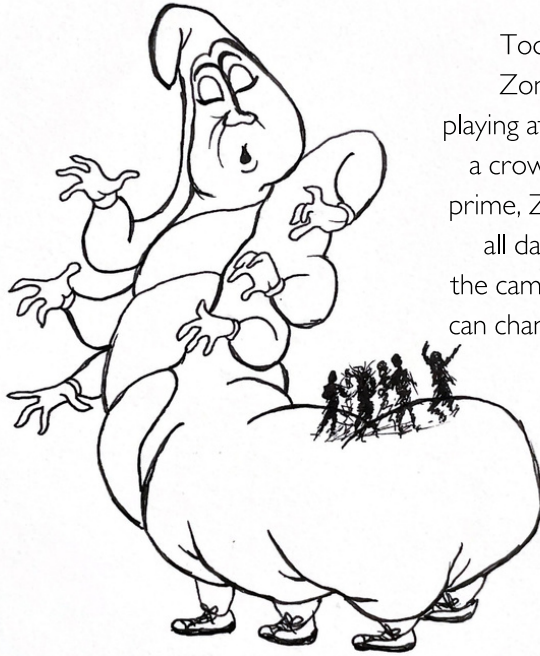


Zonker Harris

By: Isaiah Fraley '25

Zonker Harris is a huge and storied tradition at Wes! Each spring, so many of the student musical groups perform in a full day long show in the WestCo courtyard.

All of the famous groups who have come out of Wesleyan have a history of playing at Zonker.



Today though, especially after COVID, Zonker is not what it used to be. When playing at Zonker, one can expect to play for a crowd of around 20-30 people, but in its prime, Zonker Harris was a party that lasted all day long and was attended by most of the campus. Hopefully we as a student body can change that and bring back the festivities of the old Zonker!!

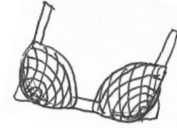
Terp

By: Sarah Kerr '23 and Tenley Abbott '23

Terpsichore Dance is an iconic Wes tradition that had died during the pandemic but was brought back this past semester (Spring 2023). It's an opportunity for anyone with any level of dance experience to participate in a fun, encouraging, and collaborative environment. The dances can be anything ranging between silly, sexy, and serious but are all meant to be inclusive and fun. Anyone can choreograph and anyone can dance! In the past, this event has sold out Crowell and everyone looked forward to this once-a-semester show to watch their friends have fun! We are hoping that Terp will happen every semester for years to come and encourage you all to participate in a show!!



Naked and Unafraid



By: Anonymous '24

When I was looking around at colleges as a bright-eyed and bushy-tailed senior in high school, there was one thing in particular that stuck out to me about Wesleyan: it was not the guy that yelled out to my tour group that we should “fuck off”, not the alarmingly low diversity of the school administration, not even the president’s 3 million dollar salary. It was the call of exhibitionism. Nude modeling for art classes, a burlesque show with less and less clothing as the night progresses, skinny dipping at Miller’s Pond, the annual performance of the Rocky Horror Picture Show, I had heard it all by the end of my freshman year. Someone even told me that there were supposed to be nude parties hosted at WesCo, where you were allowed to tie a sweater around your waist if and only if you popped a boner.

All these risque activities sounded so enticing, but I wasn’t willing to have my body be the center of attention for an art class, my ex joined the burlesque show the year I wanted to try out, and my friends were never in the mood for an ice-cold dip in Miller’s. For Rocky Horror I have no excuse other than swearing off theater after high school. But on the tail end of my sophomore year, I heard about one more chance for me to reveal my latent exhibitionist tendencies: an event where you don’t have to be entirely naked, the personification of “just imagine that everyone is in their underwear”: Undies at Olin.

Undies at Olin is a time-honored Wesleyan tradition of students converging on Olin on WesFest Friday at noontime, stripping down to their undergarments, picking out a random book from the Stacks, and standing dead silent pretending to read while the last tour of prospective students scurries through the library as fast as they can. The vibe at Undies is remarkably normal. It’s amazing how easy it can be to say hello and catch up with someone in your underwear once you get over the initial shock of walking into the main floor of Olin to a throng of skin and very little cloth. As it turns out, when everyone is naked, it’s almost like nobody is naked.

One thing that trips up first-time Undies attendees is the photography and videography policy. As an unsanctioned event, there aren't really any rules that are set in stone. Plenty of people take photos of themselves and their friends posing in front of the crowd or just record the crowd around them. There are even usually a few film majors that will bring professional cameras to document the event. It is, however, against etiquette to post photos or videos exclusively of other people on social media. Especially with permanent posts, it is much more acceptable to put up a photo of yourself and/or some friends that happens to have your fellow naked students in the background.

That being said, Undies at Olin is not an event where you can really expect privacy. If you go, your body will be seen, and you may end up in someone's pictures or videos. This has the effect of encouraging people who fit a certain body type to attend, and discouraging people who don't fit this type: Undies participants are mostly white, female, and not fat. However, if you don't fit these expectations, don't be discouraged. Undies as a tradition is meant to promote body positivity, and everyone truly is welcome. I love my body, and I go because I want to show it off. Wesleyan's exhibitionist culture is hidden just below a shirt and a pair of pants; Undies at Olin is a great opportunity to let it all hang out and have a great time!



What is the UOC?

By: Sam DosSantos '25

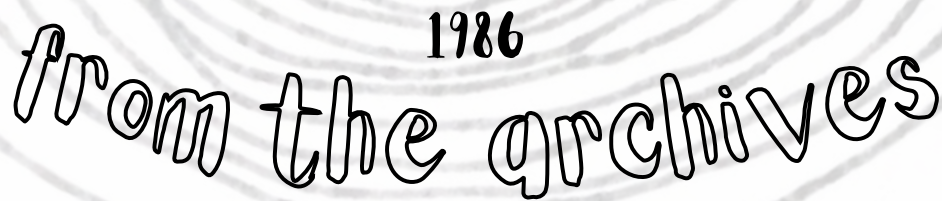
Located at 190 High Street, the University Organizing Center (UOC) is one of my favorite buildings on campus. A repurposed house, the UOC is a building that houses most of the activism groups and other organizing campaigns on campus. The center has most recently been home to the production of *Disorientation*, the *Ankh*, the chalking campaign, the Wesleyan Dining Workers United (WesDWU) campaign, and many others.

The building is open from 7am to midnight, and contains archives, libraries, and art from various protests from years past. The visuals serve as both a nice testament to the progress made by past activists on Wesleyan's campus as well as a reminder that we need to push for the future that we want to see. Adorning the walls of the UOC are messages like "We are gay," "I love USLAC," and "Fuck your liberal parents," as well as excerpts from past literary productions. Also decorating some of the rooms are protest signs from various movements, often reused or repurposed for more modern protests.

The center is entirely student-run, which makes it an ideal meeting place for radical activism. Indeed, some of the most prominent Wesleyan activism began in the UOC. It is a great place to organize private organizing campaigns free from scrutiny, and allows the physical space to interact with your fellow activists away from a busy campus. Most importantly, the UOC is home. It is a space of progress and of love, where we celebrate each other and our unwavering commitments to bettering Wesleyan and the world through connection and mutual aid. The UOC is the space that makes all of that possible. Its continued use and function is of the utmost importance to the Wesleyan community, ensuring that its students can practice the "practical idealism" outlined in the university's mission statement. So should you feel compelled, please make it your home too.

Come join one of our amazing groups, and help all of us fortunate enough to function within the walls of the UOC to make change.





1986 from the archives

By: Ben Binswanger '83

What the Hell is a protest supposed to be, anyway?

In retrospect, this past weekend was a beautiful one. I experienced Allen Ginsberg on Thursday, attended a perfect wedding Sunday, and played softball on a lovely Sunday afternoon. Unfortunately, sandwiched between these enjoyable activities was yet another Board of Trustees meeting, the 14th meeting I've attended as a student trustee, and probably the most unpleasant. The trustees had to meet in Downey House because Russell House was closed to them. It was blockaded by Wesleyan students who want to see the university divest from companies doing business in South Africa.

The Wesleyan demonstration, and recent demonstrations at Yale and Berkeley, are evidence that the divestment movement has entered a phase. The protestors are not always going to be friendly anymore. They may be disruptive. They may be irritating.

This bothers the trustees. They don't like it when things get ugly. They don't like it when they can't hear each other talk during their meetings. Colin Campbell and others feel the protest this past weekend was not a "Wesleyan-type of protest."

Well, what the hell is a protest supposed to be, anyway? I checked with Random House. Protest is "an expression or declaration of objection, disapproval or dissent, often in opposition to something a person is powerless to prevent or avoid." I think that sums up the students' situation pretty nicely: we have voice, but not vote, at full board meetings.

I also looked up “Wesleyan-type” protest, but it is not in the dictionary. Wesleyan defines protest in the Blue Book. At Wesleyan, you can disagree, but you cannot disrupt. You can object, but you cannot act.

At Wesleyan, student trustees are expected to express student opinion. They are not expected to continually argue with the full board members. And God forbid they break the code of non-academic conduct. Change in our society does not happen just because we talk about it. We must act on what we believe in, or we fail our society as well as ourselves.

Trustees, if our protests bother you, please remember that your policy regarding South Africa bothers us. You have the power, we do not. You make decisions, we must not only question them, but fight them when we think they are wrong. Calling our protests “un-Wesleyan” is sort of like calling something “un-American”. Was the blockade really that threatening to you?

Please don't be frightened. We students are a pretty tame bunch. I am afraid you will just have to put up with us until you divest, or until you give us the power to vote “no” on your policy. And do not forget that we are just as upset and concerned as you are. You control the future of the university.

Don't blow it.



Reprinted from HERMES 14 April 86,
Disorientation '86

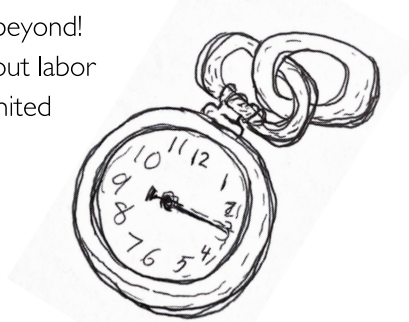
Wesleyan Union of Student Employees (WesUSE)

By: Ruby Clarke '24

In the Spring of 2022, Wesleyan recognized the Wesleyan Union of Student Employees (WesUSE) who represents the ResLife staff student union, making WesUSE the first voluntarily recognized student union in the nation! Since our recognition, our bargaining committee has spent hundreds of hours bargaining with the university for better pay and working conditions. In the end, we signed the first contract for ResLife staff at a private university, and as a result, the University pays \$300,000 more per year for ResLife staff than they did before the contract.

WesUSE is also in conversation with dozens of other undergraduate and graduate unions all across the United States, which has led to a beautiful organizing community, on our campus and beyond!

If you are interested in learning more about labor and organizing at Wesleyan, come to the United Student Labor Action Coalition (USLAC) meetings! You can also check out our website (wesuslac.org) and sign up to be on our email list.



Dining Workers are Unionized!

By: Lily Krug '24 and Ari Randall '25

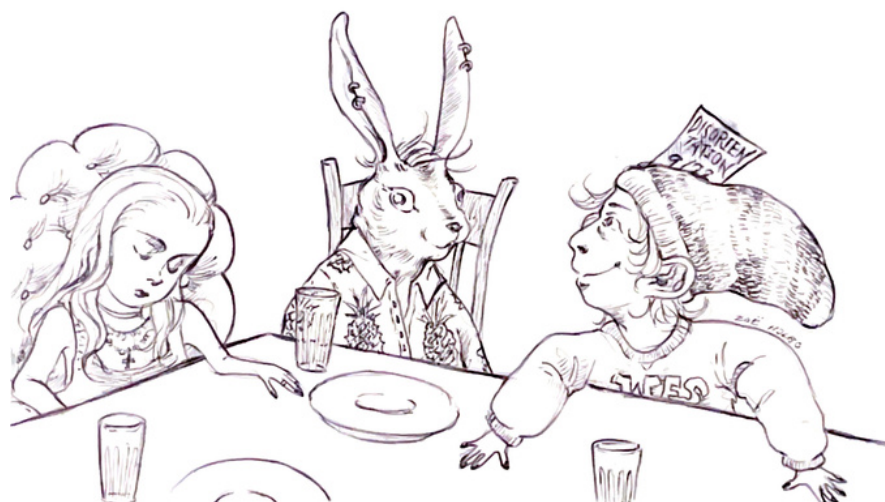
Wesleyan Dining Workers United (WesDWU) is comprised of both Bon Appetit (Bonapp) student workers and workers at Red and Black and WesWings. On Tuesday, April 4th, 2023, the Bonapp side of WesDWU went public. This will go down as one of my favorite days of my junior year. Arriving in front of Usdan, as my friends and peers gathered to support us was a moment of such power and love for labor organizing that I do not think I will forget it.

We had quasi-gone public about 20 hours earlier, announcing the rally on social media. Less than 24 hours after the first social media post, Compass, the company that owns Bon Appetit, called and said they would agree to a card check. This means that when we submitted all the signed union cards, they would voluntarily recognize us.

Since going public, we have been collecting union cards, submitting them to the National Labor Relations Board, and were voluntarily recognized. At the time this article was drafted—Spring 2023—we were standing in solidarity with the Red and Black and WesWings part of Wesleyan Dining Workers United and fighting for all dining workers on campus to be unionized.

Now, as the article is being edited and finalized in early September of 2023, we are beginning the bargaining process, meaning we are negotiating our contract.

In addition, the managers of Red and Black and WesWings have agreed to a peaceful process and we could not be happier for the workers.



In September 2022, it was just 2-4 of us, depending on the week, in the UOC talking and planning, wondering: are we going to manage this? How? The answer was simple: solidarity. The four of us couldn't do it all on our own (although I'd like to think we deserve some credit for getting the ball rolling) but with each fellow worker we spoke to, our task became a little more manageable. At its core, the organizing process is simply talking to your fellow workers. You agree you deserve better and you agree to do something about it. Each person you contact knows people you don't, and before too long, you've won.

To stay up to date on what is happening with our union, please follow us on Instagram @wes.dwu. If you have any questions about Wesleyan Dining Workers United, want to learn more, want to work for Bonapp, or are a current worker for Bonapp and want to get involved, please contact Lily Krug by email at lkrug@wesleyan.edu or by phone at 917-454-8978.

History of Chalking

By: Sam DosSantos '25

On Friday, April 14, 2023, I was stopped by the director of Public Safety while chalking in front of South College. My message in its finality ended up reading: "Still ov," in lime green in front of the steps. "We don't want to have to do this," said the Public Safety officer. "We're just doing what administration tells us." To be sure, the individual officer was not to blame. Despite marketing itself as a haven for practical idealism and liberal activism, Wesleyan's internal policies often contradict themselves or their stated vision, particularly when it comes to activism against actions taken against the University itself.

In June, I had the privilege of speaking with Dean of Students Rick Culliton as a part of my probation from Residential Life. This conversation was particularly enlightening as a matter to the social and legal arguments that have entrenched themselves into the culture of campus policy. Some of this information is publicly available, and most (if not all) is somewhat inferrable, and I will do my best here to be faithful to the administration's position while also presenting an accurate historical picture and also offering the perspective of the modern student. I actually think that these positions for the most part are reconcilable, but progress on that front has been non-existent.

