Committee on Diversity and Equity
Minutes of Meeting
October 10th, 2018

Present: Joshua Knox (Chair), Sameena Mulla, Corrine Conway, Jessica Delgado, Lisa Edwards, Ashley Faytol, Monica Adya, Janice Welburn, William Welburn (ex officio), Angie Harris (ex officio)

The meeting began with a reflection led by Sameena Mulla

Captain Jeff Kranz, MUPD
- Formal rollout of Diversity Liaison Officer Program (last night) which began as a suggestion by a student after a stop; student wanted to be able to speak to officers who had experienced life as he had, and looked like him and felt what he felt (reflective of the student body with regards to race, gender, LGBTQ-five officers total)
- Getting officers reflective of the student body out there, giving them office hours in spaces such as the CIE and LGBTQ Resource Center; office hours will occur in various locations
- Based on Obama’s task force on policing, healing the rift between police and communities
> Building trust and legitimacy

Action Items:
- Create opportunities for positive non-enforcement interactions with police
- Involve the community in the process of developing ideas
- Open and honest exchange with officers who have had experiences with the same communities as Marquette students

How is outreach conducted?
- Work with Near West Side Partners (perhaps with regards to off-campus locations)
- Presence-getting police out of the cars and just talking with people

MUPD Police Jurisdiction
24th Street to Highland, Potawatomi, 6th Street
“didn’t want to build an island of just Marquette-become a resource to the outside community”

Police Aid Program-create a position where someone from Marquette/nearby community to work full time for MUPD, go to Marquette, send them to academy and channel them back into MUPD; focus on cultivating their own officers

Outreach
Shop with a Cop, Special Olympics Fundraiser, recognized as 2018 Volunteer Program of the Year, week-long FBI High School Citizen’s Academy

- CDE raised a question regarding the handling of sexual assault on campus

- MUPD works with sensitive crimes, finding that victims/survivors often prefer to work with MUPD and officers and resources they are familiar with
> Biggest concern is not seeing a lot of reporting
> Frequently channeled to advocacy services, often does not return to MUPD
The CDE raised a question with regards to sexual assault or domestic violence off campus and in the community; if it occurs within the patrol zone, MUPD will take these cases.

- If CDE members hear of a rumor regarding Marquette Police; department would like to get in front of things.
- CDE will consider weighing in on the hiring process of the candidates for the new chief of MUPD.

MUPD’s endgame is that any of its officers will become accepted in any context in which they appear, but they are beginning with the Diversity Officers.

Discussion of the Jurisdiction of the Committee of Diversity and Equity

- CDE discussed the reach of the committee with regards to who can bring issues of inequity to CDE. The differences between faculty and staff with regards to these issues were considered. Discussion of Title VII and the creation of an Equity Office and what CDE’s role could be in this instance. Goals regarding the re-structuring of equity issues and the channels they travel through was considered. A gap was again identified in the Title VII resources, and the recommendation of a Title VII coordinator was discussed. CDE stressed discussing the inclusion of diversity in every facet of the university so that these issues are not the sole burden of the CDE but are more intentionally and equitably distributed among these avenues.

The meeting was adjourned at 10:02 AM.