

RHS Town Hall Meeting

December 4, 2015

WHAT DO YOU HOPE FOR?

+ What do you hope for?

- A welcoming, inclusive space where students don't always have to worry about how they will be treated based on their identities.
- RA's who are able to have advanced understanding of social justice; more than worship and integrated training
- End of bias incidents through education
- Competent residence, training and education

+ Hope

- More proactive, less reactive: conversations, internationality, messaging, training
- Honesty, space for vulnerability
- If a bias incident is experienced the victim feels like justice is served
- More transparency, less defense
- Cohesive effort in response to bias
- Enhanced understanding of impact
- RA/ICA additional training in response
- Sincerity, willingness to understand
- Get the "whole" community messages

+ Hope

- More proactive, less reactive: conversations, internationality, messaging, training
- Honesty, space for vulnerability
- If a bias incident is experienced the victim feels like justice is served
- More transparency, less defense
- Cohesive effort in response to bias
- Enhanced understanding of impact
- RA/ICA additional training in response
- Sincerity, willingness to understand
- Get the "whole" community messages

+ What are your hopes at MSU?

- A more accepting heterogeneous environment
- Safer environment
- A mandatory diversity training for faculty and staff
- Increase in tenured faculty of color including all other faculty
- Need to stand alone multicultural center
- MSU to make students feel like they are a small college
- Faculty/staff whose identities intersect and want to join students in protest, do not fear they will be fired
- A broader audience for having courageous conversations that includes people who don't typically get involved but often times cause interracial problems

RHS Town Hall Meeting

December 4, 2015

+ What are your hopes at MSU?

- A more accepting heterogeneous environment
- Safer environment
- A mandatory diversity training for faculty and staff
- Increase in tenured faculty of color including all other faculty
- Need to stand alone multicultural center
- MSU to make students feel like they are a small college
- Faculty/staff whose identities intersect and want to join students in protest, do not fear they will be fired
- A broader audience for having courageous conversations that includes people who don't typically get involved but often times cause interracial problems

+ What are your hopes at MSU?

- A more accepting heterogeneous environment
- Safer environment
- A mandatory diversity training for faculty and staff
- Increase in tenured faculty of color including all other faculty
- Need to stand alone multicultural center
- MSU to make students feel like they are a small college
- Faculty/staff whose identities intersect and want to join students in protest, do not fear they will be fired
- A broader audience for having courageous conversations that includes people who don't typically get involved but often times cause interracial problems

+ Hopes

- Feel safe on campus
- Open dialogue about race
- Better collaboration with RA's and ICA's
- Proactive rather than reactive

+ What we hope for

- Space for an awareness and education without fear
- Class requirements focused on inclusion and social justice
- More diverse living wings in resident halls; less segregation
- Better investigation and actual consequences after bias incidents

+ Hopes

- Issues of race to be taken care of more seriously
- Actual consequences for actions
- University is not viewing as a problem when action is not taken
- Hall meetings to address instances when the perpetrator is unknown

RHS Town Hall Meeting

December 4, 2015

- Addressing the community that the incident/hate is unacceptable

+ What do you hope for?

- Bias will stop
- Biases are handled better; conversation about incident needs to be changed
- Put residents out of comfort zones while maintaining safe environment
- Less racism; change the way RA's talk about it with residents
- Be mindful of what we do when we hear or see racism
- "Do you want to move?" How can we handle the situation better
- Make residents aware of bias situations that are occurring in the halls just as MSU PD makes aware of crimes
- More responses from President Simon
- Sending out emails about things discussed in floor meetings

+ What can we hope for?

- Lesser crime
- Better cultural understanding while living in residence halls
- Discussions remain civil when trying to get point across
- More organized conversations when officers present
- Presence of different staff to address questions
- Hope for response more than "we are working on it"
- Continuous conversations every year
- That there is a required diversity training for faculty and staff
- Have more freedom of speech for faculty to speak during these conversations and not having to be in fear of losing their jobs
- Set boundaries between freedom of speech and racist bias
- Put crimes of higher importance at the top of staffs priority to handle opposed to crimes such as, removal of decorations

+ Hope

- Action, accountability; work with MSU PD to create transparency
- Streamlined, consistence process
- Developing trust that problems will be solved
- Bias reporting by neighborhood
- Clarify roles of RA/ICA; work together better and more often
- Give OIE more responsibilities in cultural student affairs

+ What do you hope for?

- To not be the person responsible for addressing other students bias incidents with in classes and residence halls
- Want to feel validated in classes or other environments, not dismissed

RHS Town Hall Meeting

December 4, 2015

- More understanding, more places to be who you are—no judgement from peers, faculty, police, staff
- Better communication between faculty members and colleges
- Sense of security on campus
- Sense of community on campus
- Safe places for open dialogue—opportunities to listen and learn consider other opinions, points of view, and experiences
- Hope to not feel that they will be penalized for things they open up about on campus

WHAT IS YOUR GREATEST FEAR?

What is your greatest fear?

