

10-4-2018

Erica Delsandro Interview

Jennifer Thomson
Bucknell University

Follow this and additional works at: <https://digitalcommons.bucknell.edu/bucknell-occupied>

Recommended Citation

Thomson, Jennifer, "Erica Delsandro Interview" (2018). *Bucknell: Occupied*. 13.
<https://digitalcommons.bucknell.edu/bucknell-occupied/13>

This Interview is brought to you for free and open access by the Campus Broadcasts at Bucknell Digital Commons. It has been accepted for inclusion in Bucknell: Occupied by an authorized administrator of Bucknell Digital Commons. For more information, please contact dcadmin@bucknell.edu.

Good evening and welcome to but now occupied here on 90.5 WV BU Lewisburg tonight. I have in the studio with me Eric Adele Sandro Prof. from our Department of women and gender studies here at Bucknell. So welcome to studio Erica here. So tonight you're here to talk about a pretty wide swath of current events. We could think of. It may be in a way that you suggested before from me to hear. To be talking about everything from me to to the Brett Kavanaugh fiasco two events here at Bucknell, ranging from lessening vases behavior to more long-standing cultural issues here on campus pass on God. You talk about so as most listeners are likely aware. One year ago the hashtag me to begin circulating on social media in response to allegations, at least, most specifically that time the Hollywood producer Harvey Weinstein had raped as well as molested women, including employees and actresses hundreds of thousands use the hashtag to narrate their own experiences of workplace sexual harassment and assault in the days and months following Weinstein's public reckoning was followed by a series of revelations about other prominent men including US gymnastics Dr. Larry Nasser actor Kevin Spacey as Senate nominee Roy Moore, NBC cohost Matt Lauer and Bill Cosby before we talk about those recent events, though, I'd like to ask you to talk a little bit about the longer history of me to write because it didn't just start in the fall of 2017 happy body said that Jen and I knew you would. Concept of me to go back to Toronto. Burke, who we were lucky enough to have here on campus last year. I believe you speaking about the origins of the movement. Her activists work which is long-standing and the evolution of two today in this because next several years. Toronto Burke was working with and still is working with young girls and need to as a as a phrase as a concept as an approach involved her work with girls who work at times talking about the assaults that they had experienced and part of what Burke's motivation was is thinking about what do victim survivors need to hear what they want to hear, especially in a world where we can't offer promises of substantial consolation right so one of her thoughts was to just sit in witness and in shared empathy with survivors and thinking about saying need to. Especially a few are a fellow survivor. Also, as women in the world, articulating an understanding of various kinds of oppression that women and girls face, not caviar. Obviously, it's not girls who are victims of sexual assault. But that is the majority of victims. When she came up with this idea was she. Did she have particular plans for it right like was it was it something that she brought into her own practice or was it something that she tried to make our maybe more broader cultural phenomenon. Both she had to say that she didn't imagine how it would unfold last year has in the last year she was using it in her own work in her activists work in her trainings. It was definitely something that she employed and built upon, but it was as you mentioned the unfolding of the Harvey Weinstein allegations that really brought me to the floor so you often hear Alyssa Milano referenced in this conversation and she did. In some ways bring it to national visibility but turnover was doing this work long before the national stage like this should think it can we talk a bit about how it did hit the national stage writing. Obviously we know there's been a series of allegations against prominent men, but how did how did it coalesce right. It's as though there hasn't been a series of allegations in the past against prominent men or series of realities of prominent men being sexual harassers actually recently people will be studying. I think there's a constellation of factors involved, and one of which being the social media saturated will be live in now college students might not remember. Without this, but not too long ago,