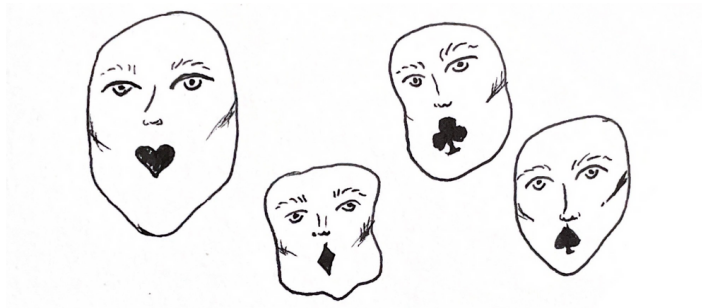
In 2002 then President of Wesleyan University Douglas Bennett (for whom Bennett Hall is named) issued an indefinite moratorium on the use of chalk on campus. This moratorium cited moral concerns regarding the state of campus affairs, and posed to make the campus safer, as administration would tell you. The faculty assembly voted overwhelmingly against it. Students organized massive protests about it. But the university did not yield. The moratorium was eventually finalized into a full ban in 2003.

In defense of the University, the "moral concerns" cited were legitimate. Chalk had become a weapon for students to forcibly "out" each other as queer, anonymously spread hate speech, and incite divisiveness and hostile behavior against each other. University professors complained that the immoral chalkings were working to create a hostile work environment, which obligated the University to take decisive action.



The student perspective on the controversial chalking ban now is largely one of frustration. Firstly, it seems that the University's resources and personnel could be better utilized. The University, in order to enforce this ban, has to then require physical plant to wash off the chalk, which is not only a demeaning task but also a waste of resources. The University must also then put Public Safety on alert to catch people chalking and station them outside of buildings (as is what happened to me), which is also a waste of resources.

From a more philosophical perspective, it is frustrating to attend an institution spearheaded by President Michael Roth, whose academic claim to fame is a book in which he argues for a sort of free speech absolutism. Like I said, I am sympathetic to the forces at play in 2003-2004 that prompted university action. However, 20 years later, I think it's time to re-evaluate. Does that mean an anarchic free-for-all on chalk? No. I think some of the problems made clear before the initial ban require a new solution. However, the other absolute is almost equally detrimental to student life; chalk represents a method of artistic and political expression, something Wesleyan places great value in, and ought to be preserved in some form.



There are other examples of anti-university action in this century being met with a substantial administrative response. In 2013, the decision was made to remove Wesleyan's need-blind status. (President Roth has stated publicly the desire to return to need blind admissions, but no further action has been taken or proposed to achieve this goal.) Students, in wake of the ban on chalking, organized a "legal chalk-in" on Wyllys Avenue, which led to one of the most controversial episodes of the Roth presidency. Michael Roth, in broad daylight, grabbed two students, Anwar Batte and Evan Beider, by the backpack, and dragged them to a Public Safety officer for discipline. The quote that ought to resonate through Wesleyan's halls is the following: "These students think they can change a financial issue with chalk."

Roth also (again rather infamously) was interviewed by a Democracy Now! reporter, and said “There has been a lot of transparency, there has been a lot of transparency,” before seizing the reporter’s microphone and walking away with it.

Fast forward to 2019. The United Student Labor Action Coalition (USLAC), a group which I am proudly a part of, led the Five More Workers Campaign, a series of protests in solidarity with the IMG custodial staff to hire more custodians in an effort to solve understaffing. Despite the peaceful nature of the protests, police were called to the scene multiple times. Public Safety was captured on film physically escorting protestors and otherwise being physical with this otherwise peaceful protest. Many students were disciplined for their participation, for allegedly “depriv[ing] others of the opportunity to speak or be heard,” which is listed as a protest infraction in the Code of Non-Academic Conduct (CNAC), as sent in an email from Dean Michael Whaley.

Even in the spring of 2023, as an anonymous chalking campaign swept across campus in the wake of the union drives at Bon Appetit and WesWings/Red and Black Cafe, we saw once again that administration would rather have Public Safety and the Community Standards Board deal with the noise than address the root problem. There is deep scarring around the issue of chalk’s place on campus in large part to the consistent student ire that the ban continually evokes. Whether or not they will admit it, the Wesleyan administration has a deep emotional connection to the chalk ban, and remains unwilling to consider a compromise. It has been frustrating as a student of an

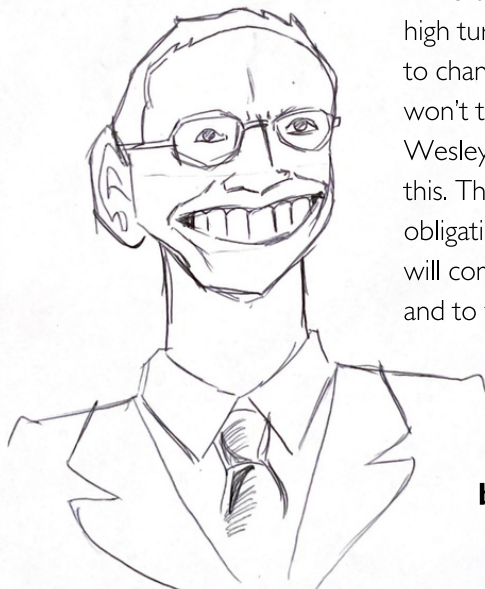


desire for self-betterment.

institution that not only flaunts the historical activism of its students (see the activism timeline for more) but also claims to encourage and foster student activism to respond so resolutely to student protests. For an institution devoted to practical idealism, led by a president who claims to be devoted to the ideal of free speech absolutism on college campuses, it is disappointing to see such a strong lack of



As a student of an institution that holds the activism of its students in such high esteem, like the takeover of Fisk Hall, I find the disconnect between the vaulted past and the condemned present at best confusing. Not only that, but to the external eye, Wesleyan attempts to present itself as a cooperative entity, but ultimately meets those efforts with disinterest at best and hostility at worst. In his recently published opinion piece in the LA Times, "College Students were 'woke' in the 60s, annoying to elders and drivers of social change. Meet their Successors," President Roth ends with the realization that campus protests are fundamental to social and individual growth, "questioning obstacles and...experienc[ing] pushback from those defending the status quo." Roth concludes with "I'll try to remember that next time they come barging into my office. Maybe we'll all learn something." As someone who has barged into President Roth's office, I would express a level of doubt. That is not to say that Wesleyan as an institution has been entirely uncooperative with all activism efforts in my time here. However, it is extremely rare to have criticism of this institution welcomed and engaged with meaningfully.



Ultimately, the university profits off of its high turnover to ensure that things don't have to change. I'll graduate, and once I do I probably won't take many physical steps to protest Wesleyan's chalk ban. And Wesleyan knows this. They count on it. We as students have an obligation to our predecessors and those who will come after us to make a scene while we can and to follow through.

bit.ly/weschalking for more info!

We're Relaunching the Environmental Solidarity Network!

**By: Lily Krug '24
and other
Environmental
Solidarity
Network Leaders**

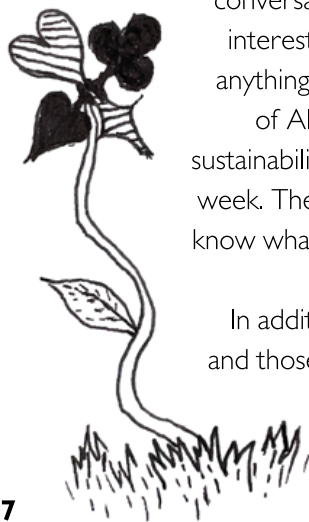
Throughout my time at Wesleyan, I have been heavily involved in the sustainability scene on campus. I say sustainability because that is how it is referred to on campus, but I use the word to encapsulate all that exists in the environmental justice movement.

Sunrise Wesleyan—our hub of the national youth-led environmental justice and climate action organization—was one of the first clubs I joined here. I went to almost every meeting during my freshman year, even though it was on Zoom, and I became a hub coordinator (leader of the club) at the beginning of my sophomore year. In February 2023, I became a Sustainability Coordinator in the Sustainability Office. I am also in Outing Club, work at the farm, and am an environmental studies minor.

This is all to say that I have organized countless events and have been a part of almost every environmentally-minded space on campus. And I love it. I love these spaces so much. They make me feel empowered and have allowed me to make so many great friends. But at the same time, I have

conversations with people almost every week who are interested in sustainability on campus but don't think anything is happening. To that, I just want to go to the top of Albritton and scream that there are so many sustainability projects, events, and meetings happening every week. There is so much happening and no one seems to know what it is except the people who directly organize it.

In addition to a disconnect between those in the know and those who aren't, there is a whole other level of disconnect within the sustainability community on campus.

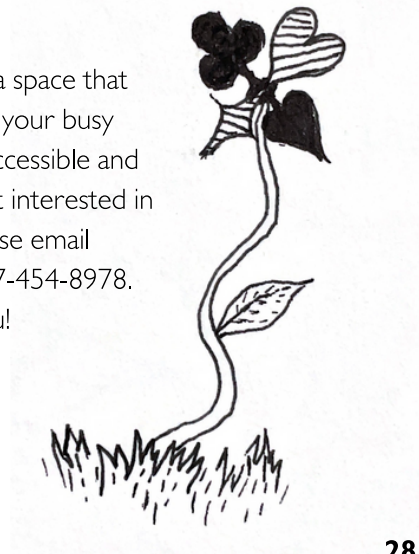


So this semester, I, along with a group of other sustainability-interested students have decided to relaunch the Environmental Solidarity Network (ESN)! And I must say that I, for one, am incredibly excited about this. Our first planning meeting lasted two hours because we were all so exhilarated to rebuild a collective and communal space for people interested in sustainability on campus.

The ESN is a student-led platform for collaboration, communication, and advocacy on sustainability and environmentally focused issues at Wesleyan and in the greater community. The ESN is focused on the pursuit of environmental justice—we acknowledge that intersectionality is foundational to the environmental movement and understand that meaningful change cannot occur without a commitment to all aspects of justice. We will work towards building community and solidarity among individuals, clubs, and any other stakeholders interested in sustainability or justice. We will build momentum and collaboration between the respective and collective goals of sustainability/environmental stakeholders. We will advocate for the needs of this community as they arise.

While we are a part of the Jewett Center for Community Partnerships, we are not the Sustainability Office nor are we a subgroup of a current club. We are a new space.

We are also committed to providing a space that doesn't feel like another meeting on your busy schedules. We want this space to be accessible and open to all. If you are even the tiniest bit interested in sustainability work on campus please email lkrug@wesleyan.edu or text me at 917-454-8978. We would love to have you!



YO READ THIS SH*T

**By: the Director And Head of Operations
of the Revolutionary Student Collective**

WES 101

For those of you who are incoming freshmen, you will soon find out what Wes's "progressive liberalism" really means. Among many things, Wesleyan's progressive liberalism is displacing working-class families from Middletown and contributing to homelessness in the community, all in order to increase the housing for students on campus—70% come from families making half a million dollars a year. Wesleyan's progressive liberalism also looks like promoting diversity among its students but giving little to no support for students who struggle socio-economically. Regarding the student body, you'll find many students (students of color included), hiding behind their "woke" masks while being actively classist, homophobic, or racist. Here at Wes, the student body loves to celebrate the identities of marginalized communities, but when it comes to making concrete material change, the celebrations go silent. This performative activism is typical of a progressive little ivy like Wes.

WHO ARE WE?

For those of us who are students of color and/or queer students that come from impoverished, immigrant, or refugee communities, building communities within Wesleyan can be difficult. However, there are student spaces where you will find a community rooted in love and solidarity with others who share similar identities or backgrounds. The Revolutionary Student Collective is made up of students from these specific communities and identities and works towards building community among ourselves. We believe all students at Wes have the responsibility to aid the Middletown community for their fight towards liberation. Solely by attending a school that infringes on the community in a very violent, colonial manner, you are responsible to help the community meet its needs. We believe in the redistribution of wealth from this university and of the ruling class back into the hands of the people and place our struggle within a larger movement that will lead to the masses controlling and distributing the resources in their own communities. We dedicate ourselves to working alongside the Middletown community against the oppressive conditions caused by the coordinated efforts of this university, the local Middletown, state, and federal governments.

WHAT HAVE WE DONE?

On March 31, 2023, we began the People's Free Grocery program, our initiative against malnutrition, poor health, poverty, and homelessness. We provide free, healthy, and nutritious groceries to those in the community. In addition to that, we are speaking to people in the community to learn more about their needs to better organize ourselves. For this semester, we plan on continuing this operation as well as launching more initiatives to aid the community and mobilize students on this campus in the name of liberation and solidarity.

GET INVOLVED

This is where you come in. Currently, we are operating with a handful of volunteers. We need your help collecting donations, creating grocery bags and essential kits, driving to various locations, and distributing the materials.

We want all students to be members of our organization and if you are interested in learning more about us or want to get involved in a more active manner, feel free to reach out: jmartinezmon@wesleyan.edu

LET IT BE KNOWN; OUR ORGANIZATION STRUGGLES ALONGSIDE
THE MASSES OF MIDDLETOWN TOWARD A SOCIETY WHERE
EVERYONE HAS CLOTHING, HOUSING, FOOD, EDUCATION, HEALTH
CARE, TRANSPORTATION, AND EMPLOYMENT.



A Student Guide to Support after Sexual Assault

By: Amira Pierotti '26

Wesleyan is not a place safe from sexual violence and misconduct. This guide is just a few suggestions from someone who has used Wesleyan support systems through their healing journey. The pervasive narrative of the “perfect victim” also comes with the expectation that survivors will walk on a single path after assault (medical examination, reporting, etc). However, there is no one way to process / heal / get justice. When reading through this guide, take what works for you and leave what doesn't.

Major warning about Wesleyan resources:

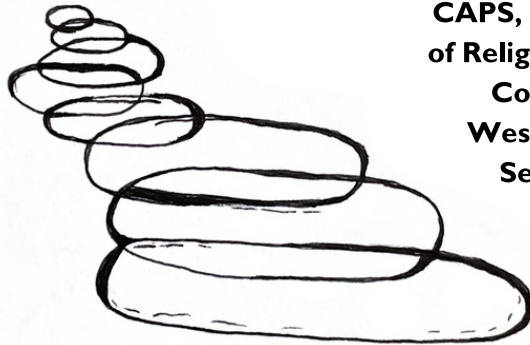
Many of these resources have a mixed track record. Wes has failed many survivors and cared for others. Unfortunately, there isn't a formula to get the good side of Wes resources.

My best recommendation is to get a friend or supporter to come to meetings with admin, doctor's appointments, etc, to stick up for your needs. It is NOT your role to convince professionals to do their fucking jobs. Having someone to hold your hand and, if things go sideways, fuck shit up on your behalf can make a big difference.

(**Note:** You are welcome to reach out to me if you are looking for a support system! I am a mandated reporter so MUST report any misconduct to the Title IX office—please be aware if you are interested. My email is apierotti@wesleyan.edu)

Confidential Resources:

**CAPS, Davison Health Center, Office
of Religious and Spiritual Life, Title IX
Coordinator Debbie Colucci,
WesWell Associate Director for
Sexual Violence Prevention**



Mental Health Care:

Mental health care is essential. Centering yourself can feel like you're entering your villain era. But prioritizing your needs and caring for yourself doesn't make you the bad guy. You deserve all the time and attention you need to process / heal <3

You do not have to process the assault alone. This shit hurts like hell. Counseling and Psychological Services (CAPS) offers students free bi-weekly psychotherapy and can connect you with non-Wesleyan resources. Alongside one-on-one support, CAPS also offers support groups and med management.

