Committee on Diversity and Equity
October 2nd, 2019


The meeting began at 9:00.

MU Police Department Chief Edith Hudson

Chief Edith Hudson joined CDE along with a student representative from the Black Student Council.

At Marquette:

- Chief Hudson reported that she is in planning stages for in-service training for MUPD officers this January and is particularly interested in programming that contributes to officer training on issues related to diversity and inclusion.
- She gave a report on the state of the Diversity Liaison Program, which currently includes one sergeant and five officers. While this is a good start, she would like to see the program gain momentum.
- There have been a few highlights in MU specific events designed to create citizen-officer interfaces, such as the Black Student Council’s 3 x 3 Basketball Tournament, in which MUPD officers participated.
- Additional partnerships with the Black Student Council and MUPD involve working with Sisters Striving in Systems and the Black Male Appreciation Dinner.
- MUPD has also reached out to collaborate with the Women’s Innovation Network and Sasha Parsons-Waters

In the broader community, MUPD has:

- Sought to consult with Near Westside Partners on issues of local concern
- Pursued avenues for restorative justice models and community prosecution when referring cases for prosecution. These avenues for resolution are offered both to students and non-MU students.

Observations from the first few months of Chief Hudson’s time at Marquette:

- Training is a priority for officers. The Law Enforcement Standards Board requires continual training. One officer was trained as a trainer in the “Fair and Impartial Policing Training” model. Chief Hudson will follow up on this resource and will have her trained officer deliver 8 hours of follow-up content.
- MUPD has been tracking trends in its interactions and calls. This is in part because of the local law enforcement environment, and the relatively recent consent decree resulting from the ACLU settlement with the Milwaukee Police Department over its
stop-and-frisk policy. The decree does not apply to MUPD, but MUPD would like to learn from the conditions and so has been observing its own patterns of officer-citizen interactions.

- MUPD will engage in an “Unlearning Racism” training.
- The largest consumer of MUPD resources are local homeless citizens, including clients of the Milwaukee Rescue Mission. Interacting with homeless citizens requires sensitivity to various community needs in the area.
- About 60% of calls to MUPD involve homeless neighbors and citizens, including, in some cases, those sheltering in the encampment under the bridge south of campus.
- MUPD has designated a Homeless Outreach Team, and intentionally selected officers with the skill sets to work with this citizen population and respond to its unique needs.

Questions from CDE members:

- How is MUPD building relationships with local organizations that service the homeless population, particularly Street Angels, who recently publicly posted an account in which they perceived interactions with MUPD to be negative?
  - CDE suggested MUPD make direct contact with Street Angels leadership.
  - Chief Hudson disputed the facts of the Facebook posting in which Street Angels expressed their concern, but also indicated that dialogue was important.
  - Chief Hudson pointed out that there is a responsibility to protect the public from dangers, and the university from risk, when it comes to some of the university’s local properties that are unoccupied.

- CDE asked about the possibility of students earning criminal records as a result of being cited or arrested by MUPD now that it is a sworn force. MUPD’s public information records indicate some students are being cited for obstruction of justice in the course of their encounters with MUPD.
  - Chief Hudson explained that citations are issued with instructions that present directions to contact the Milwaukee City Attorney. Her understanding is that students who follow the direction will have opportunities to present their concerns to the City Attorney.
  - The student representative of Black Student Council was interested in pursuing programming that would empower students to understand their rights and responsibilities in the event of being cited.
  - Chief Hudson suggested there were legal advocacy experts with whom student groups could partner to learn more about their rights.

- CDE members asked about the use of unmarked vehicles to pursue and detain students for public drinking, particularly incidents that students have expressed concern about when unmarked cars follow women students late at night. In one case that occurred early in the semester after 11 pm, a student reported to her friends and faculty that she was walking alone when approached by a car, and ran away fearing abduction.
Chief Hudson was concerned and sought more information about the incident.

CDE and Chief Hudson discussed the traumatic nature of such an encounter, and the propensity for some students not to recognize such a vehicle as law enforcement related, and to flee the scene in fear of their personal safety.

CDE and Chief Hudson discussed was that Chief Hudson could work with her officers to modify use of the unmarked vehicle, and to practice a trauma informed approach. Chief Hudson was interested in some training for her officers on trauma responses.

- What is MUPD’s policy on cooperating with ICE in immigration related operations?
  - MUPD is bound by the same rules as other law enforcement agencies, but is also aware of the Jesuit universities commitment to the dignity and safety of all students, regardless of their documentary status.
  - MUPD is also aware of a recent Milwaukee Police Department operation on the Southside that resulted in a negative experience for citizens and witnesses of the immigration raid, and is learning from the community feedback to the operation.

In bringing the discussion with Chief Hudson to a close, CDE members discussed whether existing best practices at other universities with sworn forces might be worth researching and consulting, particular in relation to policing and diversity and inclusion. Chief Hudson identified crisis intervention training as one area of need, particularly in terms of interacting with citizens with vulnerabilities related to mental health. She also recognized the on-going challenges of contentious community relationships between police and citizens in the present social and historical context.

**Other CDE Business**

CDE is formulating a formal response and recommendation to the university's decision to dissolve the Office of the Ombuds following the elimination of the ombuds position. Monica Adya will submit the memo on the committee's behalf, and present it at the Academic Senate Meeting on October 21.

September minutes will be voted on via email.

Sameena Mulla moved to adjourn. Seconded by Kali Murray.

Meeting Adjourned at 10:15 am

Minutes as recorded by Sameena Mulla