so there's something be said about social media is a vehicle that really is important, but I think you know, in addition to that year living in environments where I go on a limb here and I think that many women and for better or for worse, white women right are feeling, especially under siege in a way that white privilege usually insulates them from. So what we had was no significant number of high-profile white women using the hashtag articulate their stories in the face of what they saw as a serious personal, cultural, social, political injustice right so there's privilege in class and and race all wrapped into this and it started a movement started a conversation. They do think it's really important to note that what we see on the national stage. What's most visible is only the tip of the iceberg. Can you talk about that iceberg. Sure, I mean there were couple movements or activist approaches. Shortly after me to the national stage that tried to focus more on a working-class women, women of color, immigrant women, trans women of color and if you if you dig deep enough in the social media world you will find these but they're still not getting the visibility that our actresses are celebrities are getting so there's definitely an undercurrent right this larger iceberg folks who are speaking up and trying to also trying to power individuals who are often silenced in more systematic ways and multiple more systematic way. I don't think that getting the attention it deserves, and hopefully if anything is movement cracks that open to take some work on all parts of intersection of feminism. Because if were really honest in the history of America. Not like have been carrying the brunt of sexual assault and rape in our early slave culture was so this for some this is for all of long-standing issue, but for some populations of women in this country. This is unfortunately significant and avoidable reality listeners who may be tuning in an interesting, what were talking about and understand what me to raise, but maybe not spend their days talking about intersectional working definition of that forward sure personal intersection of intersection. Allie is a term as a concept in gender studies and race studies and other field is interested in the reality that no one is just one identity. We have multiple and simultaneous identity so sure I may be a woman but I'm a race woman class woman, a woman of a certain degree of able-bodied nests of sexual orientation that these identities exist in multiples and simultaneously so to take intersectional approaches to really borrow from some early black feminists Audrey Lord and more recently Crenshaw who coined this term, but it's a way of thinking about social justice and gender justice through a lens that takes into account all interlocking systems of oppression. Okay cool. No problem. So then if I'm understanding you correctly, your your your working with this idea that in fact like me to, as it's really manifested itself and gotten the most traction over the last year has largely been through the voices of white women, many of whom have like you know a certain level of ability to speak publicly whether that's because of their professional background or economics, so then what would need to look like as a intersectional yeah yeah this is a great question and I want to note that our position you and I sitting here but now is also privilege one so there's a lot we're not seeing right so I don't want to speak and say there's not intersectional version of two things in different parts of the country. I think there is hope there is so don't pretend this isn't happening, but I do want to think about what it looks like especially those of us who might exist. White senator predominantly white environments. I think it means bringing more people to the table. I think it means advocating for other people to speak in other here being if I'm thinking myself as a white middle-class woman right to see the see the mic as I sit

and talk to microphone is really important sometimes to shut up and send back an advocate and support and help others get to the table. The conversation gets the microphone also means paying attention, and this is more theoretically maybe in terms of approach and methodology paying attention to interlocking systems of oppression right to understand that not everyone's experience of misogyny is the same. Not everyone's experience of assault is the same experience of importing or speaking up is the same. Numerous women who cannot afford to speak up, let alone report and because maybe their employment status would be online. Their ability to stay in this country. Maybe they will be outed as transmit. There's so many complications that very often white art to knowledge right so I'm speaking as late as this is a journey and a lesson I'm always reminding myself of two and I'm learning, but I think it's really important that for me to open up to more intersectional conversation really means imagining these interlocking systems of oppression, knowing that gender is not the only vector involved and then just in terms of we talked a lot about orientation and and perspective behind activism so far in terms of tactics, a lot of what's gotten the most attention publicly has been social media activism right personal narratives about experiences with sexual assault reporting sexual assault to certain degree, it's come into play with marches in this kind of thing. But if we were to think about me to becoming both a much more intersectional but that also hopefully more successful form of activism. What are other ways that it could begin to attack a culture that supports sexual yeah so I think about our campus. For example, one thing that I try to talk to about or at least just to students is that hashtag exists in the world of social media and that's really importantly, no relationship media house with realities. I RL speak, but it's really Horton to incorporate that hashtag into your praxis right so it's not just something you can, not just something that remains only on your phone and in the social media. But what happens if that's something you're thinking you're using your motivated by when you're out of party when you're in discussions with your friends with your teammates with your fraternity or sorority brothers and I think there's a way in which as much social media helps spread the word and has such a large global international reach. There's a way in which it IS separate our lives realities. So I think one of the first thing people. One of the first things that people can do is think about it, not just as a hashtag, but as a modality way of being be very rich way to think about supporting our fellow community members were survivors. And it's a tremendously helpful way of thinking about challenging rape culture example 9.5 WPB you start you are joining a conversation with Erica.Sandra on this moment need to activism so I just have one more question about this just building off of what you just said right here. How do you see that changing a person subject right, like if a student is to now begin walking through the world as you said a second ago with a me to perspective. I like how does that change how they think has some really interesting possibilities. I I think it helps us think about so certainly if me to is, in essence, as you mentioned about personal narratives and telling stories right getting summons boys out there in a sea of misogynistic or patriarchal discourse right in telling one story I think that the power of story is hugely significant rights of hearing the stories is going to cultivate the connections and I think if we start moving to the world with the two attitude and approach what can happen. Hopefully, we see that although everyone story is different. What will be able to notice. Hopefully, structurally, systematically, there are some similarities there are some shared context if we can see what's happening

