

THE COLLEGE HILL INDEPENDENT

EDITOR APPLICATION

Fall 2019

All applications are due by **Friday, May 3 at 11:59 pm** to theindy@gmail.com. Please include the subject line "APPLICATION." Feel free to email the Fall 2019 managing editors (tara_sharma@brown.edu, benjamin_bienstock@brown.edu, catherine_turner@brown.edu) if you have any questions.

What do editors do?

Section editors are what hold the *Indy* together! They work with staff writers and other Brown/RISD students to develop and edit weekly pieces. This is a real commitment—we estimate around 5-10h/week, including our biweekly meetings. It's a great way to workshop your writing (and provide feedback for others) and get involved with the paper.

QUESTIONS

Please type your responses below each question. Please ensure your responses are at least 100 words for questions 4-10 (but do feel free to write more).

1. What is your name?
2. We're planning on conducting interviews before the end of finals period. If you are leaving Providence for summer break, when is your last day on campus?
3. The Indy is a workshop. It is most effective and most fun when everyone participates. Would you be able to attend our "Critique" of last issues every Monday 7-8 and/or "Copy Edit" every Wednesday night?
4. You will find the Indy's policy for interpersonal harm within our community attached to this application. Do you agree to this integrity statement and procedure? Do you have any questions about it?

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5. In order of your preference, list at least three sections you would like to edit and why. Our sections are: News, Week in Review [short, usually funny news stories], Metro [PVD news], Features, Arts, Science & Tech, and Literary.
7. What brought you to the Indy? Why are you interested in being a part of this community and publication? What are you hoping to get out of it? Is there anything you would like to change about the *Indy*?
7. Last fall, the Indy worked together to create a mission statement that reflected its aims as a publication and as a member of several broader communities (<http://www.theindy.org/about>). What are one or two things from this statement that seem especially important to you?
8. As an editor and a member of the staff, what work would you do to include voices that you feel have been historically excluded from the *Indy* and/or other publications, both on and off campus?
9. What is an idea for an article that you would like to publish in your top-ranked section? In general, what kind of content are you interested in seeing and curating within your section?
10. What is your experience with writing and editing? Please list any articles you've written for the *Indy* or any other publications (we love people who have AND haven't published).
11. What are your interests? What activities or communities are you a part of, either on- or off-campus? What do you do around here (classes, clubs, jobs, hobbies)?
12. Please send us one or two samples of your writing that you're proud of. These samples can be academic or non-academic writing, from the *Indy* or a class or anything! (This can be any length, and about anything, but we'd prefer you send something analytical—that is, a piece of writing with an argument or thesis).
13. What's your favorite Wikipedia article?

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Thank you so much for applying! We look forward to being in touch. Do not hesitate to reach out with any questions.

Yours,
Tara, Ben, and Cate

Addressing Community Harm: Member Dismissal Policy

Integrity statement

In tandem with the production of anti-oppressive content in the publication itself, the Indy, as an institution, does not tolerate any instances of interpersonal violence including violations of consent and bodily autonomy, or otherwise oppressive actions perpetrated by a member of its staff (i.e. a Brown or RISD student listed on the masthead) or a contributor.

Drawing from the survivor-led anti-abuse organization *The Network/La Red*, the *Indy* understands oppressive actions as causing harm by exploiting “an imbalance of power intrinsically linked to the privileges bestowed on some at the expense of others, based on but not limited to: race, ethnicity, gender expression and identity, class, ability, sexuality, religion, citizenship status, age, language capacity and history of incarceration and court involvement.” Along these lines, the *Indy* recognizes abuse, oppression, and violence to be intersectional experiences.

In all procedures, the *Indy* prioritizes the comfort and safety of the reporter and staff. While we recognize that the measures available to us as a non-adjudicative body are primarily punitive, the *Indy* remains committed to promoting an understanding of transformative justice frameworks for interpersonal harm, including resources on campus for such an approach.

If a reporter or a direct representative notifies the Managing Editors that a member of staff or contributor has violated the integrity statement, it will trigger the following guidelines and procedure:

- 1) All actions taken by the Managing Editors to address relationship of the responsible party to the *Indy* will be led and consented to by the reporter.
- 2) In hearing instances of harm from a reporter or representative, the Managing Editors are not in the role of adjudicators; they will hold the instances of harm as true to the experiences of the reporter.
- 3) If a member of the *Indy* community is reported to have violated the Integrity Statement above and if the reporter consents, they will be dismissed from the *Indy* staff¹ and barred from all *Indy*-sponsored events. If it is brought to the attention of the Managing Editors that a person not on the *Indy* staff has committed interpersonal violence or oppressive actions, they will be disallowed from publishing with the *Indy* and be barred from social events.
- 4) The responsible party does not have to be deemed responsible by Title IX or other any institution at Brown or RISD to be removed from staff.
- 5) The Managing Editors will not reveal the identity of the reporter or the responsible party to anyone. If a reporter does not wish to reveal themselves to any of the three Managing Editors, they may communicate by proxy through representative.

¹ The *Indy* has the authority as a UCS-registered group to remove staff members. If, at the end of this process, someone who is removed from staff refuses to do so, a Managing Editor may file a no-contact order against the responsible party.

- 6) Third-party reports will not trigger the member dismissal policy unless they are brought forward explicitly by the reporter or their chosen representative. In other words, the *Indy* will not act outside of the wishes of the reporter.
- 7) The reporter does not have to be affiliated with the *Indy* in any way to trigger this procedure.
- 8) The staff will not be notified if someone is removed from the masthead for violating the Integrity Statement. If necessary, the Managing Editors will find ways to communicate that someone has left staff, without being specific about how.
- 9) If a reporter or a representative comes forward, the Managing Editors must provide them with resources on Brown or RISD's campus. This process is not merely a referral to campus organizations, but will provide valuable, specific information (e.g. which sources are confidential, who is best to talk to in each organization, how to obtain a Dean's note, how to obtain a no-contact order, etc.). The Managing Editors will be in possession of a document outlining these resources and will be available to any member of the Brown or RISD community upon request.
- 10) The Managing Editors will meet with the responsible party in-person to inform them of their decision. As with the reporter, they will point the responsible party to Brown and/or RISD's resources in a meaningful and intentional way. The Managing Editors should approach conversations with the responsible party with an understanding of transformative justice conceptions of harm. The Managing Editors cannot adequately provide a transformative justice process for the responsible party but should, to the best of their ability, point the party to resources on campus that can.
- 11) If the reporter was a member of the *Indy* staff, they will discuss with the Managing Editors what level of commitment to the paper they need during this process. They will be allowed a break from *Indy*-related duties for as long as they need while remaining on the masthead, with the Managing Editors or Senior Editors filling in as needed.