

FSU Parents Night 1.30.2018

The safety of students is the top priority of the administration, so it's important to open a dialogue to hear your input and address your concerns. Thank you for attending tonight's Parent Night, we hope to answer your questions about safety on campus, about the hate crimes that occurred last semester, and about the university's response.

The Framingham State University administration stands in unity with our students in rejecting the racism and hate crimes that occurred on campus last semester. We share in the frustration among students that the person(s) responsible for these hate crimes has not been identified and we are committed to doing everything within our power to find them. We are also asking students to provide any assistance or information they may have that could help us identify a suspect. Anyone found to have committed these acts will be expelled from the University and subject to criminal charges.

The safety of our students is our number one priority. There is currently a \$5,000 reward for information leading to the identification of a suspect. The University has taken a comprehensive approach to responding to these hate crimes that has included **installing additional security cameras, increased police and residence life patrols, public forums and meetings with students in the residence halls, campus-wide racial intelligence training, and new anti-bias training for incoming students**. It's important that students are aware and take advantage of the many resources that we have at the University to ensure their safety and well-being. These include police escort services at night, increased patrols in areas that were targeted by these hateful acts and counseling services.

We are committed to providing the necessary resources to ensure that students feel safe on campus and that their thoughts and ideas for addressing these incidents are being heard. Framingham State University remains a wonderful and diverse community of nearly 8,000 students, faculty and staff members. *We are determined to come out of this an even stronger community.*

We urge anyone with information about these incidents to contact University Police at 508-626-4911. If you wish to remain anonymous, please use the anonymous tip line by texting to 67283, and in the beginning of your message typing "FSUTIP" followed by a space and then your message.

Update about the investigation

Report from Framingham State University Chief of Police Brad Medeiros with the latest information on his investigations into these incidents.

We know that many of you are anxious to hear updates on the Police investigation into the racist incidents that have occurred on campus. While certain details of an active investigation cannot be shared publicly because they could compromise the investigation, below are some details we are able to share.

- Our Security Camera contractor has installed additional security cameras that will enhance our ability to monitor who is in the residence halls. Additional cameras may be installed throughout the campus as this is normal activity each year to add to the security network.
- Guest sign in logs have been cross referenced with all incidents, and those guests that were in the building during the time frame of these incidents have been questioned.

Updates: <https://www.framingham.edu/the-fsu-difference/inclusive-excellence/bias-education-response-team/racism-response>

- Officers have interviewed residents of effected buildings. Officers on several different shifts are being utilized to conduct follow up interviews.
- A \$5000 reward has been offered for information leading to the identity of the person responsible for these acts. Numerous anonymous tips have come in, we have followed up on all of them.
- Additional foot patrols of the building by University police are taking place, as well as residence life staff doing the same.
- Follow up with the victims of these incidents have taken place, their safety concerns have been listen to, we have reviewed the safety options available on campus, including shuttle services hours, programming police number in their cell phones, after hours' escort service, campus emergency blue phones.
- Middlesex DA office has been consulted with, however with the lack of leads at this point there is not much they can do, however they will assist us anyway they can, pertaining to charges once we identify who is responsible.
- On January 12, 2018 we received notice from the FBI that they are unable to assist any further with the handwriting samples provided, due to resource prioritization. *(The university has reached out to the offices of Senator Warren and Congresswoman Clark to reach out to the FBI.)*
- On January 15, 2018 Mass State Police detective division was contacted, we are currently working w/State police to identify handwriting analysis resources.

Neighborhood Watch – Pilot Program in Corinne Hall Towers

Report from Glenn Cochran, Ph.D.; Associate Dean of Students/Director of Residence Life

- Is a group of community members working together to protect their neighborhood. They agree to be attentive and keep an eye out for each other, for suspicious activities or people, or for conditions that may hamper safety and security
- Is a volunteer effort to enhance safety, discourage criminal activity, and deter inappropriate activity disruptive to the living and learning environment
- Is a way to reduce the risk of victimization to residents in the neighborhood
- Opens communication lines between residents
- Neighborhood Watch can enhance the security of the residence hall community because safety depends on people. The police and hall staff cannot be everywhere at once so your help, your eyes, and your ears are needed in the effort to maintain a safe and secure community

NEIGHBORHOOD WATCH IS NOT:

- A neighborhood “patrol” program (it is about watching out and reporting activities to police or residence hall staff, not patrolling)
- A vigilante force
- A program that will prevent all crime or behavior in conflict with campus conduct expectations

WHO & WHEN:

Updates: <https://www.framingham.edu/the-fsu-difference/inclusive-excellence/bias-education-response-team/racism-response>

- We are assessing if there is interest in Towers to launch a pilot program this semester.