one person write and understand their story and listen no issues but to be able to thighs by here perhaps better standing witness to write what somebody has gone through, we are listening enough. What here is a pattern. What here is a system structure will start to be able to see that this isn't about individual choices are individual stakes on the part of the survivor not all. It's actually about structures of power try to keep women of color marginalized minority communities in certain status quo in a certain subordinate place. So start to see how it's about power as much about sex okay so then when she sees about power, though like you go from there you go from a place of people listening to each other stories and coming to a different understanding of the world to a place where that power actually can be challenged and dismantled. There is one way to make that move right so that has to be there first person start to shift the perspective. Unfortunately, 90 only limited you know everybody open and engaging in a conversation and hopefully I do believe in a kind of time release approach over time things started to click paying attention if you're listening, and what move we hope that happens is that goes from just know listening to stories that exceed structures to then transfer into that need to write bring yourself into that conversation, whether or not one has been a victim of sexual, and get involved right is to see that that me you write you are part of the systems and structures and you actually have socially little power to shift them right and granite. Some people have more than others depending on their platform but there's a way in which once you see yourself as part of larger story of the systems and structures and balance of power, then your implicated and then to your choices. Complicity or no action right and also to different forms, but I think once an individual becomes implicated sees themselves as part of the structure that is me to that. I think there's some central okay I'm taking like 111 11 stab at this one so so if we are you so you talked about this as a as a timer these past right so I hear you're saying in terms of education etc. like how people process information in terms of, you know people at risk of being subjected to sexual assault right like time is right. Like the time has are in past. For this to be dealt with right then how do those two time frames reconciled with the affected unit on the one hand it's way past time is up for us to have begun to dismantling structures of power. But then, on the other hand, like as you said in terms of how people process information, etc. that takes much longer can put those two things together. I mean, in some ways you write don't line up tomorrow. Wake up and things to be different not the case. But what hopefully is happening is that we have folks all along the process right. I mean, I do think there are more. Now there are more students are much more aware of sexual assault consents and work that needs to be done on ecology and I do think that there are people who are stepping up and doing work put the pieces together were really taking a stand and do really good work in the community is on the national level and overcoming long, I hear what you're saying to like the horrible VM. I wish there was a way you have a March. Let's have a protest on everyone's on board just I don't see that happening in the meantime, the best we can, you know, so not be assault, assault, and I think some of his better job at others, but it's it's a structure that pleases you know for millennia just to the best we can, shouldn't let this in the context of very recent sprite switch little bit and talk about Brett Kavanaugh quite specifically so Brett Kavanaugh's nomination to the Supreme Court has occurred course within the larger context of me to Kavanaugh over the last month has been credibly accused of sexual misconduct and attempted rape by three women write only one of