WesWell:

WesWell is a fantastic resource for campus health! One of their many focuses is on sexual assault prevention and survivor support. Their Associate Director for Sexual Violence Prevention is a confidential resource. WesWell is not affiliated with the Title IX office (the official sexual violence reporting and support center of campus), which can make it less intimidating. WesWell knows the ins and outs of resources on campus so can help you navigate Wes during your healing / processing journey.

Reporting:

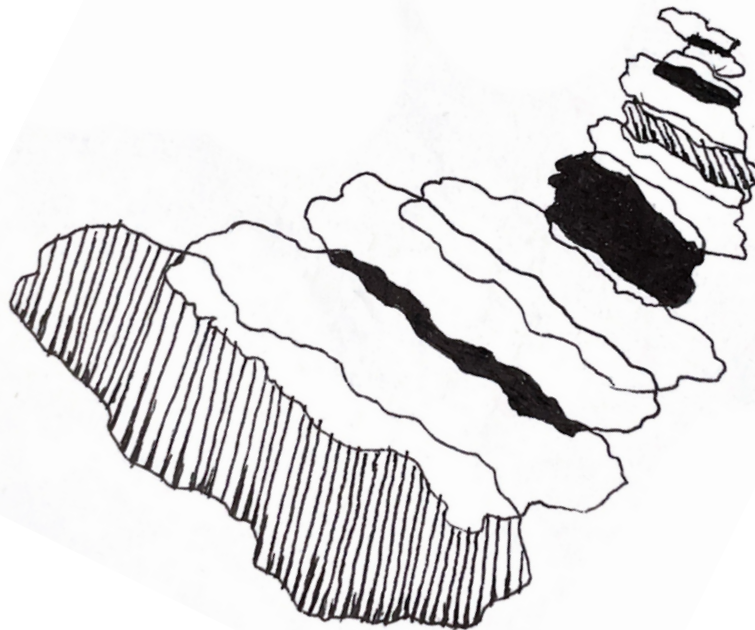
"Reporting" means sharing your story with Wes administration with the goal of holding the perpetrator(s) accountable. This can occur anonymously or not (search "Wesleyan anonymous sexual assault reporting" on Google). Anonymity can provide survivors with a level of protection, especially from social backlash. However, Wesleyan is unable to investigate the incident or pursue judicial proceedings. It serves mostly as a notice to the Title IX office. Non-anonymous reporting offers the option for formal proceedings and consequences.

Unfortunately, the reporting process is long and arduous, with no promise of justice. Even if the individual is found to be guilty of misconduct, there is no promise that the consequences of their actions will meet your definition of justice or even be anywhere commensurate with the impact of their actions (@wesleyansurvivors has quite a few examples). For this reason, many survivors may choose not to go through the reporting process.

Non-Reporting Supports:

Thankfully, you do not need to go through the formal reporting process to access some supports. However, you will have to share at least some information with the Title IX team. If you want to chat with a confidential resource about the options, reach out to Debbie Colucci. Here's a quick list of supports:

- **Housing Accommodations:** moving out of your current room, getting housing accommodations for the future, etc.
- **Academic Accommodations:** get time off, extensions for assignments, etc
- **Mutual No-Contact:** You and the perpetrator agree to a dual-ways no-contact order.
- **No-Contact Order (off-campus individual):** if you experienced sexual misconduct by someone outside of the Wesleyan community, you can get a no-contact order prohibiting that individual from coming on campus or contacting you.

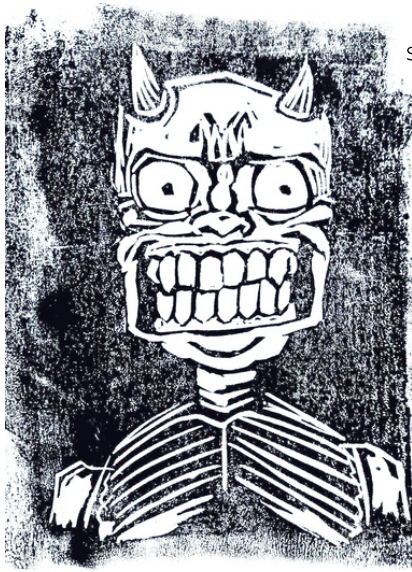


Housing Insecurity and How to Get It

By: Drew Olsen '24

Housing at Wesleyan is the fucking worst. If you're a regular student with no extra needs, you will get a decent place that you can live in for one year. However, if you need extra help for any reason, you're well and truly fucked, because there's nothing the office of Residential Life (reslife) hates more than doing their goddamn job.

The sad reality of this refusal by ResLife to get off their ass and actually help students means many marginalized students are continually forced to go through unnecessary hardships at the hands of uncaring administrators who are "just enforcing policy." I am one of the lucky ones, I applied for and got housing insecure status. I'm writing this article as both a summary of my experiences dealing with the Wesleyan administration as a housing-insecure student and as a collection of lessons I've learned in the process of getting my housing-insecurity accommodations.



So to start, here's the summary of my story. For various reasons that I won't get into here, it is dangerous for me to be at my (former) home back in Maryland. Additionally, Wesleyan requires a reason to stay on campus over a break. During winter break 2021/2022, I was authorized to move back to campus early for a winter class. However at the last minute (as in, winter break had already fucking started), COVID spiked and Wesleyan moved all winter classes online. With my reason no more, Wesleyan canceled my housing and when I objected, I got shuffled between

my class dean and ResLife, both telling me multiple times it was the other person's problem as I was left with no safe place to stay.

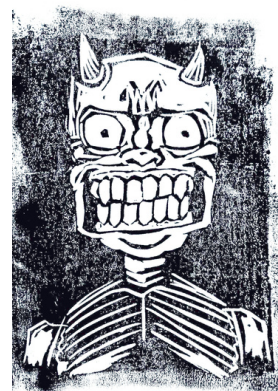
After being forced to stay in a dangerous place for far longer than I had planned, I had had enough. I decided to try to go for housing insecurity status.

For those of you who aren't familiar with Wesleyan and housing insecurity, there are two types of housing insecurity. The first is standard housing insecurity, where you're guaranteed a place to stay on campus for every break. Then there is a very quiet program ResLife started in response to the Housing Injustice Project, a collection of over 100 testimonies from students documenting all the ways ResLife fucks students over (which everyone reading this should go look at after you finish this piece). That program is Long Term Housing, where ResLife will place you into an apartment or woodframe that you will stay in until you graduate.

I decided to apply for long-term status, so I went to my class dean (yes, the same class dean that refused to help me earlier) to see what I needed to do. The first thing my dean did was ask me a number of questions about why I wanted housing insecurity, namely why it's not safe for me at home. My dean then looked up my history with ResLife, including the multiple emails I sent him where he repeatedly told me that he couldn't grant me break housing despite my increasingly desperate pleas. And then to add insult to injury, he idly commented:



**“Wow, you really got
screwed there,
didn’t you?”**



MOTHERFUCKER YOU WERE THE ONE THAT SCREWED ME. And the worst part? I couldn't say anything because he was currently the only person who could decide if I got to merely apply for housing insecurity or not. He then told me to write up all the reasons I couldn't go home so he could submit my write-up on my behalf to a quiet group called the Housing Insecurity Committee (don't bother looking it up, you won't find it publicly listed). This is the group of people that decide if you get housing or not, and the best part: you don't get to

plead your case in front of them. Your only interaction with the people who decide whether or not you get a safe place to live is a write-up you submit to your dean.

So I did the one thing I could, I wrote up my life story, including every sad and painful memory, which I then reviewed with my class dean in excruciating detail (which was, as you can imagine, incredibly fun). After that, all I could do was wait. My dean was dealing with the committee and advocating on my behalf, so all I could do was sit there staring at my email for days waiting to hear if I got housing insecurity status.

I got lucky. My request was granted and I moved into my new housing during the next winter break (which ResLife tried to delay btw).

So what are the main takeaways from my story? First, it's gonna suck. Everyone I know who has gone through this process has not had a fun time doing it. It will be painful and incredibly difficult at times, but believe me when I say it is worth it.

Second, your write-up really matters. What you put in there is incredibly important. DO NOT, under any circumstances, imply that you could live anywhere else safely. ResLife can and will deny you for the smallest possible reason. Be very clear about why you need it, and do not give ResLife any possible outs.

Third, ask for help. I was helped at every turn in my process by amazing students who had gone through it themselves. They were always helping me out and offering support, and I could not have done it without them. If you need help with your write-up, a friendly face when you meet with your dean, or just someone to confide in, my email is doolsen@wesleyan.edu, please reach out.

Fourth and finally, it gets better. I can say that my life is undeniably better now than it was before. Yes, the process sucks and administrators will insult you, bend policy to fuck you over, and ignore you, but if you push through it, it really does get better. I've walked around my apartment multiple times and just smiled because it actually feels like home. And for the first time in my life, I am truly looking forward to going home.

Housing Injustice Mission:
bit.ly/housinginjustice

Good luck,
Drew.

169 Testimonials from people
who were screwed over by
ResLife :
bit.ly/reslifetestimonials





Health Services

By: Molly Connolly-Ungar '25

Wesleyan health services can often feel impossible to navigate. In hopes of making it easier, the following is a guide to mental and physical health resources.

Davison Health Center (the DHC; currently at 327 High St, an incredibly inconvenient location in the CFA / near Malcolm X House) is the one-stop-shop for “well visits” (check-ups), “sick visits, allergy and immunization services... and specialty clinics for gynecological care, sexual health and wellness services, HIV counseling and testing, and nutrition counseling.”

Counseling and Psychological Services (CAPS, also at 327 High) provides “short-term” therapy. What this means in practice is you can have an appointment every other week. Appointments tend to fill up later in the semester, so trying to get into therapy at the beginning of the semester is always best. Obviously, this isn't always possible—same-day crisis appointments are available throughout the semester (if all crisis appointments are full, policy is to offer “a phone crisis session with a ProtoCall clinician.”)

Therapy every other week is insufficient for many students. Wesleyan recently hired a case manager, Tenika Campbell (tcampbell01@wesleyan.edu), who helps connect students to community mental health providers. I highly recommend meeting with her instead of trying to parse through the resources on the website on which therapists to use.

WesWell is the office of health education. If that sounds like it means nothing, don't worry! In practice, they provide trainings (such as in suicide prevention), workshops, and conversation spaces. If you're interested in attending these, just check your email. Sexual health and sexual violence prevention are also under WesWell's jurisdiction (aside from the parts of reporting or discussing that happen with the Title IX office).

WesWell also has a fantastic free resource room stocked with things like cold and flu kits, condoms, kits for quitting nicotine, drug testing strips, drug disposal supplies, menstruation products, and pregnancy tests. Narcan is not stocked in the resource room, but you can speak to September Johnson, WesWell director, who will provide it after a two-minute training “with no questions asked.”

On cost barriers:

All visits to the health center are free. Under the university insurance, visits to doctor's offices and specialists no longer require meeting your deductible, only that you pay whatever the co-pay is. The health center also notes that “students with university insurance are covered at 100% for Rx medications and pay full price for over-the-counter meds.”

Davison Health Center has a small health emergency fund, personally controlled by the director. The class deans should be aware of the existence of the fund. It can generally be used for things like co-pays, medical bills at hospitals, prescriptions, and Ubers for medical purposes. Typically this is capped at \$200 or less per student, given the limited amount. The health office is also able to waive costs of prescriptions from their own dispensary. To use this fund, talk to your class dean, Joyce (or a future health center director), or the provider you see when you visit Davison.

Costs for various prescriptions and services outside of those included with a visit should be posted in each exam room, but if not, providers have access to that information and will give it to you when you ask. This list is also accessible on the Davison Health Center website.



Medical Amnesty: Make the call ~~At Your Own Risk~~

**By: Ruby Clarke '24, Orly Meyer '24, and Paul
Quach '26**

Currently Wesleyan has a medical amnesty policy located in the Code of Non-Academic Conduct which states:

Because the safety and welfare of students is Wesleyan's priority, the university has a medical amnesty policy for medical emergency situations involving excessive drinking and/or drug use. This policy applies to: 1) students requesting medical assistance for oneself; 2) students requesting medical assistance for another person, and 3) students for whom medical assistance was provided.

If emergency services or Public Safety are called to a situation and medical assistance is deemed necessary, the university expects the student to accept transportation to the hospital for medical attention.

If it is determined that the medical amnesty policy applies to a situation, the students involved will typically not face a formal judicial hearing if they agree to meet with a health educator and participate in any recommended educational assignments or referrals. Failure to complete these requirements may result in disciplinary actions. The Amnesty Policy may not apply to students who engage in other Code violations, such as property damage, harassment and abuse or reckless endangerment.

If a student requires medical attention for alcohol or drugs a second time, the student will be referred to the formal student conduct process.

[0 points if there is no formal judicial hearing]

Although the intention behind this policy is good, it is often misrepresented to students as a complete medical amnesty policy. What this above language fails to articulate is that this policy only applies to the first time that someone is transported.

We have reached out to dozens of other peer institutions to look at their policies and speak to their student government about what other options exist. We additionally consulted a nationwide policy document from Students for Sensible Drug Policy enumerating different medical amnesty policies that different universities have. We have also worked with Counseling and Psychological Services (CAPS) and the WesWell office to understand the best ways to support students after they are transported.

The problem is more than a miscommunication; this policy has created a culture of fear on campus. This fear of discipline causes students not to reach out to get the medical help that they, their friends, or the people around them might need. Since starting a campaign to change this rule, numerous people have reached out and said that either they didn't call for medical help when someone really needed it because of the policy or that their friend was transported and received up to 8 judicial points. In our meetings with the administration, they have repeatedly underestimated the impact of the policy on students because there are few students who end up being referred to the CSB for multiple transports.

Even if it happens very rarely, there is a lack of explicitly accessible information to students. The information that they do have access to is misleading, and it results in a campus culture that avoids seeking medical attention when it is necessary out of a desire to avoid point accumulation. As it stands, the current (April 2023) Medical Amnesty Policy states: The first time you receive medical amnesty you are referred to WesWell and CAPS for mandatory meetings. If you are transported an additional time, you will be referred to the CSB where you will be subject to receiving judicial points, probation, and suspension.

We fundamentally believe that students should never be penalized for seeking the medical care that they and their fellow students need. Regardless of these regulations and until we change the policy, we still absolutely encourage all students to call for help in all situations. Ultimately, CSB referral may not have significant consequences for most people, but changing the policy will eliminate the culture of fear that prevents students from seeking help for themselves and their peers.



Cool Things About The Resource Center

By: Sara Ben Abdallah '26

Our Director, Demetrius Colvin, is so slay. He's a radical, plant loving, gospel singing, nail setting, body butter making, iconic hell of a mister that loves to push the boundaries of all things unjust. Is the admin doing a crap job supporting students of color? You best bet Demetrius is trying his darndest to remedy that! Want to rant about class inequality and uncomfy convos?? Kiara, our fabulous Assistant Director, has a cup of tea with your name on it. The RC is here for you <3

When and why was The Resource Center created?

