Committee on Diversity and Equity
Meeting Notes - December 14, 2016


Absent: Kerry, Lisa Edwards, Jesse Byam-Katzman, Karen Robinson

Marquette PD representatives present: Ruth Peterson & Paul Mascari, Chief

Officers shared that info provided was similar to report given to MU Board.

Since the installation of the dedicated police force, the campus has seen:

-21% decrease in robberies
-56% reduction in burglaries
-No change in thefts
-Dramatic decrease in crime to persons.

MU PD Diversity Efforts:

MU PD has been involved in numerous Community service/outreach activities- 429 hrs. over last year, Shop with a cop, neighborhood cleanup, trick or treat, and reading in elementary schools among others.

Currently recruiting for a safety officer (dorms) from the community.

Police officers- 9 officers plus command staff currently.

Foot traffic- emphasis on more bike and foot traffic when staffing allows.

Multicultural training of officers- 720 hrs. total curriculum.

-Fair and impartial policing training is mandatory.

-Paul Mascari will forward the link to the training for the committee

Jean Grow asked:

How is diversity represented in your police force?
Four officers of color hired in the past year. Two thirds of the senior command staff are women. Three women on the policing staff (all patrolwomen). Chief stated he would send percentage from human resources.

Chief cited that finding officers with the educational requirements across all sectors has been difficult and particularly difficult to recruit diverse officers due to low numbers who apply.

Discussion of policies and strategies of discrimination and hate crimes.

Van policy discussed.

Exit Interviews:

‘Committee had limited discussion of Exit Interview process.

Committee will request report of faculty who have left for reasons other than retirement (minimum) from provost’s office.

March meeting- plan to work on exit interview guidance further.

Sameena will meet with Kerry about this in the interim.

Jean suggested we should have examples of why we should be doing this.

DI Awards:

Discussion of applicants

Two individuals forwarded to provost this year

Criteria for forwarding and strategies for improving process discussed:

- Nominees with more than one person nominating.
- Request that Deans send to students and faculty personally.
- Contact Division of Student Affairs to identify names of relevant student organizations.

Adjourned 10:04

Respectfully submitted,

J. Knox