whom Christine Buzzy Ford was offered the chance to testify before the Senate Judiciary committee last Thursday and after that Seal out the chance to respond, think, for many listeners watching the entire testimony listed in incredibly visceral kind of reaction which is basically complex, but for many, the spectacle of a sexual assault survivor being required to testify publicly before a panel of largely white older men who was then patronizingly. Thanks for sharing her story while also being discredited for having faulty memory being part of some sort of nefarious Democratic ploy to bring down his judge was. Some wondering before we get really into Kavanaugh himself. If you have any particular reactions to listening to her testimony last Thursday teaching better than I did watch a good bit of I think I for many, as you said spectacle of having survivors speak not only in such a space nationally televised streaming really difficult maybe empowering also for some right see someone rising up that challenge or obstacle, but I think overall that not her spectacle. Obviously, for many, very visceral parallels to hills testimony back in one Germany felt particularly was the way that Ford was treated at all different wave was treated to see that playing out what I just I have to admit as much of seen parts of the testimony I haven't seen it all done enough reading about it and I think Reno Vesely talk we can compare these to think about the student without noting the racial difference. Write a white woman sitting in front of a majority white majority male board and Anita Hill, a black woman again sitting in front of using another black man was a lot a lot of different politics. Also the same. Obviously, a lot of different some really nuanced thinking in terms of comparison. It's important to think back and as you know, Anita Hill wrote a couple, talk shows, and she wrote an op-ed about her experience what we should learn. For this we should be making comparisons, we should be thinking about the student really need to have their sexual lens as we do so. Dr. Ford was kind welcome to effusive leap by the Republican chair of the Senate Judiciary Committee. Thanks for coming to tell her story. This kind of thing right the rest of the publicans allow prosecutors questions for them while the Democrat senators questions and after this part of the hearing was over. Kavanaugh came in he was about to speak on his behalf. There's been a lot of commentary in the week sense about the way in which he chose to defend himself wondering if you can talk to us a little bit about the quality, as we all know Saturday Night Live commentary already, but check out but I think there's really something to be noted about the right Kavanaugh came in flabbergasted that he had to be going through this, you know, totally in frustrated. Ed about his family to go through what he's had to go through that this process has been sabotaged in this way, the anger motion. It just really betrayed white male saw display their this shouldn't happen, there shouldn't be investigation. There should be second questions should be second-guessing shouldn't be doubt there shouldn't be a conversation about that. Fundamentally, he was upset about, and I think that just goes to show us what especially white men expect right. And again, maybe not conscious level, but there's power in an precedent about how these things go for white men in power and this does not necessarily fit that precedent say he still is upper nomination. So it's not as if the whole thing got thrown out right so the think that Stephen reinforces the idea he saw was entitlement. Let's talk about this little bit more bite by actually pulling in the 11 white Republican men were on the Senate Judiciary committee, many of whom once Kavanaugh and Ford had concluded their testimony proceeded to give long ringing endorsements of capital himself to Lindsay Graham, Republican from South

Carolina spoke at length about how Cavanaugh was a good person a decent person who worked his whole life to get to where he was and allegations like this if they were true, would be horrible, but nonetheless, in the way that they had been brought about in their obvious falseness in fact were assault on Judge Cavanaugh right in the many many many kinds of versions of this same defense rights of what your thoughts on that particular dynamic rights on the one hand we have the judge himself, putting himself on display by the particular kind of way to an audience that at least was 50% receptive to what say I really intrigued I think by the common defense in this situation and others, especially those who come up on behalf of someone like this position this defense that he's a good man right that he's worked really hard. He's done a lot of good in his life. He went to Yale right. I think for me from my additionality is think about stuff. Time right gender and power. There is a faulty assumption. The base of this which is that Mendels really like us to rise entertaining. This might stretch the imagination to try to entertain that Goodman assault women happens and that we need to face and that's because of the tremendously powerful socialization process that from birth if not before, is teaching men socializing men that women are available for them that power and dominance are sign of masculinity that heterosexuality is privileged and worded and that the world is yours for the taking note that last bit might be, particularly for white but this is how all men are socialized right people don't assault me so defensible. He's a good guy. We've completely debunked the bad apple theory that it's one bad apple that that's the rapist that's the predator right and every Apple was shiny and yummy. This is about a culture is about a socialization process. Part of what we see, there isn't just a defense of back capital of particularly what right that how could good men do these things Goodman doing these things for a long time. It just doesn't work. They get to define what constitutes good logical also to Brett Cavanaugh, helped somebody with their groceries probably has he jumped somebody's battery when it was probably his children. I'm sure somebody evil or good right battery good were socialized in a culture that treated me so you both participate in so we can't go around single. He's a good guy so good.everybody not thinking one. One thing that was definitely on display and in kind of the hysterics behind both Cavanaugh self-defense, but also the way in which the Republicans were defending him right and continued have continued to defend the past week is really the sense of something about the world self image that they taken for granted coming under assault right like they had some sense in which the world that they were accustomed to operating without hindrance. Somehow being put under question right now that they thought that was the questioning process is valid. The reaction was coming just as a result of being forced to account for themselves over, over, and ways in so many comments from from senators from our president right I think one good example of this challenging of the of the reality that these men exist dinners they existed is when I forget said why did we wait 35 years. Why did she wait 35 years when most women will tell you the reasons why you don't report might not report think twice about porting, not to mention the hard science that really has explored trauma and what happens with trauma, so it really suggests that there is an alternate reality right there's a thing that women no right or many women know or have experienced either having no unfortunate experience of certain harassment herself or just negotiating the world is not changes again based on your social location position Audi but that reality that so many women know is a reality that so many of these men do not know? We

