Committee on Diversity & Equity

Meeting Minutes

11/12/14, 9-10 am

Present: Jean Grow (Chair), Monica Adya, Ed de St. Aubin, Kali Murray, Alyssa Voboril, William Welburn, Susannah Bartlow, Karen Robinson, Josh Knox, & Giuliana Sutkiewicz.

1) Jean introduced new undergrad student member, Giuliana Sutkiewicz.

2) Meeting minutes for October 8, 2014 were approved without revision.

3) There is an Academic Senate meeting next Monday, 11/17. Jean will be attending and called for other committee members to attend if possible. The AS meeting agenda includes discussion of the development of the university police force.

   Members discussed talking points for Monday’s Academic Senate meeting with the following decided upon:
   1. Need for a structured process for diversity training.
   2. Need for a mechanism for ongoing discussions with the campus/community, to possibly include an advisory board.

4) December meeting planning.

   Members recommended inviting Dr. Miller, Paul Mascari, and Doug Smith (general counsel) to the December public safety meeting to discuss the issues around DPS transitioning to a police force.

   William Welburn shared that Dr. Miller has expressed his concerns about diversity training for public safety/police force to him.

   Members highlighted the climate around diversity and interactions with public safety that came up in every listening session from last academic year.

   Committee members discussed expectations for the December committee meeting:
   Monica led a discussion on what our expectations for the campus police force will be going forward.

   Susannah suggested that there is an opportunity to change the police/community climate not only at Marquette but also in Milwaukee.
William Welburn expressed concerns over the campus police relationship with outsiders who enter our campus.

Monica raised the concern that the police plan could be contradictory to the larger vision for the university.

Cleary Act and reporting. Kali reported on her research of the Cleary Act. Cleary Act does not require detailed descriptions within the notifications, only notifications. So there is nothing in the act that precludes using a link to report suspect descriptions. Other campuses are using the link to report that information.

5) Committee Plan for the next meeting:

Susannah and Ed will be the spokespersons. Kali will address any legal issues as needed.

Members recommended we query campus police representatives on how they plan to address our shared concerns.

Members recommended that we share information gleaned from our listening highlighting the consistent concerns raised about racial issues and DPS.

Members suggested that at a minimum we recommend:

- A Michigan State like structure for ongoing discussion with campus/community, catered to our campus. Ed presented his research on the topic briefly and it is available as a separate document.

- Racial and gender sensitivity training for DPS or the campus police department as part of on-going training activities.

**Optimally members would also like to secure a more permanent reporting mechanism to this committee with monitoring.**

Members discussed benefits of providing guests at the next meeting with the MSU report at the meeting versus prior to the meeting.

Meeting adjourned at 10 am

Next meeting: December 10, 9-10 am, Zilber 458.

Respectfully submitted,

Josh Knox