NEIGHBORHOOD WATCH COMPONENTS:

(1) Community Recognition

- A majority of members of the neighborhood simply pledge that they will do their part to help make your residence hall a safer place to live.
- Signs/decals are provided to those neighborhoods where a majority of residents make this pledge.



(2) Neighborhood Watch Council

- Residence Life sponsored program/group
- Individuals can become a member of the Neighborhood Watch Council. Members:
 - Pledge to be attentive to safety and security and protect themselves and their community by being alert and by calling the FSU Police and/or Residence hall staff when a crime, suspicious activity, or potential safety threat is observed.
 - Must complete Neighborhood Watch training sessions annually (approximately 4 hours). Training topics may include bystander training, residence hall specific scenario training, and reporting protocols and options
 - Attend periodic meetings to discuss the program and residence hall safety and security
 - May help plan or promote residence hall community safety and security awareness programs for members of the community
 - Assist in the selection and/or promotion of safety and security programs, services or tools (e.g. reporting phone aps, etc.)
 - May be asked to assist in certain residence hall programs, events or situations

Concerns Raised by Students

During a rally at the start of the semester, students raised a number of concerns that they would like to see addressed by the University. These include greater diversity among faculty, staff and administration; installation of additional security cameras; creation of an African American Studies Major and Minor; and creation of a diversity scholarship for low-income minority students. Some of these items will take longer than others to meet, while some are initiatives we are already working on.

Diversifying our faculty and staff and administration is something the University has been working at for several years. We've made good progress but recognize that there is still more work to be done. Currently, about 19.8% percent of our full time faculty are people of color, up from 18.7% one year ago.

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In 2012, just 10% of faculty were people of color. So there has been progress, but we want to make sure we continue diversifying our faculty.

Within the University administration, 50% of our current Executive Staff, which consists of the President and the University's Vice Presidents, is made up of people of color. These are the top decision-makers at the University.

As far as the specific demands for more people of color at the Counseling Center and among department chairs, it's something we will certainly take a look at.

With regard to security cameras, for many years there were minimal security cameras within residence halls due to privacy concerns. However, given the incidents of racism that have gone on, we have already begun installing additional cameras in and around the residence halls. This is something we will continue to do on an ongoing basis.

The President will be meeting with Academic Affairs to discuss the possibility of rolling out an African American Studies minor and major. There is a lot of required work and approvals from the Department of Higher Education before you can create a new major, but this is something we are happy to take a look at.

Lastly, the creation of a Diversity Scholarship for low-income minority students is a wonderful idea and something that we will be able to accomplish.

Community Building

We want to keep the conversation going to support racial equity on our campus. We have a busy semester; some initiatives were completed last semester, will continue this semester and will be on going.

- Open forums and small group conversations – “Courageous Conversations”
- Consultant completed focus groups for students, faculty and staff of color; campus wide climate survey in March.
- University police attended a mandatory training in January; online training provided last semester for students, faculty and staff; mandatory online training for incoming first year students; bystander training scheduled for this month; all Student Affairs Division Staff training on Culturally Competent Leadership in January; and Residential Life student staff attend training in January on the intersection of their race/ethnicity, gender, sexual orientation, faith, and class in managing diversity oriented situations.
- Exciting events planned this semester include by not limited to: speakers - Dr. Bernice King and author Angie Thomas, SGA's No Room for Hate Campaign; support from Faculty Against Hate; student organized events – movies, Project Resilience evening of performance; and trainings and events sponsored by the Center for Inclusive Excellence.

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