often ask in my classes is I asked everyone to just write down what they do on a weekly basis to prevent sexual first season like quizzical looks but he quickly women start writing stuff down. They park under they park the cars under lights. They walked to their car with the keys. They don't go to the bathroom never drink down making a start writing down the list. I open it up for conversation, you know, he emerges that the men don't actually do much the majority of men, especially since white middle class or upperclassman. They're not right so that in and of itself. I think illustrates the tremendously different realities we are going to take in very brief break for a public service announcement as well as one awesome track and then back to continue our conversation turned into 90.5 to BBB in the demo switch. I know Nonny Nina and I were just sitting together like old watching testimony and we're just alternate screen before it was you know you you welcome back to Bucknell occupying here on 90.5 WPB that was free kitten with their awesome awesome track bondage of yours from Riley go but still definitely relevant today conversation in the studio with me. For those of you just tuning in, Eric, Adele, Sandra from women and gender studies. We've been talking about everything from me to to the Brett Kavanaugh nomination to where we are going to turn now, which is bringing it all back home here to conversations about our own campus. If anyone is listening. That might have questions, you are free to call in the number here in the studio is 57057734 89 cell let's talk about issues of intersections between rape culture. Patriarchy and misogyny here at hair Bucknell and I don't start our conversation off with one particular case, but that I'm hoping we can expanded much more broadly than that. So this summer. July 2018 particular alum of this University named less invasive happened to be president of CBS was accused of attempted rape and sexual harassment by six women are subsequent to more women have come forward with allegations arranging over a period of 30 years indicates to us the extent of his sexual predation had been Nell's commencement speaker in 2016. He also donated. I believe \$1 million to the newly constructed humanities Center, as well as receiving an honorary degree from the University so I'm wondering if we can just start a conversation off by talking a little bit about his case and in particular how the university dealt with him once the allegations had begun to emerge. Summarize the piece really nicely followed a pattern pattern similar to Crosby Matt Lauer somebody speaks up, breaks the ice and I'll fusil earn something another word, and then more people speak up and drop so public response public commentary around it. I think for our purposes interested in how this trickle down or impacted the University and happened during the summer allegations as you mentioned in July came out and the entire University community or just the faculty campus was community was informed actually prior to the recall article being published. There was kind of a way in which our front of it, at least for those of us connected for city knowledge and they knew about the story and that you know stands for behavior kind of radio silence a long time. In the meantime, the great room in the humanity center which had been named the great room was quietly renamed names just the great room sensor plaque. There was both a plaque outside the room, as well as a large kind of biographical plaque inside the room. Yes, it is removed also. So those were moved again quietly and that it wasn't until actually not too long ago that we heard again from the restriction that was going to resend business degree. I think this came after he was from CBS. Also it got the email right after choir wrote a story about buses degree okay gotcha so one thing that's emerging from how