In the sea of pretentious Wesleyan institutions, The Resource Center exists as a space that prioritizes community care and student activism. The RC opened in 2017, after two years of student-led protests about the institution's chronic lack of support for historically marginalized students.

Who is The Resource Center for?

Women, queer students, students of color, disabled students, first-generation students, and low-income students.

What does The Resource Center do for student groups?

The Resource Center has become a hub for student life and organizations across campus. The Resource Center brings students of underrepresented identities into a supportive space that allows for the planning, implementation, and promotion of educational and social events for all students of a given identity on campus.

What resources does it offer for individual students?

FGLI Library, Free Menstrual Products, Free Laundry Detergent, Free Printing, Free Pantry, Game Library, Meeting/Study Spaces, a safe/supportive environment and so much more!!!



How to get involved!

Are you reading this and thinking “WOW The Resource Center sounds SO COOL”??? You're not alone! We (The RC Staff) want to meet, see, and hear from you! Come to our events, especially our Open House in September (167 High Street ;-). Also, consider applying to join our staff if you just can't get enough. Our interns are so fun and get paid to plan awesome events for so many important topics (heritage months, identity days, holidays, mental & physical health initiatives, informative discussions, social gatherings, etc.)

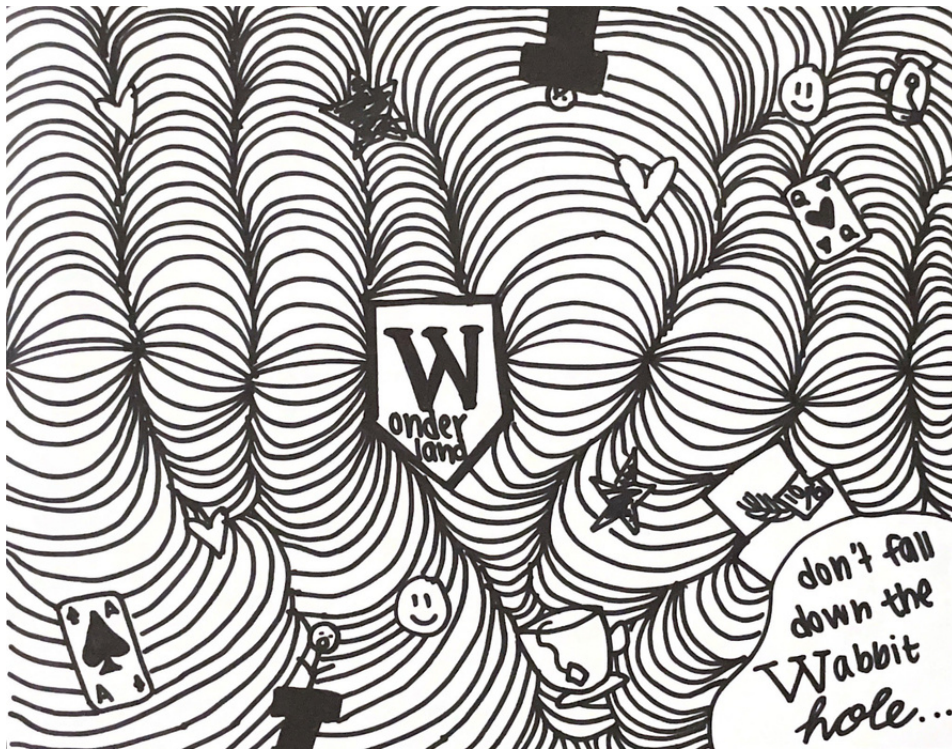
P.S.

DON'T BE SHY, COME SAY HI! (It's ok if you're shy, you can still come and we'll say hi first :-)



Love,

The RC Staff

Instagram: @wesresourcecenter



Ride Wit Me: Reviewing (some of) the Wesleyan Elevators



By: August Gardyne '26

Having been here for a year, I have gained many opinions on the facilities around campus, but one kind that I have a particular beef with is the elevators. As someone with chronic knee pain, I often have to take the elevators since the stairs suck even more (looking at you, Usdan staircase), so let's get into the rating!

Usdan: 4.75 out of 5

The Usdan elevator is pretty good and makes accessing the mail room so much easier. It's a smooth ride that goes at a solid speed, BUT you're kinda not supposed to use it, but who follows that rule anyway?

Albritton: 1 out of 5

Just take the stairs.

(In all seriousness, it feels like a death trap, it moves so slowly, and it's out of order way too much. If you can, just accept the extra steps you get out of taking the stairs.)

Olin 2.5 out of 5

That elevator has to be as old as Olin if it takes that long for it to go up and down a hole. It might be faster to just take the stairs. At least it doesn't feel like I'm going to fall down the shaft.

North College: 4 out of 5

I've had good experiences with it. I feel so professional and fancy riding in it. I have heard that the doors can open mid-elevator climb, so be warned and don't stick your hand out where it shouldn't be.

South College: -5 out of 5

There are no elevators in this building. Good luck dueling Roth if you can't even get to his office because the stairs suck too!

Exley: 4 out of 5

It's a smooth, quick ride to whatever depression session you signed up for during class registration*, especially when it's just you in the elevator. When there's someone else though, there is a 1 in 3 chance it will be uncomfortable and a 1 in 5 chance your eyes will awkwardly meet, and you won't forget it for the rest of the day.

*I am, in fact, a STEM major. I say this with love and honesty.

Sci li: 3 out of 5

It works. It will get you to where you need to go. Is it kinda slow? Yes. Will it (probably) not kill you? Yes. It's a perfectly average elevator, and that's okay.

Shanklin: 2.5 out of 5

It is so slow and creepy. I can feel how many ghosts are in it with how stuffy it gets. If I could find the stairs in that spooky building, I would use them, but at least the elevator won't kill you (unless the ghosts do booOOOoOOoO).



Fisk Hall: 3.5 out of 5

It's a smooth ride and an alternative to all those stairs. It's a little slow but not enough to be an actual problem (unless you're almost late. Then it's awful).

One last tip from an elevator pro:

Don't forget to speak up if you need help getting places because the accessibility here is hit or miss. Avoid biting off more than your body can chew!

The ADVENTURES of BAT BOY

Based on a true story (dramatized slightly)



BAT BOY (the actually true story)

By Amira Pierotti '26

In October 2022, freshman Jeramiah Trout began what would be nearly a year of ResLife hell. A bat entered Jeramiah's room from the ceiling, bitch-slapped him and bit him in the face. Physical Plant, armed with a bucket and a piece of cardboard, was unable to catch the bat. No one was sent to fix the loose ceiling tile, and Jeramiah was forced to beg a pest control worker to do this simple task (which prevented numerous other bats from entering the room). When 200 Church was assessed for a point of entry (as bats have been known to live in this building for at least 5 years), the workers unknowingly damaged the exterior wall to the student's room.

Over winter break, torrential downpours caused flooding in the room, due to water entering via the aforementioned external damage. Jeramiah called and walked down to Public Safety numerous times over the next week to attempt to get the damage fixed (as the storm had continued for a few days). After a week, they were simply placed in transitional housing until the end of winter break; no work was done to fix the extensive water damage. Meanwhile, upon inspection, the student found that water could be heard in their walls for over a month after the flooding. Jeramiah and their roommate were finally moved into another room after once it had deteriorated into an uninhabitable state, with mold and walls that had literally begun to crumble.



From the one person (or maybe not) who doesn't smoke weed at wes

By: Cate Levy '24

I'm a loser. Yes, I know it's true. But sometimes, we have to do hard things. We have to make choices that make us lame. At least I remember what happened last weekend! I don't always wake up in a dazed fog, realizing the Green Goddess has kidnapped my spirit and rendered me a bumbling id-iot. Last year, I had such a bad high after taking a massive hit off my friend's bong, and then I went to Usdan thinking I had permanently fucked up my brain. My friends took turns the next two days watching me rest in a bed, like a sick little Victorian child, making sure I was still with us. You would think that would have been the last time, but no. I am one persistent motherfucker. I smoked and I smoked. I dissociated, and I dissociated. G-d, I loved sophomore year. It wasn't until I got COVID with my two stoner best friends over winter break that I truly decided enough was enough.

As I sat on my friend's porch, listening to Adele's masterpiece, "Oh My God!", I stared into the blue sky and thought to myself: "Oh my G-d! I can't believe it! I'm scared right now!" My friend brought me inside his house and put me on the couch, turned on the telly and we embarked upon what would be a spiritual journey for me. He played Arrested Development, and all I remember is feeling like I was making a cameo in a Wes Anderson movie. Sounds fun, right? Well, not for this anxious gal!

When I finally stopped smoking weed, I felt like an outsider. We go to Wesleyan, after all, where people walk around with Js like they're pencils. All of my friends smoke weed, and I am the only one who doesn't partake! I'm not even allowed to anymore. My friends won't let me because they care about me (mostly because they don't want to deal with my high ass).

Being the one non-stoner friend isn't all bad. YOU make the sesh vibe. YOU hold the water bottles. YOU open the windows and provide the lighters. YOU confirm those voices in the hall aren't P Safe, just drunk people running up and down the stairs for no reason. YOU matter.

So please remember, just because you can't "hang" doesn't mean you can't hang. I still fuck.



Why are FGLI students so needy?

By: **Briana Rodriguez
Castillo '23**



As part of the FGLI Advisory Board, my peers and I are constantly meeting and corresponding with Wesleyan administrators. Every time, we come in with a list of what we need as FGLI students and every time, they give excuses as to why they can't. The usual responses? "We need more data to support the claims of your apparent 'needs'...", "We can't do anything, but I get the struggle! I was once an FGLI student too... the same as you!", or "Well, if we give you more resources and money, you'd be taking away the opportunity for another FGLI student to come to Wesleyan."

Not only is this a false equivalency, but these responses gaslight us, devalue our experiences, and frame us as greedy students eager to "take" resources from other students. They present us with an illusion of scarcity, ignoring the fact that President Roth makes almost \$3 million a year and that the heads of investments get huge bonuses whenever the school's endowment goes up significantly. Simultaneously, while the administration tells us they don't have any money, this University constantly throws stacks of it at the football team just so their rich white parents can tailgate; the school randomly sets off hundreds of fireworks to celebrate Micheal Bay so that he can later get shitfaced on Fountain; and they ply the CSS with alcohol to hand out each Friday during their socials.

When we remind them of all this, they insist that we knew what we were getting ourselves into when we signed on the dotted line. But for most of us, English is not our first language, nor do we magically have a background in elitist legal jargon. We weren't able to read between the lines, which, when deciphered, clearly read: "Wesleyan hates poor people."

On the Wesleyan website, the Financial Office page emphasizes, "Wesleyan's need-based financial aid program allows us to meet 100% of the demonstrated financial need." From my experience, this "need" doesn't include food over breaks for students who must remain on campus. It doesn't include accommodations for the people who can't afford the multiple expensive medical evaluations they are required to submit for their medical



needs. It doesn't include financial assistance for mental illnesses that are not magically "fixed" by going to CAPS. The list goes on and on and on.

When we persistently ask for more than what they believe to be our most basic needs, they tell us, "We don't guarantee that FGLI students have the same experiences as rich students." But that's not what we're asking for... it's never been what we've asked for. We just don't want to work ourselves to the bone every semester, working three or more jobs to help the university fulfill the promise they made of meeting our needs, especially when we need to be sending money home. FGLI students don't want to go skiing in Aspen with rich white kids. We want to be able to see our families at least once in our four years here instead of staying on campus during breaks, melting into a pool of despair in these empty dorms, on this isolated campus over the summer and winter. We want this to be a community where people aren't ashamed to be FGLI.

I didn't expect my sole contribution to this university to be my tokenization. Wesleyan likes poor black and brown students for its diversity statistics and pamphlets. While they may enroll the potential token brown scholar, artist, or trailblazer into Wesleyan, they don't enroll every part of us. They don't accept our past traumas, our poverty, our instability, our suffering, our anger, or our resistance. They piss on us and don't even have the courtesy of calling it rain.

Personally, all I've ever wanted was to feel like I belonged and not have my problems shunned and shoved into the nearest broom closet when it no longer benefited them. All I've ever wanted was to feel like I wasn't drowning and grasping for straws, while this University watched and did nothing.



Common People: A Love Letter to the FGLI Community

By: McKenna McKay '26

My dearest FGLI-ers,

Orientation week is over, and the culture shock must have been overwhelming. You will have likely participated in First Things First (FTF), arriving on campus early to ease your transition amongst a familiar crowd. Those first few days of existing exclusively in a first generation, low income, primarily POC space are bliss. I participated in the program last year and it is still the most impactful experience of college so far. FTF was an opportunity to find solace in shared backgrounds while also prioritizing the voices of POC. It was a necessary experience to reflect on my own privileges.

FTF is among the most diverse communities on campus you will find. This is why the beginning of regular orientation feels like whiplash. I remember hearing conversations about country clubs, second homes, ski trips, etc. all in the first few hours. Within orientation groups, conversations about social programs and anything relating to the low-income experience were tense. It was incredibly frustrating to go from one of the safest to one of the most hostile environments. I can only imagine how intense this experience must feel as a racial minority in a sea of unaware white privilege. I've been asked for my impression of Wes students before, and I always say, "listen to 'Common People' by Pulp."

I hate to be the bearer of bad news after a week of discomfort, but the comfort blanket of FTF will not last through your time here at Wes. The group will try to stay in contact for about a month. Maybe someone will plan an event or two apart from The Resource Center and quite a few of you will show up. The Resource Center will hold events throughout the year and the first few will be met with enthusiasm. But the bond of the group will slowly dissipate as everyone branches into little groups and goes their separate ways. There will still be an unspoken bond, a shared nod when you pass a fellow FTF participant. That little reassurance isn't nothing. But when I reflect on the loss of the community, it stings a little. It reminds me to hold onto the group of people I've come to love and rely on, a tiny fraction of the larger whole of FTF.

None of this is to even speak of the lack of support from the administration. I think Wes does a great job of seeming supportive of marginalized groups. Resources are dedicated to the initial assistance of underprivileged students and then only to the appearance of continuing assistance. The Resource Center is a fantastic place to turn to, but the University tends to point to it and say, “We gave you a house with free printing, now leave us alone.” While the free printing, free laundry sheets, rentable textbooks, and presence of Demetrius and Kiara are all a comfort, it does not erase the many burdens unique to the FGLI experience. Of the many available resources to students, finding them is much more difficult than it should be. Information is not streamlined here. Even when you try to do research, it is difficult to find a meaningful answer. The best advice I can give you is to ask anyone who may have the slightest idea, beginning with The Resource Center.

Depending on your family's situation, the parent contribution for tuition may be \$0. However, there will always be a student contribution and University health insurance. And if you're anything like me, you'll waive the insurance while not knowing for certain if your family's insurance will provide sufficient coverage out-of-network. And you'll rationalize this because it costs more than the rest of your tuition and you've never really had easy access to a doctor anyway. Plus, the Health Center on campus is free. Hell, there's even a nutritionist available for free. Just avoid getting hurt or sick in any mortal way, and it will be fine. To cover the student contribution, the summer will mean getting a job. Do you assist your family with expenses? Too bad, your money will go toward tuition and you'll have to work on campus to have spending money throughout the year.

