Committee on Diversity & Equity  
December 10, 2014 Meeting  
Opening: 9:07 a.m. & Adjournment: 10:07 a.m.

**Attendance:** Monica Adya, Susannah Barlow, Kerry Egdorf, Jean Grow, Christle Jones, Josh Knox, Kali Murray, Karen Robinson, Ed de St. Aubin, Guilianna Sutkiewicz, William Welburn, Alyssa Voboril and Paul Mascari (guest)

**Introductions**

**Guest:** Paul Mascari, Chief of the Department of Public Safety (“DPS”)

**Ed de St. Aubin:**

- Explained the Committee on Diversity’s Equity mission.
- Discussed the outcome of the CDE’s Listening Sessions
  - Student and faculty concern on the “Timely Alerts” and the description of the suspects.
  - Many times the description of the suspect is “black male.”
  - Leads to racial profiling of the black males on campus.

**Paul Mascari:**

- Discussed Communication between CDE and DPS
  - The focus needs to be on dialogue.
  - Wants to build relationships with the MU community.
- “Timely Warnings”
  - Mandate of the Department of Education
    - DPS follows the DOE’s guidelines.
    - In addition, DPS follows the best practices
  - Delicate balance between providing sufficient information to be able to identify suspect and keep the campus safe and these various issues in diversity.
  - Continued used of these descriptions because they have led to apprehensions.

**Kali Murray**

- Looked at the Clery Act.
  - Doesn’t say that race has to be in the timely warnings; it is only in the DOE guidance that we find this requirement.
  - Race only comes up in Section 1 of the Cleary Act in terms of the victim.
  - Asked whether there is a way to write the e-mail in a way that discusses the impact of racial profiling.
Paul Mascari:
- Had discussed the description in the timely warnings with the Office of the General Counsel.
- Welcomes suggestion as to what the timely warnings should say.
  - Has asked the CDE to send him some “boilerplate” language for these e-mails.
- He has looked into Michigan State University’s language in its timely warnings.
  - MSU includes language on the impact of racial profiling.

William Welburn
- Has looked into the language used by different institutions, specifically the language used at University of Chicago.
  - U of C does not use descriptors.
  - The incident description is first, followed by the boilerplate language.
  - Does not get into the description of the suspect.
  - This seems to be more of an exception amongst the schools.

Paul Mascari
- Perpetrators have been repeat offenders—by providing these descriptions it helps to prevent the repeat of incidents.
- Some of these incidents have happened twice in one night by the same suspect.
- DPS uses the Associated Press’s guidelines as to when to provide race.
  - It has to do with time; if an incident is more than a day old, then providing the description of the suspect won’t help, so DPS does not.

Susannah Barlow
- Moved discussion along to the “bigger picture” of all of this.

Paul Mascari
- Other universities use complexion or shade.
  - University of Penn State does this.
  - Isn’t sure if this is more insulting.

Kali Murray:
- “Black” is not a good descriptor; it isn’t a timely warning because it is too overbroad.

Paul Mascari:
- Certainly open to changing the timely warning.
- It is an institutional decision at the end of the day.

Monica Adya
- Wanted to know whether the use of video warnings was an option.
Paul Mascari
- DPS is NOT a law enforcement agency; it is up to MPD to decide whether to release the videos.

Ed de St. Aubin
- Wanted to set a clear plan; what specific steps can we take?
- Wanted to know whether a link to the description of the suspect was a possibility.

Paul Mascari:
- OMC handles the description actually going out; would have to look into whether a link is a possibility.

Kali Murray
- Wanted to know whether there is a specific person on the DPS who addresses diversity issues and who is specifically focused on diversity.

Paul Mascari
- Ruth currently handles diversity issues, but it isn’t in her job description.
  - Committee suggested having someone who is assigned specifically to address diversity issues in the force.
  - Paul said this is something DPS can look into.

Susannah Barlow:
- Stated that the issue appears to be a lack of resources.
- Suggested developing a strategy of how DPS and CDE can work together on short-term goals.

Monica Adya:
- Addressed faculty related issues.
  - Faculty being followed on campus
- Addressed the service learning projects and the mixed messages about students going off campus.

Paul Mascari:
- DPS is not involved in the service learning projects.
- DPS has been pushing the use of Uber.

Kali Murray:
- Discussed how the conversation we are having today would be great to have with students and faculty because students and faculty do not perceive DPS in the way that DPS believes it is being perceived.
- Students fear an “Eric Garner” situation.
- Students fear being harmed by officers.
Paul Mascari:
- DPS has had guns since 2001, and has not used them.
- DPS has the same criteria as MPD as to when to use deadly force.
- People do not know that DPS is armed.

Ed de St. Aubin
- Wanted to know what things are being done to address DPS’s perception.

Paul Mascari:
- DPS holds 50 hours of in-service trainings on deadly force and on diversity.
- People from the University conduct these trainings.

Christle
- Discussed the lack of community between DPS and the campus.
  - Paul Mascari recognized that this is a problem.

Kerry Egdorf:
- Discussed issues arising with the limo service.
- Black students being asked for identification, and white students not.

Jean Grow
- Noted multiple concerns from student focus group about blue vans passing minority students unless they were wearing an excessive amount Marquette clothing.

Paul Mascari:
  - Said that he has heard about this and when the incidents are reported, students are disciplined.
  - Paul Mascari said this is why reporting problems is important; if DPS doesn’t know about an issue it is hard to address it.
  - Students are supposed to ask for everyone’s identification.
  - Student turnover is high, so fixing this problem is difficult; however has looked into incorporating diversity into new hire training.

Susannah Barlow:
- Provided a summary of the information we discussed today (see below).
- Summary:
  - Wanting to broaden transparency and narrow this perception of DPS.
  - Continuing to have these dialogues.
  - Accountability: students and officers.
  - Identifying people from CDE and DPS, so we can get together and plan.
  - Taking a serious look at the alerts.
  - Training in diversity.
  - Provide Paul with boilerplate language for these timely alerts.
  - Paul will send CDE the state-mandated curriculum on diversity.

Respectfully submitted by: Christle Jones
Shared concerns and goals

- Increased confidence, communication and transparency with respect to DPS and race
- Increasing DPS’ community presence and trust--strengthening community policing approaches
- Correcting the perception gap: DPS is committed and open in this meeting; how can we get the community seeing that regularly and seeing results of that openness?
- Effectively addressing any reports of racial profiling, bias or harassment
- Effectively addressing any reports of racial profiling, bias or harassment in Student Safety Patrol (SSP)
- Other?

Next steps

- DPS and the CDE will each identify representatives for a work group to look at broad measures for DPS’ diversity work
  - Need to have multiple people whose role it is to address the issues
- Group will work on goals above, with early attention to
  - Disclaimer language for timely warnings (?)
  - Content & format of timely warning notices
  - Training of officers and SSP drivers, especially around unconscious bias
- Senior leadership (Chief Mascari; others?) will be part of the goal-setting/partnership in early stages and engage with follow-up as needed
- Other?