you're talking about this. This is the way in which things happened quietly write the removal of references to Montes on the website happens and then his name and his presence were removed from the larger space the humanity center since can you talk a bit about that right what the implications that these kinds of actions happens in a non-public way is a lot to turn over his great university is distancing themselves from good happen so quietly, though, other than these two large communications I think should give us pause and I really motivate us to think about how institutions orient themselves around kinds of allegations. Individuals being accused and what that says about priorities, perhaps as well as what it says about our cultures. More generally, inability and/or refusal to see sexual assault as the crime that it is as pervasive problem that is in conversation with students. For example, something that emerged totally agree with his the frustration with the language that now doesn't stand for this kind of behavior right away there's a there's an assumption, perhaps naïve. That, of course, the universities stand for this kind of behavior right institution of learning of curiosity of you, etc., etc. arts ideologies wouldn't stand for support, sexual assault, of course not, and yet so many of the students I was speaking to articulated the reality is that rape culture on campus and that there are structures and systems and patterns as well as a cultural norm that's in place that doesn't challenge it is complicit with that in many ways, you know, perpetuates and reinforces it. So highlighting the students just as much as I might think this. I'm not living there like you know there we go home and have our our social circles in our existence and their living this right so for them to hear. See those words now doesn't stand for this. They found in some ways betrayed or like to especially victim survivors right who are thinking stand for this and why me here right and I think that's a valid in some ways there are other ways to end an email and I think this is can attention this example, the students brought up, and I agree needs to be noted really. Not only know implicates our university, but I think it speaks again this larger cultural inability or refusal to face the reality of pervasiveness is so much talk then about how this manifests in students lives here right so what when you talk about your students living in every culture here on campus right which is something that's not separate from what's going on in the United States were generally but happens to be more concentrated because of the isolation of this place kinds of privilege that runs through this place what is right culture look like your question a lot of folks use the term now to think about a rape culture isn't necessarily to rely on statistics about numbers of assaults or how many women out of so many women, although that is all very important and shot up the slack in his work super important in terms of diversity grappling grappling with this culture so the numbers are important, but we think about culture were talking about social norms were talking about Haven years were talking about conventions, social scripts were talking about attitudes and all of these are tethered to hinging upon vectors of power and privilege right and initially think about gender right how that falls in terms of gender identities, but that of courses to keep it intersectional anything about race as well. Rape culture, we can say that now, which is not uncommon here to say that this is not alone in this. Cultivating work having culture being a rape culture doesn't mean that any given time someone's being assaulted. It means that the circumstances are so that there is a likelihood of assault by at any time any any social situation. Any whatever any time where people are mixing in such a way that it could happen. It's as if the conditions are right weather would probably be a good analogy. If I knew anything about it right but