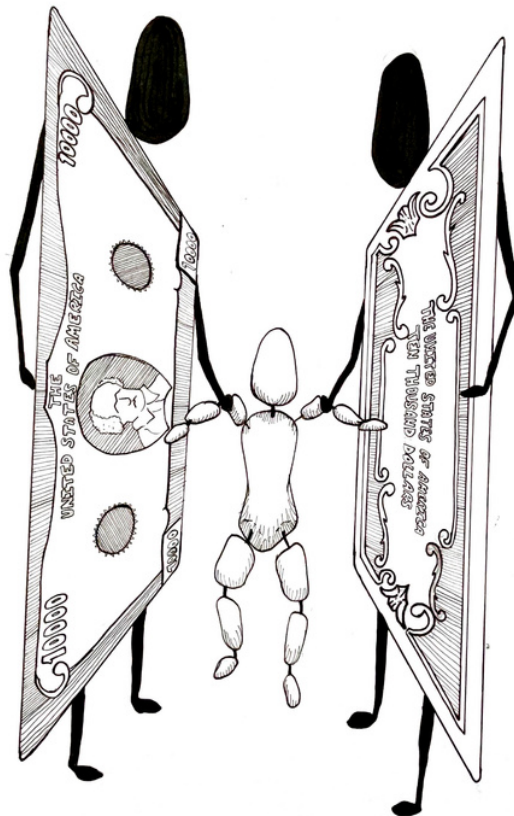
None of this even touches on the traveling expenses associated with school—and how those expenses limit traveling home. During shorter breaks, like Fall, Thanksgiving, and Spring, you'll find quite a few FGLI kids on campus, basking in the boredom of an empty campus. For Winter and Summer breaks, this can still be the case, depending on individuals' circumstances. Housing and food may be free, but god forbid you want to take a class while you're stuck on an empty campus. Finding scholarships or any kind of financial support to take courses during these times is nearly impossible.

All of this is to say, attending Wes is an incredible opportunity, but it comes with more than its fair share of challenges.

At any opportunity to do so, take whatever you can from this University. Take all the free shit, take a semester abroad (your financial aid will cover it), milk the resources available to you for everything you can, and hold onto the fond memories of FTF.

There will be days when you feel as though you are drowning in other people's privilege. You will compare your life to the lives of your peers, and there will be times when you resent your own upbringing. My best advice is to remember that your experiences are closer to the average person than those of the median student here. You may feel out of place, but this place is not normal. Take pride in what you've come from, what you've overcome, and don't hide that identity. Make your wealthy peers confront their own discomfort around the topic of wealth. And don't let the administration forget you.

Love,
McKenna McKay
'26



Speech Given at the Conclusion of the Soc Fashion Show

Written and Given by: Faijul Rhyhan '23

April 22, 2023

"And finally, we want to use our platform to make a statement. The team running this fashion show has been the best it's ever been. We got a new space... hosted a party, and got a designer featured in Vogue to come in and speak, (and) none of this could have been done without them. We also want to be intentional with how we run this show. We want to take this time to acknowledge one thing: campus culture is dead, and Wesleyan doesn't want to bring it back.

POC-driven events like these build community for their schools, but there are so many hurdles that we constantly have to jump through that it seems like the school wants us gone. It makes us feel like we're diversity material instead of active members on campus. So, this is what we're going to ask from our audience: give events like this all your support. We need people backing us up, coming to our events, talking about it, telling the school that they love them, and most importantly, asking why the school isn't supporting things like this more.



Support other POC events and groups like Mic Check, Black Raspberry, Finite. All these events are critical for building Wes back to what it was. Let the school know that we demand a full college experience from them.

We are one of the most expensive schools in the country.

It's time that we get an experience that matches that."

Black Raspberry Spring Fling Speech

By Neo Fleurimond '24
Alisha Simmons '24

Neo:

Hello everybody! I hope you enjoyed our set. I want to close by speaking on a very important topic, so please listen closely.

We, as the members of Black Raspberry, wish to condemn the physical and emotional violence inflicted on Dr. Rebecca Hall, a queer black professor who came to Wesleyan to give a lecture for the FGSS department at this university on March 30th, 2023. Dr. Hall was physically and verbally assaulted at her lecture and at a subsequent reception by the wealthy white alumni that paid for her to come talk. The university failed to provide her with protection at the event, standing by while racist and homophobic statements were hurled at her and alumni grabbed at her hair. Both the FGSS department and the larger University administration have yet to provide an adequate apology or reparations to Dr. Hall for this treatment.

As black students and black bodies that are routinely displayed by the university in promotional materials and used for marketing purposes, we are tired of the constant disrespect and lack of care for us and our needs. Black Raspberry exists because this school does not support black students. I have had to fundraise, borrow, cajole, and generally herd cats to get all the instruments you see on this stage, while the money given to this school by millionaire and billionaire alumni goes towards supporting a ski team, an equestrian team, and a cloud-watching team – to the tune of thousands of dollars. Why do these funds dry up when black students request them?

Dr. Hall's treatment is only the most egregious example of how this predominantly-white university treats its talented, bright, and capable black students and faculty. We are constantly ignored, belittled, disrespected, and trampled on, while at the same time we are held up like black statues so Wesleyan can show people how "diverse" it is.

They have demonstrated a lack of transparency, accountability, and good faith when engaging with activism that seeks to better this place. Justice for Dr. Hall, the unionization of Dining Workers United and the American Association of University Professors, the resurgence and suppression of chalking on campus; these are all parallel fights against an administration that says one thing while doing another. These fights aim to reclaim the university for us, and we will keep at it until we see change.

I'd like to hand the mic next to Alisha, a beautiful and valued member of Black Raspberry.

Alisha:

Hello. My name is Alisha Simmons, and I am a black, queer Feminist, Gender, and Sexuality Studies major at this university. The treatment of Dr. Rebecca Hall at the hands of this school's alumni is incredibly disappointing. Within the FGSS department, I am one of very few black students; I honestly don't know another black FGSS major, if you're out there let me know. But, even with that, I remain in the major because I am passionate about the work and I have been able to carve out a space for myself. Now that I have learned how the same FGSS department failed Dr. Hall, it feels like a slap in the face. It seems like it should be obvious to people that have studied the historical treatment of marginalized identities that if a queer black woman comes to speak in front of a bunch of old, rich, white people, she better have some sort of protection. There needs to be more awareness and more systems in place to protect and care for black people at this school, especially queer black people when you invite them into a space that is supposed to be celebrating them. Here's how you can help: pieces of chalk are being distributed outside of the fence, go grab a piece and write something! By scribbling, drawing, and chalking our opinions only on public roads where it is allowed (wink wink) we can reclaim the narrative that this school's administration is forcing on us, and make this a Wesleyan University that we are all proud to attend. Thank you all! Enjoy the rest of the show, and make your voice heard!

A Letter To the Black Community

By: Leevon Matthews '23

Dear Reader,

In its current state, the Black Community at Wesleyan University has had a dangerous potential to reshape Wesleyan's culture. Since my first year (2019-2020), I've recognized the power in building relationships with other students of color on campus. There's this underlying sense of trust, empathy, and love that lies within us all that protects our unofficial community from harm. While fragmented, the Black Community at Wesleyan seems to be aware of the positive/negative experiences that connect our lives at Wesleyan.

Unfortunately, the isolating effects of COVID-19's policies and rules on campus heavily affected some social aspects of our community. I observed a further reinforcement of social boundaries that affected our ability to connect with one another. Spaces for Black students became even less available during Wesleyan's COVID era, and it has continued to impact Wesleyan (as a whole) to this day.

Since the beginning of the spring 2021-2022 semester, the creative potential of Wesleyan's Black Community has been sparked. Considering my role within our community as a leader for Black/SOC folks at Wesleyan, I believe Mic Check began a new era for Black students here. As Wesleyan's only student-run organization dedicated to Hip-Hop and R&B creators (predominantly Black and Brown people), Mic Check has ignited the creative spirit of Black students on campus. We have acknowledged Wesleyan as a predominantly white institution focused on platforming and centering creative spaces around their mediums of art and ideologies. But we have decided that it is up to us to construct our own spaces through family, respect, hard work, and love. For me, one of the quickest paths to shifting Wesleyan as a whole begins with the creative spirit of our people here. Mic Check has fostered a community that has led to the growth of Black creators across ALL classes. By encouraging new, uncertain, and recurring performers to join our stage, we've begun to break apart the political underside of performing at Wes.

Now, underclassmen and upperclassmen are brought together by music and art, ridding themselves of unnecessary social boundaries that have continued to silence Black creators.

As the President/Co-Founder of Mic Check, I've continued to reinforce the importance of relationship-building, branding, and professionalism. We recognize the standards set by other organizations on campus, but we hope to raise the bar with each event. Our pure, active, and engaging event structure continues to produce safe, fun, and loving experiences for Wesleyan's entire community, but primarily for its students of color. By continuing to form spaces similar to Mic Check under a united energy, I believe we can transform the experience of the Black Wesleyan student by forefronting our prosperous social/creative community. Overall, I love the Black Community here, and I hope my influence on its new creative foundation goes on to change the experiences of future Black students for a long time.



Trusted Resources for Black Students

By Neo Fleurimond '24 & Ayer Richmond '24

The Resource Center

(167 High St., Sun from 12 pm - 5 pm; Mon-Thurs from 10:30 am- 8:30 pm; Fri from 10:30 am-5:30 pm):

The multicultural Resource Center is an essential resource for underprivileged students at Wesleyan: it has quiet study spaces like the libraries, offers accessible and engaging writing help that is more tailored to black students than the Writing Workshop, and has career search and advising help like the Gordon Career Center, again better tailored to black students. Go into the RC with an open mind, and you will quickly find it to be your second home on campus.

Gordon Career Center

(Boger Hall, Mon-Fri from 9 am – 5 pm):

The Gordon Career Center is Wesleyan's official career advising building, and can be an intimidating place to enter. However, it offers an immense array of opportunities and resources specifically for underserved students. Our advice to black students: swallow your fear and schedule an appointment on Handshake. There is no better way to access Wesleyan's vast alumni network, and your first visit will either be a panicked dash late in your Wesleyan career or a helpful planning session that makes the next four easier.

Fellowships, Internships, Grants, Funding for Projects:

These four terms all have the same meaning: free money for you to access for your own purposes, provided that you are willing to fill out some forms and write a few essays to get them. A Google search for 'Wesleyan Fellowships', 'Wesleyan Grants', etc. will give you more information, but your best bet at finding the ones you want is to schedule a "Getting Started" meeting with the GCC.

Professors and Faculty Black Students Can Count On:

Demetrius Colvin, Jocelyn Pleasant, Tracy Strain, Courtney J. Patterson-Faye, Jay Hoggard, Ashraf Rushdy, Garry Bertholf (with reservations), Khalil Anthony Johnson, and Noah Baerman.

Black Raspberry:

Black Raspberry is Wesleyan's first all-black music group, founded by Neo Fleurimond '24 with the goal of giving black creatives a space to call home and call their own at this very PWI. Black Raspberry rehearses and performs original compositions throughout the academic year. Reach out to Neo to join! Creative black people of all kinds are welcome, including instrumentalists, visual media artists, fashion artists, filmmakers, performance artists, and dancers.

Firing and Hiring at Wesleyan: How to Support Staff Members

By: Charissa Lee '23

On May 10th, 2022, I received an email I never expected. Subject title: Saying Goodbye – Leaving Wesleyan. My supervisor, who will hereby be known as “Jennifer,” a pseudonym, was leaving Wesleyan for good. I was in utter shock. I kept on saying, “What are we going to do without her?” My mentor, someone who cared for me, was leaving the Office just as we gained momentum behind a new initiative: a restorative justice alternative to the existing Title IX procedures. Her departure made me feel like our year-long work had gone to waste. I also felt angry because survivors lost a strong advocate, and I lost a friend.

Jennifer left because she was overworked, underpaid, and under-appreciated by the administration. She received a competitive job offer with higher compensation, better benefits and better working conditions. I couldn't be angry at her for making the right decision for her and her family.

Jennifer was one of the many non-academic staff members who have left Wesleyan since 2020. You don't need to look far to see evidence of high turnover. However, many of these amazing people don't actually want to leave Wesleyan. I have heard this phrase countless times: “I love this job, and I love working with the students. But I'm so overworked and undervalued here. I can't do my best work here anymore because my hands are tied.”

With that being said, it's important to put things in context.



Turnover Rates

The average turnover from fiscal year 2016 to 2021 has been approximately 10% and peaked at 16% during 2020. In the 2022 fiscal year, turnover was approximately 7%, below the national average of 12%.

Racial Diversity

The percentage of staff of color has improved steadily to a current 23% of the staff population. Thus far in the 2023 fiscal year, 47% of our new staff are people of color. Two-thirds of our staff searches have more racial diversity in the applicant pool than in previous years. Importantly, the staff of color are not leaving at a disproportionate rate.

Student Involvement in Hiring

Critical and strong student involvement in the recruitment process is unique to Wesleyan. Students on respective academic departmental majors' committees, WSA members and student interns often join the search committees for new faculty and staff. Student involvement may range from early-stage (application review) to late-stage (interview panel for finalists) involvement in the recruitment process.

Promotions and Open Searches

When a position becomes vacant, some staff members will be internally promoted. However, some positions require an open search, which entails a public job listing, an application review process, interviews, and evaluations.

Communicating Departures

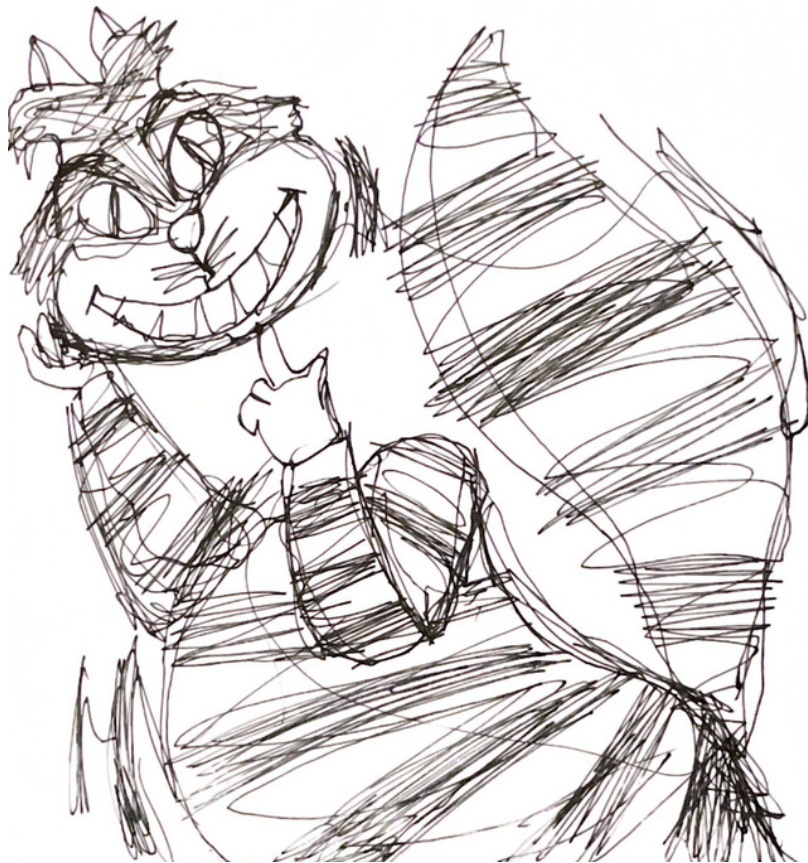
Staff departures and new staff members are included in the HR newsletter; heads of departments or Cabinet members may inform relevant parties directly.