- False solution with only talk; all show/talk with no change
- Impact felt at incident versus earlier awareness
- Student doesn't feel safe. Limits to emotional safety.
- Students leaving school because of a bias incident
- It will take a larger event for these issues to remain on the fore front

Fears

- Not saying things correctly, unintentional
- Don't know what I don't know
- Being accused
- Extremist groups taking action at the university
- Nothing will improve
- Students will not receive support they need, resulting in them leaving or not succeeding
- Counseling center support; treating people like a number not a person
- Internally focused; students not prepared when they leave
- RA's will be a target for things that are going wrong
- Desensitized to these events

What are your fears?

- Retaliation: graduate student fear of faculty if they speak up
- Nothing is going to change because MSU is a PWI
- Enrollment and acceptance of people of color will go down
- Institutional biases

What do we fear?

- Afraid not be able to speak/practice religion
- Breakdown of first amendment
- Fear of not knowing who is around you and who is being targeted
- Nothing will change
- People who do not stand up together against bias, hate, prejudice, no matter what it is
- People will only contribute if it effects them

RHS Town Hall Meeting

December 4, 2015

- That as people become more concerned with equality of outcome, equality of opportunity and meritocracy will break down

+ Fears

- Things won't change; we will just keep talking
- University value money over students
- Issues happen so much that people don't care

+ What we fear

- Backlash from trying some of these solutions
- University administration will not do anything

+ What are you fearful of?

- Someone will find out I have said something about an incident
- Things will get bad on campus
- Are bias incidents handled by one person or a group to avoid further bias?

+ Fear

- Non-effective communication/involvement between departments
- Of not being heard
- Fear of back lash for speaking up

+ Fears

- Having thoughts and opinions ignored and not acknowledged
- Having MSU become like other Universities
- Not being covered or supported by campus
- Children not coming home. Having to teach children how to be safe from hate/discrimination
- Atmosphere where issues cannot be discussed. Where there is a separation between students

+ What do you fear?

- Retaliation
- Vulnerability
- Symbolic actions
- Use of nice rhetoric that won't lead to action or change
- Losing my appreciation and love for MSU
- Misinformation among student faculty—RA's speaking for residents as a whole, overgeneralizing with police involvement
- Overgeneralizations in general—in regard to demographics
- Vulnerability with living in a public space unlike any time before in your life
- Sexual assault

RHS Town Hall Meeting

December 4, 2015

- Lack of transparency with sexual assault
- Lack of notifications to students regarding crime on campus—text alerts
- Lack of transparency regarding location and availability of Cleary Act
- Green emergency phone don't work and are not accessible in all of campus

WHAT CAN WE DO TO MAKE IT BETTER?

What can we do to make it better?

- Make it real to all the students
- Improved training. Reputable and follow-through
- More on going, continuous training
- Training throughout all the Residential Education. Go beyond training
- Education on diversity and inclusion. Improve understanding
- Think about different learning styles and learning from mistakes
- Looking through all cultural lenses
- Assessment to understand feelings of student safety
- Comprehensive education for all RE staff

Action

- Active listening training; skill for all levels of teams
- Engaging/facilitating intentional conversation
- More spaces to observe faith
- Dining halls; understanding the importance in accurate ingredient representation
- Peer mentor program; actual peers, not in position or authority
- First generation student getting more active
- First year seminar requirements
- Resources for AOP

What can we do to make things better?

- Recruitment of faculty and students of color
- Diversity training mandatory—video, e-learning
- Put pressure on president to resign if they do not live up to the core values of the university
- Make all buildings accessible

To-Do

- Increase collaboration between RA's and ICA's; starting with training
- Promote ICA program with new students/parents at AOP
- Address what "safety" means to different students during RA/ICA training
- More conversations about privilege, oppression, and social justice

Do better

RHS Town Hall Meeting

December 4, 2015

- The entire community comes together
- Trust between students and RA's; including upper classmen
- Cultural events that feel more inclusive to all
- Communication between students to learn what is okay
- AOP- set awareness upfront and be more well rounded
- Do more is IAH classes
- ✚ What can be done better?
 - More involvement at MSU related to bias incidents
 - MSU taking more responsibility in bias incidents
- ✚ What can we do better?
 - Transparency
 - Course for cultural/racial awareness
 - RA and staff deal with bias incidents with more care
 - Domestic students welcoming international students
 - Put on events to make students more culturally aware
- ✚ Do better
 - Make sure students know where they can get help
 - Be proactive, not just reactive when they become large scale
 - More consistent on keeping people informed; actually announce when meetings are taking place. It doesn't have to be weekly, can be monthly
 - Using table tents to get out information on meetings
 - Having answers and responses. Bring people to the meetings that can answer questions
 - Transparency; not hiding information in long/complex documents—break them down
 - Keep students involved through the process—make sure they understand the procedures
- ✚ What can we do better?
 - Offensive writings and drawings involved with bias incidents have not been taken down immediately
 - More hall meetings when bias incidents are occurring in the halls
 - Want to feel more comfortable talking to RA's and ICA's about all things
 - Availability of RA's—posted "office hours"
 - ICA's on all floors
 - More cultural awareness training—for students (to fight against bullying/racism) AND for faculty/staff
 - Important that everyone knows/can identify racism from form of micro-aggression to hate crimes

RHS Town Hall Meeting
December 4, 2015