there's something about the conditions that you know hurricane could, tornado, could for rape culture is the conditions are right that any time she talked about kind of the way in which vectors of power flow through an enabler rape culture and when you send out my thought about for city like the main thing that I'm thinking of in terms of student life is Greek culture maybe think about the prevalence of fraternities and sororities here in the way in which that really magnifies these kinds of power differentials or the ways that you've seen that Greek culture contributes to rape culture distinct things every part of each other. It doesn't mean that Greek organizations are rape cultures right mean not definitionally so right, but given the general norms of college campuses and especially a college campus like this that is predominantly white is moral, right where students are losing themselves in a larger urban space were able to access different kinds of social scenes easily right given given the parameters of where we are. The Greek culture here becomes soul conduit Russian say so. Maybe the largest and most prominent conduit of social and or actions right parties, dances, drinking right the happening attorneys. Mostly, so there definitely part one of the key you know key constituent aspects of the rape culture than because of the prominent attorneys and sororities. Although might argue the great idea wouldn't necessarily right so I think that's really important. Historically Greek life in in places like we are deftly contributes to it and it's really hard to untangle. It could be any organizational structure that functions in a similar way, just because it's Greek that doesn't inherently mean that historically, but just know your site right like they're not on one another so that meaning if we think about that then right in the your basically suggesting that rape culture is a much more entrenched reality, then these particular institutions seem to magnify right stand is emblematic of what would it look like actually eradicate culture mean back to earlier question which doesn't have a very satisfying answer. What would it mean mean training men and women to not debate in the misogynistic hetero patriarchal culture that unequally distributes power world doing everyday right structural change right so it is about all these boring things like education and talking listening, conversation protesting and you know speaking often challenging doing the whole range of things, but it would really take it much related to what I said about the guy takes men and women both gingerly man to understand that the current constructions of traditional heteronormative masculinity problematic and not only problematic, dangerous, and not only women and it means changing changing shifting and that takes more than just a fraternity, although that might help, but it's deftly not solve the problem about the culture that the institution enforces the culture there. Without the institution into the issue. I think we touched on before the different way right, which is that you know people can can realize the ways in which this is damaging from right but one have to cushion benefiting from right leads me to this question of trying to talk about how does it work to ban frats separately right but is it time for like women to start walking around on patrol in short, there are certain so I will back and I do want more directly responsive are lots of ways we could work on changing the culture that's more direct right real consequences for perpetrators right and I'm not talking semester off right talking series that sends a message that the University does not abide by this right instituting significant and robust support for survivors right we have a canvas. Our conference center is working overtime so this is not about them. Particularly they are doing a terrific job right about creating a space in our classrooms as well as our social arenas here as well as the residence halls where

we support victims and survivors we hear them listen to them and we then shift things change things. Act accordingly it means really taking a hard look at how we implement title IX right and how that plays out in terms with how it interfaces with students might say, like on the books were doing the right stuff. How does it feel for student to report what information are they getting back how are they being responded to their direct actions University right even just training our faculty more responsive and attentive to the fact that we have people walking around in our classes, interacting with and babysitting next to her crossing pass with a perpetrator right your lesson things you can do to start shifting the culture on an institutional standpoint, so I think in part as we do a layout out there's right I get to my my question is easy time is it time to take things into our "red night in the studio here beyond the two of us in here, our own hands. I love it. Yes, this is where I often think failure of imagination like creative looking me do right as women and men who wants to change right culture, right that mean we all wear some color on Monday we all reset patrols as you are saying we have no women students who decided there the self-appointed title IX officers and what are you there are endless possibilities to make this visible right body right this challenge and I would just lay that challenge up there to anyone listening, some good ideas. Also thinking there are ways as much as there are students are super active there involved in campus. Their leadership role and they are great at using the channels available to them. Rape PSG their mentors and their staff that they're working with. There's ways which are things are really adept at moving through the Asian but I would also say that there is a way to move outside the institution around the institution of the institution right. I'm really suggesting to get create prescriptive know. All I just think that's where you make fun right to get into it, embody it really can bring it out in your day-to-day. This again might be a way of living that need to write that it's not just the friend of yours who is a survivor right, it's you too can you do. How can you act as women and men right binary structure. So get creative. We have sadly come to the end of our hour, but I wanted to give you chance. There may be listeners and students at their want to continue this conversation. I think they might be able to do that with you next semester. Can you maybe tell them how I would love to, but I worried you give a shout. Being in about the idea being creative in your activism suggests taking the credit course that Jen Thompson's offering, the semester starts on October 23. That's Tuesday's five day come take my credit course that is being offered in the spring is called hereto, and it really is trying to take it leverage this local reverberation of me to choose our connection to the allegations and think about how institutions address and redress issues of sexual assault will really be using the me to movement as our means to have that conversation so it will really be your student driven and I'll be asking students really dig around online and find me to stories and read the commentary were to create archive of all that we find and create some reflections responses and ideally the end of the semester come up with a kind of best practices for institutions from the student perspective awesome creative thinking so much for coming in hour with Erica. Thank you Jen. I always love it. For those of you who are interested in tuning. Next week I will be talking about immigrant detention, as well as the recent constriction of green card procedures with Lysa Williams here in science apartment have a good night