Wesleyan depends on great people to uphold a flimsy structure. The existing structures are not strong enough to stand alone, and great talent is required to reform and work through the structures. Hence, when great talent leaves, their expertise and mentorship leave with them. Student services are hampered because an important staff member and their talent are gone, and other members are occupied with search committee work.

Student staff may have to fill in the gaps in the interim. This may be prolonged if the search fails and the position remains vacant for an extended period of time. Therefore, staff turnover and retention have an acute impact on student life.

How Can You Support Staff Members?

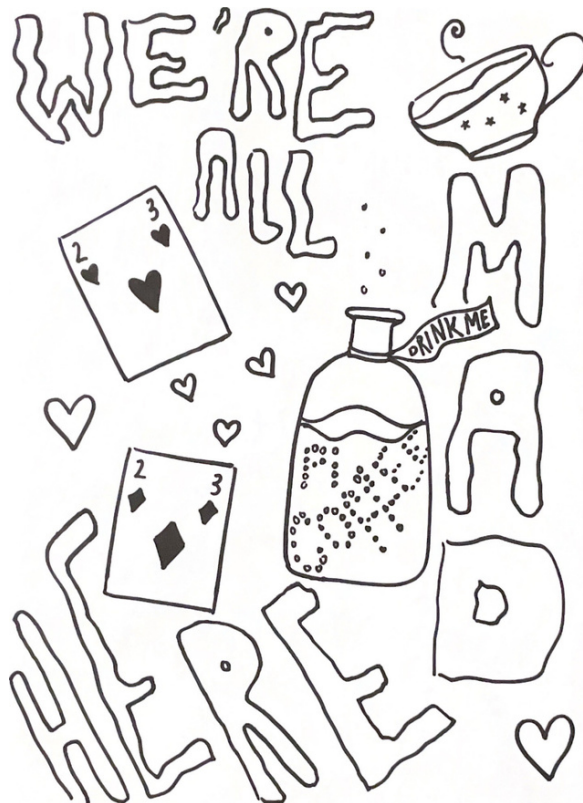
- Treat them with respect and appreciate their hard work.
- Support their union and/or unionization efforts.
- Request involvement in a search committee from chairs/heads of departments.
- Encourage staff to utilize professional development opportunities to upskill.
- Encourage staff members to seek help from an Ombudsperson to resolve workplace disputes.
- Petition for more full-time staff positions to the WSA and Board of Trustees.



WesFix Tips

By: Anonymous

1. If something is urgent (ie. plumbing, heat) you might be better off calling Physical Plant than putting in a work order through WesPortal.
2. Be detailed! If you can, describe what the problem is, how long you've noticed it, and if relevant, where they can find the specific object that needs fixing.
3. Remember you're dealing with real people. Each WesFix request or phone call goes to Donna and Alena, the customer service people at Physical Plant. They always appreciate a thank you or kind word, and the same goes for any staff you interact with, whether they be custodians, plumbers, or Bon Appetit workers!



The Inside Scoop on Wesleyan Physics

By: Erin Readling '24
and Victoria Dozer '24

Quantum mechanics? Easy. Electrodynamics? Light work.
Physics men? Prepare yourself.

While we can really only speak to our experiences in the Physics and Astronomy departments, we want to highlight some of the issues that exist within Wesleyan's white- and male-dominated STEM spaces. Our experiences in these departments as cis white women do not reflect the experiences of all underrepresented students, but our hope is that students who struggle in these spaces will feel seen and maybe acquire some guidance on getting through the degree!

The Department:

The National Science Foundation makes it well known: physics departments recruit the lowest number of women across the board. The national average for women pursuing physics degrees is 20%. For the Wesleyan Physics Department, that's 4-5 women majors in every class year. But, Wes isn't even meeting this threshold. Numbers are even lower for Black, Latinx, and Indigenous student representation. And it's not just the students - all the tenured physics professors are white men. This really sucks, considering these positions are so crucial in providing minority students and women with guidance on how to navigate the field.

Wesleyan's introductory classes usually attract a fair amount of non-male and non-white students, but this is not the case with upper-level courses, which are much more homogeneous. This isn't surprising: women and first generation students are disproportionately impacted by "weed-out" classes.

Unfortunately, Wesleyan doesn't do much to mitigate this. Women come into these classes already the minority, with a socialized lack of self-confidence and often a scarcity of support starting in grade school. So, for the few women that Introductory Physics or Calculus I attract, these classes retain even fewer.

Wesleyan does have student groups like WesWIS (Wesleyan Women in Science) and WesMASS (Wesleyan Mathematics and Science Scholars) to help underrepresented students transition into STEM majors, but these groups mostly work hard for students so that the institution doesn't have to.

The Physics Department certainly doesn't make an effort to inform their students about these support systems, and many of the students who participate come from departments with more representation, like Chem or Bio.

You might find yourself wondering, "Perhaps the department just isn't aware that there is an issue?" They know. The American Physical Society was brought in a few years ago and did a comprehensive report on what the physics department needed to change to promote diversity and inclusion. The introductory classes were modified to be more interactive, and two professors of the practice were hired (we love), but these are not currently tenure-track positions, and the upper-level classes remain largely unchanged. Considering Wesleyan's retention rates, the greater issues seem to remain unsolved. Ultimately, exclusion from computational STEM is a universal problem, but this doesn't give Wesleyan departments an excuse to avoid changes to address these issues. After all, we are a progressive institution...

Peers:

Wesleyan students are also complicit in how women and underrepresented STEM majors are treated within their departments. The attitudes of peers can make for an unpleasant experience. In particular, some socially unaware STEM men make a habit of patronizing the women around them. They might not even recognize their own biases, but it's not exactly a secret that they see you as less intelligent. The boy's club culture within these departments means that microaggressions are common. Some common assumptions include: your homework answers are wrong, your intuition about a problem is wrong, and your test scores are lower. These comments, combined with the fact that the professors don't really seem to notice the way minority students are treated, can make these spaces unwelcoming.

Tips:

It all sounds pretty daunting, but for now, we can offer a few tips on what's helped us get through the degree:

1. Go to TA sessions and find people you enjoy working with. You don't need to find a best friend in your department, but find someone you like working with.
2. Ask a lot of questions. Even the "dumb" questions. You won't be offered any extra support, so you'll have to seek it out for yourself. You will probably feel some impostor syndrome. Don't be fooled — everyone else is also confused.
3. You have to seek out connections with people in your department; they probably won't approach you first. People are intimidated by smart women. Find a peer mentor that can give you the inside scoop if you can.
4. Everyone is going to come into your intro classes with vastly different background experience. People who took advanced high school classes will want to prove that they know more than you. This doesn't mean that you can't excel in your classes.
5. Know your worth. It doesn't matter what other people think about you. You are not the spokesperson for all women or underrepresented students in your department. You will be highly visible - blending in isn't always an option. That's scary! But, you can use it to your advantage. You want to stand out for research and learning opportunities.



6. Don't let peers or faculty gaslight you into thinking that representation isn't an issue. It is. Wes has a problem, but that doesn't mean that you can't be successful. Unfortunately, it just means that you might have to work harder.

Spike Tape

By: Charlotte George '24

Spike Tape is a club dedicated to producing student-led theater productions by booking performance venues, acquiring funding, and providing resources and guidance with the goal of making theater accessible. We pride ourselves in producing a variety of different types of productions ranging from shows like "A Fable for Now", a play performed entirely in Mandarin that is set in a post-apocalyptic world serving as a commentary about how we as a society address climate change and political affairs, to "SMAC," a student-written satirical musical about Wesleyan, or an outdoor production of Shakespeare's "Twelfth Night" emulating Shakespeare in the Park.

Our productions are open to all, even those who may have never taken on a directing role or been on a stage before. We encourage anyone with any level of experience to get involved in Spike Tape as we will provide guidance for production teams on how to assemble a team, how to lead a rehearsal and production process, what to know about budgeting and booking venues, etc. We were founded only one year ago(!), and we still have a lot of growth to do when it comes to creating policy to help streamline production processes, developing a Well-Being board to effectively address interpersonal issues within productions, ensuring that our production selection process is fair and unbiased, as well as many many other things. We are looking not only for theater-makers to get involved in Spike Tape but also people willing to come to board meetings (which are open to anyone) to help us make this policy and help make our club better! We hope you either get involved or support your fellow classmates and come to our performances! More information on production/audition opportunities, how to join our Listserv, our upcoming production season, and other general Spike Tape information are available on our website!

<https://www.spiketapewes.com/>

Religious Life Experience at Wesleyan

By: Talia Rodriguez '24

Religious life for students can be a great source of comfort and familiarity. Some students are leaving their home religious communities for the first time, which can be really lonely. While religious students can find great strength in their faith, being religious at Wesleyan can also be an isolating experience. It is very hard to observe holidays as classes and events often interfere, and professors aren't always understanding. Many students who are observant of weekly events like Jum'ah, Shabbat, or Mass are excluded from other activities that happen at the same time. This can serve as a reminder of one's commitment to their religion but is alienating nonetheless.

Personally, I've found that being involved in religious life at Wesleyan is one of the most rewarding experiences I've had here. I've tapped into a network of students who are passionate about asking Jewish questions and working to create a stronger community. Being a part of the Interfaith Community has also been revelatory, getting to connect with students of different faiths who all care about carving out a space for religious students on campus has been awesome.

Recent History of Religious Life at Wesleyan

**By: Serena Levingston '24, with previous
research and writing from Charissa Lee '23**

Religious communities on campus face continuous defunding from the University. In 2020 and 2021 during the height of the pandemic, the administration severely cut ORSL's budgets and developed a long-term plan to reduce the existing four chaplains (Jewish, Muslim, Catholic, and Protestant) to one 'Multifaith Chaplain.' In November 2020, the student-run Interfaith Council, the Religion Department, and the Muslim Studies Minor published open letters opposing the University's downsizing plans

and a petition against the plans gained 500+ signatures. After this strong backlash and new potential for more funding, the administration changed their plans in Fall 2021 to employ three chaplains. This plan is still insufficient, as there were four previous chaplaincy roles. ORSL currently has three chaplains: Rabbi David (Jewish), Rev. Tracy (Protestant), and Imam Meah (Muslim).

Wesleyan's religious communities also have a history of unjust and controversial terminations. First, the administration fired Imam Omar Bayramoglu, former Muslim chaplain, without any notice. Imam Omar learned he was fired in July 2020 from an email sent to all staff from Human Resources with a list of staff leaving that year. He resisted this unjust firing and worked to preserve his position at Wesleyan, but the university would not budge, citing budget cuts to ORSL.

Next, Father Bill was fired in June 2022. Because he was locked out of his office and his Wesleyan email account, he sent a mass email later that month to students and staff whose email addresses he could remember, spreading the word about his firing. He cited his outspokenness against the Wesleyan administration as the reason for his firing, such as his advocacy for Imam Omar and during the search for a new Muslim chaplain. His firing triggered calls to 'Bring Back Father Bill' in Fall 2022, including a petition supporting his rehire. In an Argus Letter to the Editor from December 5, 2022, he announced he was taking legal action against the University to address his firing. Dean Mike Whaley said in Fall 2022 that there are no plans to hire a new Catholic chaplain due to a lack of funding to ORSL. As of Fall 2023, Reverend Tracy is working to provide support to Catholic students by organizing a meet-and-greet with St. Sebastian Roman Catholic Church in Middletown and publicizing other visits to the church.

All of this history shows the University's de-prioritization of religious life on campus. Admin choose to defund key spaces of student support, leaving students without a sense of community and spirituality when they most need it and demonstrating the University's lack of genuine interest in promoting diversity. These problems remain, and religious communities on campus still lack all the resources they need, such as a Catholic chaplain.

*List of On-campus Religious Life resources linked In Citations

How to Navigate Dating (and Dating Apps) At Wesleyan

By: Rachel Wachman '24

Dating and putting yourself out there can be incredibly rewarding, but it can also be terrifying and quite exhausting. We all do our best to avoid embarrassing or awkward interactions, but there are moments in dating—especially when it involves dating apps—that can be downright uncomfortable.

Here are all the things no one ever told me when I started dating. Maybe it'll help you, maybe it won't, but at least you have the option to heed some of this advice if you choose.

First, it's so important to take care of yourself while dating. Even if you're all excited about that someone new, make sure you're setting aside time to check in with yourself. Are you getting enough sleep? Are you keeping up with your classes and your extracurriculars? Are you still finding time to hang out with friends? It can be easy to get caught up in that one person whose text messages make your heart skip a beat, but you don't want to let other aspects of your life fall through the cracks.

Whether you met someone in class, on the playing field, in Usdan (does this actually happen?) or online, the giddy getting-to-know-you phase can be full of excitement, but also a bit stressful if you're trying to decipher how the other person feels.

It's also important to ask yourself if you're getting what you want from this person. Are there any red flags? If so, it's better to notice them now rather than later, and if you decide to pursue a relationship, it's better to do it with open eyes.

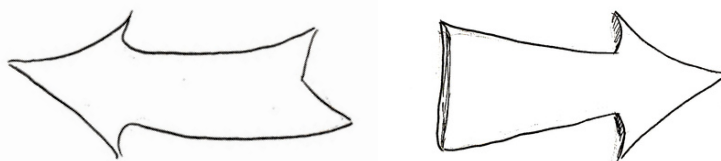
If you're embarking on the journey of dating apps for the first time (or even not for the first time), here are a few things to consider:

You are on these apps for you. If they start stressing you out, then take a break! Remind yourself that you can always delete the apps or freeze your profiles if it stops feeling fun. Another tip is to set limits for yourself to avoid doom-swiping until your vision goes blurry. We're all guilty of doing this, but at some point you have to admit to yourself that you're not going to meet the love of your life tonight. It's okay! Put the phone away and go to bed. The

app will always be there tomorrow. Plus, you never know when you'll swipe right on someone interesting. But it might not happen when you expect.

Be open to the possibilities without putting pressure on the situation. And keep an open mind about having conversations with people, but also remember that you can always stop talking to them or unmatched if you start feeling like it's just not your vibe. Although it may feel weird to stop a conversation out of nowhere, everyone does it—on dating apps, you don't owe anything to anyone other than yourself. Maybe it's controversial, but until you exchange phone numbers or maybe even later, dating app conversations exist in a certain sphere of immateriality. Obviously, don't treat people poorly, but also remember that you can exit a conversation if you're simply done.

One thing to keep in mind is that Wesleyan is a small place. Even if you match with someone you don't know, chances are that someone you know has interacted with this person before. Don't be surprised if you see them studying in SciLi or find yourself standing behind them in the Pasta line in Usdan. Be prepared to run into people in the real world because let's face it, Wesleyan is a bubble and that applies to dating too.



That being said, it can sometimes feel like there are no options out there. Maybe it feels like you've already matched with everyone on WesTinder and are simply swiping through the people you've chosen not to match with out of sheer boredom. Or maybe you dream of meeting eyes with someone one day in the Olin stacks and falling madly in love, but that day has not come yet and now you're despairing about love even existing at all. Cut yourself some slack. It's okay to be frustrated that you haven't yet met someone who is "dating material" for you. Try not to put pressure on yourself or situations—just go with the flow, and one day you'll find yourself chatting with someone cute and realizing they're returning all the vibes you're putting out there.

But until that day comes, maybe try dating apps...or don't. People don't talk enough about the power of being single. Use it as an opportunity to spend time with your friends, to make new friends, to pursue a passion project, to grow closer with yourself. Your romance will come, but until it does, date yourself.

That, truly, is the best advice I have to give!

Sex, Fat, Ass, Heat

cw/tw: lack of consent

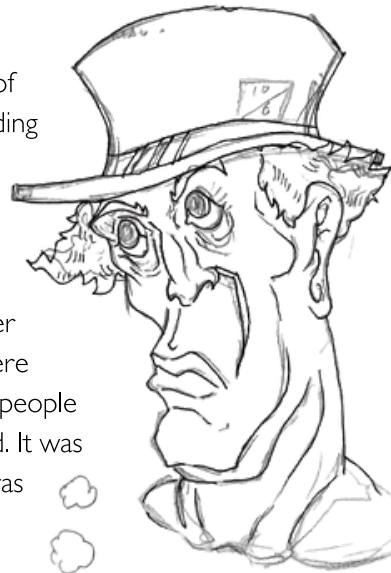
By: Ali Hochfelder '24

When I embarked on my journey of promiscuity as a fat woman, I was enthusiastic. There were so many hot people playing guitars on porches. But after doing some research and sexing my way through Wesleyan, I have some information to share.

Fatphobia is a pathological fear of fatness and fat people. Researchers found that people believed fatness was an individual's fault and a source of disappointment. Fat phobia exists across all demographics of Americans. Fat women are a vulnerable population, especially as sexual beings. For fat women who choose to engage in sex, they are having statistically more risky sexual interactions. Fat women often feel less deserving of positive sexual partners and are more likely to undergo abuse due to low feelings of self-worth. This reckless sexual behavior includes intoxication before sex and low advocacy for use of sexual protection.

Despite all this I was determined to have safe, respectful sex. I was met with a myriad of ranging experiences. Tinder provided a breeding ground for men who found my body type incredibly "trendy," which was not entirely a surprise. What was most shocking to me, however, were the interactions I had in person. Earlier this year I had sex with another girl. We were having a lovely time and we were laying in her bed when she asked, "Do other people like your body?" My heart absolutely dropped. It was like she needed confirmation that my body was acceptable.

I also repeatedly encountered the issue of consent with people of all gender identities. I have been lucky to have not been badly traumatized by nonconsensual sex in college, but there have been several situations where people did not ask for consent before moving to different sexual acts. I once hooked up with a guy who did not kiss me and instead went right for my underwear. One person I slept with was overly



worried about his housemates overhearing, so he covered my mouth and told me to “shut the fuck up.” This prevented me from being able to revoke consent, despite my desire to stop. Another time I was having a threesome and one of the participants informed me that it’s “not cool” to ask a partner before engaging in a sexual act. They asserted that it’s acceptable to just act without checking in with your partners.

Even though I personally require condoms when having sex with penis-havers, they are not always considered the norm. People with penises do not always have condoms on hand. Multiple people have protested that regular condoms do not fit them. Even if this is true, it seems to me that it ought to be their responsibility to solve that problem. The condom broke when the man who didn’t kiss me fucked me. I started panicking, but he immediately left. Aftercare is not to be expected. Once, someone told me that, if I got pregnant, he’d drop out of school and raise the baby. He proceeded to ghost me.

This is not a defamation of these individuals (although they do need to change their behavior), but rather a representation of the norms that I experienced on campus. Fat women and all fat people deserve better.



White Queer Girls

By: Ali Hochfelder '24

One thing you're gonna want to watch out for on campus is the nicest personality we have: the White Queer Girl©. You'll see her at Story and Soil sipping her medium iced matcha with oat milk (and a touch of honey of course), working on an essay for her class on Radical Agriculture Theory: A History of Queer Nutritionists. She's pretty much vegetarian, but she'll order the Democratic Socialist with chicken. You can recognize her by her unique fine line tattoos: a bouquet of wildflowers and an image from a beloved children's book, probably *The Giving Tree*. She'd love to tell

you about her curly hair routine (she's a big fan of the Denman brush). She's from New York, but she goes rock climbing, and works on the farm sometimes, so she's down to get dirty. She's essentially a granola girl. To court her, you must compliment her choicefully cigarette burned tote bag and pray to her Blundstones. She will sleep with you, and she will spend over thirty seconds taking off all her rings. You will hold hands during sex, but she will probably ghost you because she's still hung up on her high school boyfriend, Aidan. He's a music major, who plays bass and wears black nail polish. Through the cloud from her lavender joint, you can smell the compulsory heterosexuality.



Trans at wes

By: Anonymous

Dear freshthey,

Welcome to college! If you're like me, this is the first time you're living as your authentic self in a long time. College means healing the deep emotional wounds high school inflicts upon trans people. It means dressing the way you want, allowing yourself to experiment, and living fully as yourself.

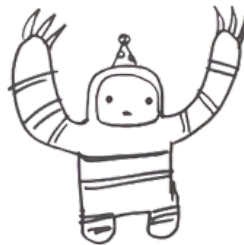
It also means getting hella pussy; and I mean pussy metaphorically here, whatever genital will do. Like, sooooo much play. Because, let's face it. Being trans is insanely fucking sexy. You will find, at Wesleyan, that nothing gets bitches quite like gender ambiguity. The air of queerness... it just *awakens* something in the average liberal arts student.

Be prepared for everyone to want you, and not just because you can write an incredible FGSS paper. I'll be honest, it can be exhausting carrying the queer community of Wesleyan on your back. It can be tiring to have your DMs constantly exploding with admirers. But someone's gotta do it!

Coming to college will show you that being trans isn't something to be ashamed of. It's actually the opposite. It's your superpower. Your superpower for getting bitches. I'm not talking about chasers here. I'm talking about your average run-of-the-mill-Doc-Martens-wearing-English-major, or the barista at Pi. Your trans-sparkle can dazzle any Sociology undergrad with just one glance up from a book of niche gender-theory.

If you've ever felt like your transness made you undesirable... get ready to be proven very wrong. Because, if there's anything sexier than a guy with tits, it's a girl with a penis.

In conclusion, welcome to college. Get ready for four years of living your best, sexiest, transest life you can. Trans supremacy always. I love you.



So You Want To Work In ResLife...

By: Anonymous

It's the winter of your freshman year, and you're already thinking about what you want to do for housing next year. You heard about Residential Life applications and wonder if it is something you should apply to. You might have spoken to your RA from time to time, and from what you've seen, it seems like a position you would be interested in. However, you are not entirely sure if the position is *for you*. Would you still be able to party and be with friends? Is the work too demanding? Can I get people to respect me? Am I good at confrontation? Hopefully, this provides some answers.

I would just start off by saying that working for ResLife is not for everyone. You have multiple deadlines you have to keep up with, FOMO from the rest of your grade, craft skills you should pick up on, and people you are gonna make angry. I have enjoyed my time as an RA, and I plan on continuing, but in no way would I recommend the job for everyone. Yet for those who are interested, I can provide some advice for what it is REALLY like and the things that they don't tell you in training.

You gotta be okay with people hating you. As an RA, you are expected to discipline those who are loud past quiet hours, drinking or smoking, along with any number of violations. This is not easy to do even with days of training. The main issue with how ResLife conducts conflict management with residents who break policy is that most of the people in charge are way out of the college experience. They also have to do disciplinary work with students as well, but they are not in class with these people, they do not see these people in the dining hall, they do not see these people at other events, WE do. ResLife does not really tell us about the aftermath of disciplining residents because they do not have to worry about seeing them on a normal basis. People here hold grudges, and they tell their friends about these grudges, and all of a sudden you have a bunch of people hating you because you disciplined them, which you'd be in trouble for not doing if those residents were caught by someone else or got in other trouble. There is also the guilt aspect, because you feel like shit having to stop people from having college fun.

Having to step in and tell people you will have to write them up is harrowing and embarrassing; none of us WANT to do it. So, I have found some loopholes:

You technically don't have to discipline someone if there is no real complaint. If people are being loud, but no one is complaining about it, you don't HAVE to go up to sort things out, since technically no one is being bothered. Yet if you get a complaint about noise or see something on YikYak about how people are being loud, you do need to react, but it does not have to be in full disciplinary mode. If I hear a dorm is being loud and disruptive, I will often slip a note under their door letting them know to please be quiet, and that has never failed.



Also, don't sneak out of duty. You WILL get caught. Campus is too small to sneak around, and NO party at Wesleyan is good enough to risk getting fired. Save Fountain for the next weekend you're not on duty.

Overall, working for Res Life has a lot of perks. A guaranteed single, a great community with your residents if you put in the effort, connections with administration, and more. Yet the job is no walk in the park, and you must prepare for a lot, but as long as you follow this guide, your year as an RA will be much more chill.

Writing Teaching Evaluations

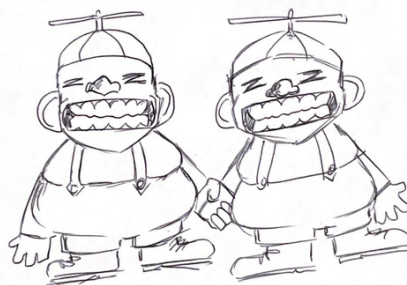
By: Charissa Lee '23

What is the end-of-semester Student Teaching Evaluation (STE)?

The STEs are a way to measure your professors' quality of teaching. It serves as a space to reflect on the strengths and weaknesses of your professors' skills in designing and teaching the course. This is the only universally required form of teaching assessment at the University.

Why are they important?

STEs are used to improve the quality of education and classroom experience for yourself and future students. Crucially, they are used for assessing reappointments and promotions. As a result, there are three audiences for STEs: your professors, the Chair of the department, and the Tenure Advisory Committee. Other professors read STEs to ascertain their peers' quality of teaching and ensure they meet Wesleyan's standards of teaching excellence. Hence, STEs have a direct impact on the hiring, reappointments and promotions of your professors. If a professor's teaching dossier is filled with consistently positive feedback, it reflects well on their candidacy, and vice versa.



Why should this matter to you?

We are a part of this University and it is our role as students to make this place better. Teaching can only improve if we tell them what's working well and what's not. More importantly, as students, we are given the opportunity to uplift the work of brilliant faculty members and positively impact their jobs and lives.

How do STEs impact professors?

Contingent faculty are the most vulnerable faculty members at the University because they face job precarity since they are hired on multiyear renewable contracts. STEs are one of the only ways to assess the reappointment of contingent faculty.

Tenure track (TT) professors are the second most vulnerable faculty population because their permanent (tenure) status is determined during their tenure evaluation process, which is typically seven years after TT appointment. STEs are used to assess the “teaching” component of their candidate evaluation.

Tenured professors are least vulnerable to teaching evaluations because they have secured permanent positions. Nonetheless, an element of their promotion eligibility is based on their teaching performance.

Who is a member of the tenured, the tenure track, or the contingent faculty?

Check your department website to find out.



Faculty Status	Job Title
Tenured	Professor of X
Recently Tenured	Associate Professor of X
Tenure Track	Assistant Professor of X
Contingent Faculty	Professor of the Practice (all ranks) Adjunct Professor (all ranks) Visiting Professor (all ranks) Postdoctoral Fellow

How to write effective STEs that support vulnerable faculty?

The scaled questions are not helpful for most professors because the scales are relative to an individual's past learning experiences. In other words, a "5" on this scale will not hold the same meaning for all students. Hence, written feedback is crucially important. Nonetheless, the Tenure Advisory Committee would prefer for candidates to have a median of 7 or above for all scaled questions.

1. **Don't do it in a rush.** Take your time to reflect on your learning experience.
2. **Be generous, specific and descriptive.** It is suggested to complete individual periodic reflections throughout the semester and accumulate your reflections for the STEs.
3. **Know the difference between "the course" and "the teaching."**
 - a. "The course" refers to the course design. Below are a few prompts to consider:
 - i. What assignments and readings were and were not helpful?
 - ii. Was there clear continuity in the content? Did the materials build off each other?
 - iii. Was there an appropriate amount of work/assigned reading?
 - iv. Was the course content interesting or exciting? At what points was it most and least exciting?
 - v. Did the course present a range of perspectives on the topic? How?
 - vi. How did this course change the way you think about the topic?
 - b. "The teaching" refers to pedagogy or teaching techniques. Below are a few prompts to consider:
 - i. How effective were the lectures? Was information clearly communicated? Were lectures appropriately designed and structured?
 - ii. Was a culture of curiosity cultivated in the classroom? How well were questions answered?
 - iii. How well were discussions facilitated? Was the professor able to put students in conversation with each other? How?
 - iv. Were you encouraged to learn more about the topics as a result of this course?
 - v. How effective was their feedback on papers? How helpful were office hours?

1. **Recognize your implicit biases.** Are you using language imbued with racialized and gendered notions? If so, err on the side of generosity and rectify language that implicates your professor in bad teaching.
2. **Refrain from discussing the personality of the professor.** As strange as this sounds, it would be best to not mention how "nice" or "personable" a professor is. This is because it may indicate that the professor is "not a serious scholar" and it may hurt their candidacy.
3. **Give your professors a strong response rate.** It is a positive indicator if a large percentage of the professors' students complete STEs. Not filling out STEs is effectively giving your professor a very poor evaluation.
4. **Complete all of your STEs** for all of your classes.



Important Reminders

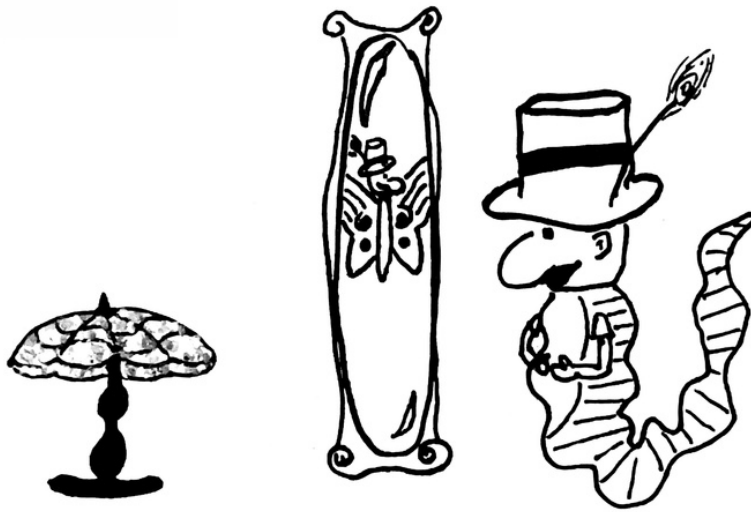
1. **Do not make comments about your professors' physical appearance.** None.
2. **These forms are confidential, but not anonymous.** All STEs are read by your professors, the chair of the department, and the Tenure Advisory Committee. They are not accessible beyond this group of people. However, anonymity does not exist even though the responses are de-identified. Professors can recognize the writing patterns of students, especially in writing-heavy courses. Moreover, anonymity will be broken if serious concerns are raised in STEs. For example, if you accuse a faculty member of sexual misconduct, you will be contacted for a follow-up discussion. If you make explicit racist, homophobic and discriminatory comments about your professors, you will also be contacted.
3. **If you have experienced microaggressions and/or serious harm caused by professors,** it is highly encouraged that you do not wait for the end-of-semester STEs to raise this concern. Contact the Chair of the department, your Class Dean, the Student Ombuds, or the Office of Equity and Inclusion to discuss the matter as soon as it occurs.



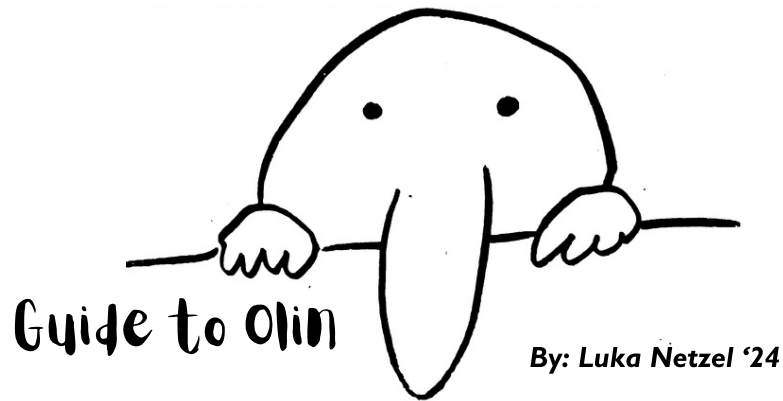
Aural Wes

By: Nathan Hausspiegel '24

Aural Wes is Wesleyan's music blog, written by and for students. We were founded in 2007 as a one-stop resource for information about upcoming student-run shows and concerts happening on campus. From those humble beginnings, we expanded greatly into the freeform outlet we are today. We still keep students updated with Weekend Previews of everything musical happening on campus, but our other output has ranged from interviews of student artists and bands, to original content from our student writers like album reviews and opinion pieces, to photo recaps of Wes music events you might've missed, to themed Weekly Track Roundups of songs to set your mood for the week, to even hosting concerts of our own!



If you wanna join the AW team, we meet every Tuesday at 9pm in Fisk, room 210. The meetings are open to everyone! We're always looking to work with anyone who loves music. If you have any questions, you can email us at teamauralwes@gmail.com, or shoot us a DM on Instagram at [@auralwes](https://www.instagram.com/auralwes).



I've been working in Olin for the past three years and here's a bunch of shit that would've been awesome to know when I was a freshman:

Resources:

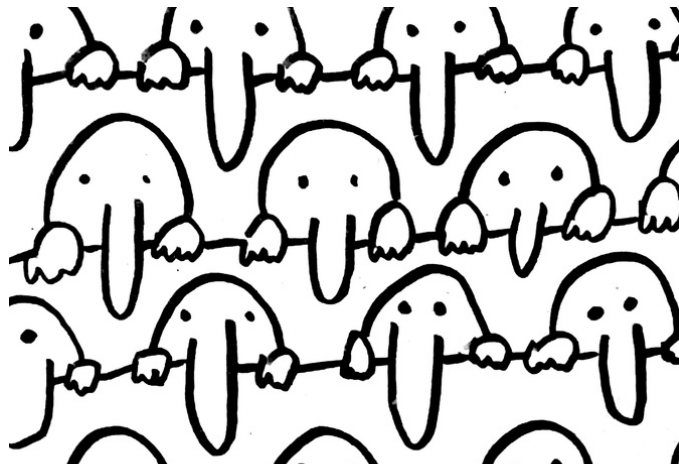
- Olin has a lot of physical books! And they have even more stuff digitally. I fucking hate dropping hundreds of dollars on physical copies of books every semester so I normally pirate them. But! If you're like me, check Onesearch first to see if Olin has a digital copy of your book you can download, chances are they do, orrrr
- You can just request shit. Like you can just request through Onesearch any book the libraries do not have, and the library will go ahead and order it for you.
- Databases, journals, streaming services, the Wesleyan library provides students access to so much free shit. You just have to dig and find what seems valuable to you. The library homepage links to research guides, the database list, collections, and more.

Organization:

- 99% of Olin's books are stored in the Stacks which are divided into 7 floors (B, 1, 1A, 2, 2A, 3, 3A) without a damn guide. Because believe me, the stacks are organized by subject, there's just no map to tell you what is where, so browsing by subject is a pain. I'd provide you a map but I still haven't figured out the damn system myself.
- Your best bet if you're looking to browse a subject is to find a single book and locate it in the stacks. Everything around it should be helpful to you to some degree.

Utilities:

- Where are the bathrooms in Olin? I still get asked this, which is wild since I use them everyday at work. A gender neutral bathroom is in the basement alongside two gendered restrooms. Two other gendered restrooms are up on the third floor.
- Where are the water fountains? This is a more reasonable question cause they're kind of hidden. There is a water fountain on each single number floor (B, 1, 2, 3) The best one is in the basement and is tucked away by my office next to the secondary elevator.
- Secondary elevator? Yes! There are two elevators in Olin, one right by the front desk when you enter, and the other on the Clark-facing side of the building that goes into the stacks. The one in the front can take you to every level on both the stacks and non stacks sides, but it's so damn slow. Always take the secondary elevator, it's much quicker.

**Study Spots** (Non ordered list of some of my fav spots):

- Floor 1A has two gems, a desk tucked away on the left side that's behind a wall of books, with ample outlets, tons of space, and privacy. The other is a table with 4 outlets that's big enough for a group to study in, with windows facing the greater exterior of Olin.
- Floor 2A has the best nook in Olin in the corner to the right of the secondary elevator. There's a large desk with an outlet built in with an armchair and side table combo behind it.
- If you don't mind no natural light, the basement has good group study spots, 2-3 armchairs, and good single person desks

Miscellaneous Senior Advice:

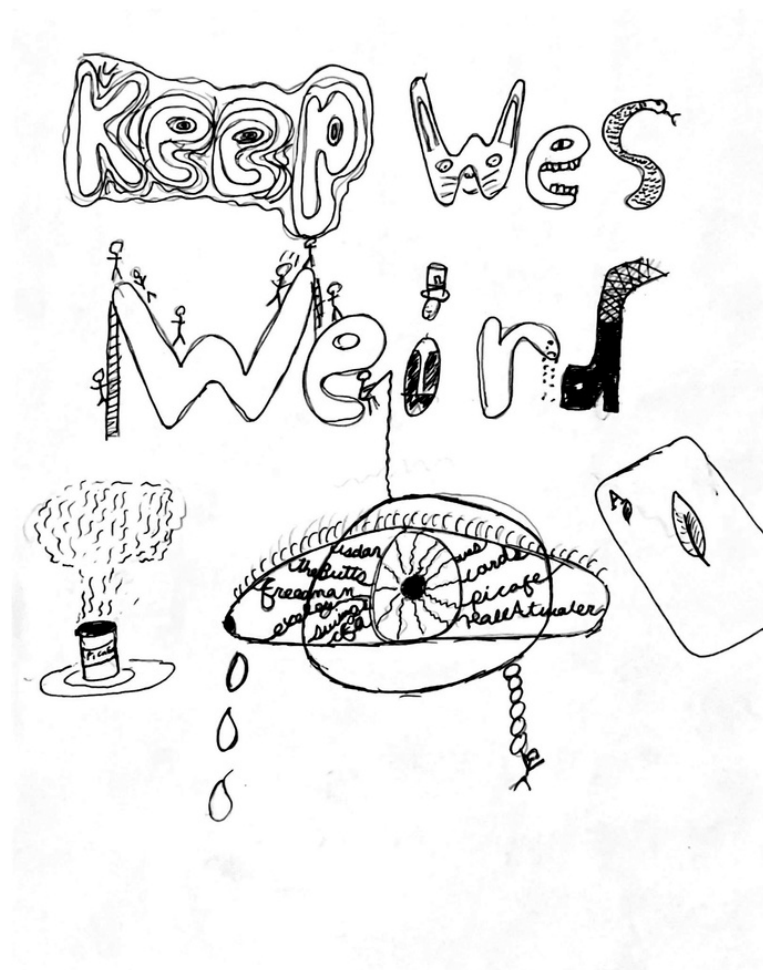
(Collected anonymously)

“Go to office hours.”

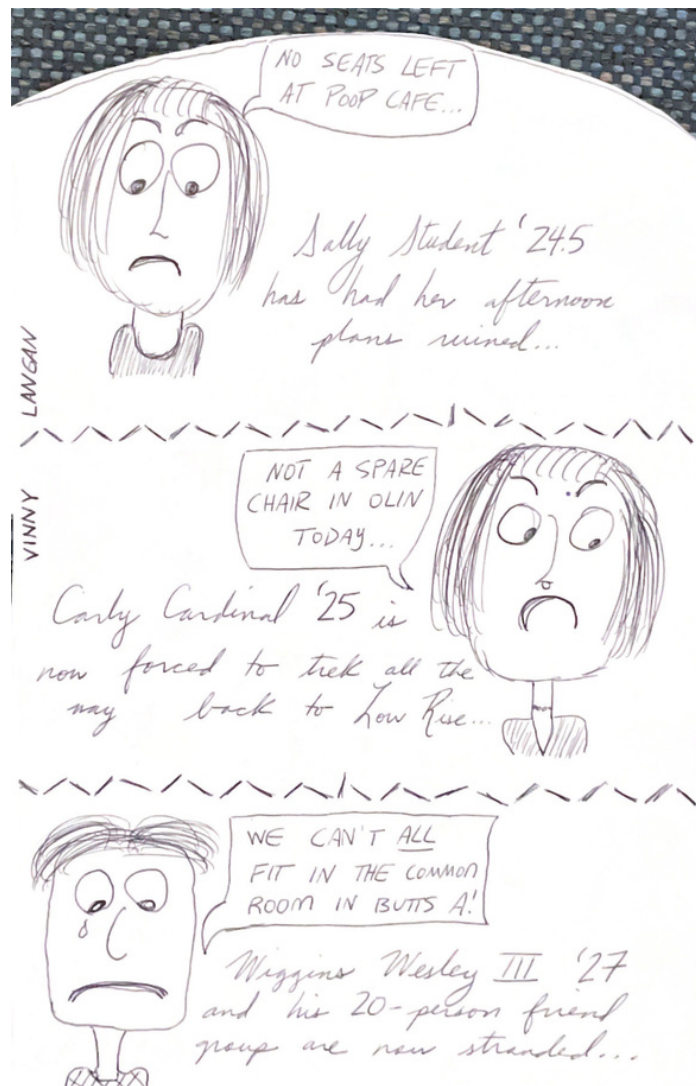


Wesleyan is for everyone, ESPECIALLY
the weird.

Be yourself and stay weird.



“Learn about your surroundings and
advocate for your needs.”



“Feeling is healing.”

Time is Running



(No it's not don't worry)

“Learn to embrace differences in opinion
and different perspectives. We are all
here to learn and better ourselves, so
encourage those around you to do so.”



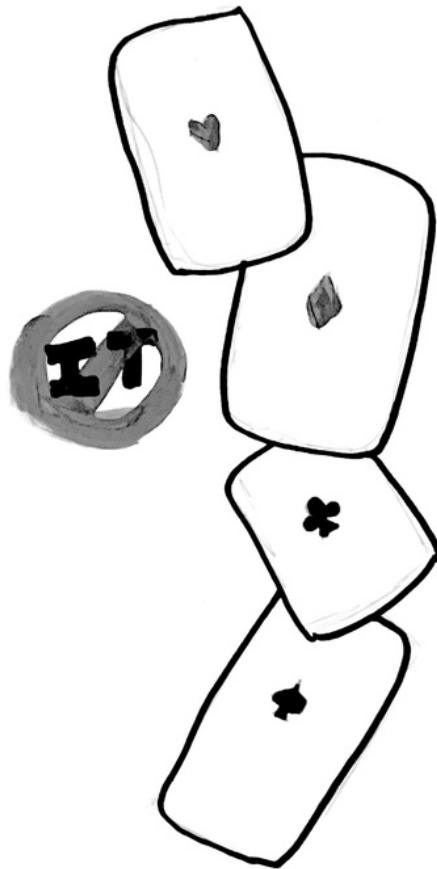
“Join a club with a great social scene
(aka Mock Trial).”




“Treat making friends like it's
your most important class
here.”



“You really don’t need to do it all.”



IT'S JUST NOT IN THE CARDS...

Kate 

“If you are staying at Wes over the summer for either the farm, work, or summer research, do NOT live on campus. There is off campus housing on the same streets as senior housing that is WAY cheaper than what Wes will charge you to stay in goddamn Bennett. “



“Being alone is not the same as being lonely.”



Have you been *disoriented*?

What to do now:

- Join some things! Try to find spaces that feel good to you, and remember to stay open to new change and new people
- Attend events! Campus culture is here again post-COVID, but that doesn't happen by accident
- Text someone you haven't seen in a while! A community of care is built out of small gestures

The Disorientation '23 team is incredibly grateful to you for picking up this zine and informing yourself. We hope that we have awakened something in you that won't die down until you take action yourself.

Four years can fly by when you're having fun, and we think that the perfect four should make you feel like you have lived every facet of your being at this school. For us, that has meant late-night studying, late-morning partying, plenty of good food and exercise when we can help it, and answering the call to action.

So fly, Cardinal fly!

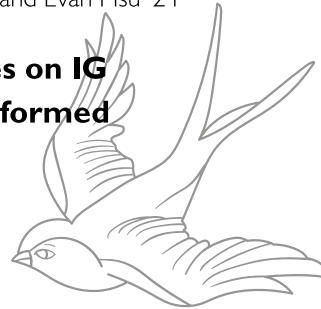
*Spread your wings and swoop between the buildings and construction projects that dot our beloved campus.
Make a beautiful ruckus.*

Ruby Raye Clarke '24, Dane Thompson '24, and Evan Hsu '24

**Follow @disorientation.wes on IG
to get involved and stay informed**

Want more? Check out '22 for:

- Wesleyan Admin power map & salaries
- Music on campus
- How to host a party
- History of Wes Theater
- Navigating Hook up culture
- History of Long Lane School/Penitentiary
- How COVID Changed Wes



Disorientation '22:



Thank you to all the people that made this zine possible. This zine was created entirely by students from content to production and it is an honor to carry on this radical tradition. Thank you to these and more:

Ruby Clarke
Dane Thompson
Lena Weiman
McKenna McKay
Evan Hsu
Lily Krug
Amira Pierotti
August Gardyne
Lily Spar
Sam DosSantos
Ari Randall
Orly Meyer
Rachel Wachman
Ada Qin
Eric Buendia
Amanda Morris
Steph Monard
Vincent Langan
Caius Boynton
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Kai Paik
Luka Netzel

Erin Bryne
Isaac Moss
Victoria Dozer
Erin Readling
Cate Levy
Ali Hochfelder
Briana Rodriguez Castillo
Charissa Lee
AJ Minzer
Henry Ewing-Crystal
T Akter
Zoe Holbo
Marshall Schulman
Kate Sheran
Jesus Martinez Montes-
Maryam Badr
Charlotte George
Isaiah Fraley
Molly Connolly-Ungar
Neo Fleurimond

And many more...

Solidarity forever!

