

RESPONSE

Framingham State University draws strength from its diversity. Central to our institution's core values is the belief that individuals of differing cultures, perspectives, and experiences are welcomed, respected, valued and supported. When our core values are violated by those with hate in their hearts, we must reinforce our commitment to our core values, denounce the acts of racism on our campus, quell our hurt and anger, and ultimately, unite as a community. We must be intentional to produce results to the goals we set.

Each Office offered their response to produce safe, respectful, and inclusive FSU community.

ACADEMIC AFFAIRS

ACADEMIC AFFAIRS: COLLEGE OF EDUCATION

The Interim Dean of the College of Education is participating in high school college fairs being held in the region during the fall and spring semesters. The purpose is to attract more students of color in teacher education programs. In addition, he is planning to meet with VPAs and deans at several MA community colleges to recruit transfer students of color to FSU's teacher preparation programs.

ACADEMIC AFFAIRS: CURRICULUM

A short-term grant for quick curricular change in Spring 2018 is being submitted to the AACSB to support the reworking of 10 courses to be offered in the Spring Semester 2018 that will include High-Impact Educational Practices (HIPs). Each course will include two required elements, with other optional elements to be included. The two required elements are 1) diversity/global learning, and (2) collaborative assignments and projects OR service learning/community-based learning. If funded, courses will be proposed and chosen from a competitive process and announced in early December. The courses chosen and supported by this grant will be among those already offered for spring 2018, but they will be adapted to fit the criteria of the HIPs.

Departments are introducing new courses in AY 17/18 that address issues of diversity and inclusion. These include Introduction to Deaf Studies, Contemporary Latinx Literature, and Sociology of Disabilities.

ACADEMIC AFFAIRS: CELTSS

On Friday, November 3 at 2:30 pm in the CELTSS Center (HH 208), CELTSS is sponsoring a faculty round table discussion focusing on how to talk to our classes about the acts of racism that occurred on campus recently. It was clear from the all-university meeting last week that students wish to talk about these issues, even though the conversations are hard, challenging, and often uncomfortable to have. The goal of this meeting is to start a conversation about how to discuss these divisive issues in a constructive way with our students

CELTSS added a session to the New Faculty Welcome Day on diversity and is beginning a book circle on teaching in the diverse classroom. CELTSS also plans to establish a roundtable with faculty and students to discuss campus climate, diversity and inclusion.

CELTSS met with Chief Diversity & Inclusion Officer Millie Gonzalez to plan joint programming on diversity and inclusion in teaching and advising, including a regular series of workshops.

ACADEMIC AFFAIRS: RESPONSE TO GATEPOST REGARDING HIRING PRACTICES OF FACULTY OF COLOR

Provost Linda Vaden-Goad met with *The Gatepost* on Wednesday, October 25th about faculty hiring practices related to underrepresented groups. We have moved from 8.1% in Fall 2012 to 19.8% in Fall 2017.

ACADEMIC AFFAIRS: HHMI INCLUSIVE EXCELLENCE GRANT

A grant proposal was submitted for a Howard Hughes Medical Institute grant to create a faculty institute for STEM faculty to provide professional development to develop pedagogies and assignments that support students from underrepresented groups. If funded, this grant will provide \$1,000,000 over five years.

ACADEMIC AFFAIRS: LETTER TO FACULTY

A letter to all faculty was sent last Tuesday, October 17 regarding the incidents and provided guidance on helping students during this difficult time.

ACADEMIC AFFAIRS: MARY MILES BIBB FELLOW

Our Mary Miles Bibb Fellow, Dr. Martel Pipkins, has a course release each semester to work on training and programming related to diversity and inclusion in collaboration with the Office of Diversity, Inclusion, and Community Engagement. Dr. Pipkins will be leading a staff reading group on intersectionality and guiding the group to apply what they have learned to FSU.

A 2018 search for the Mary Miles Bibb Fellow is underway.

ACADEMIC AFFAIRS: STRATEGIC PLANNING

On Thursday, October 19, 2017, 6:00-7:30 pm, a strategic planning listening forum was offered to students an informal opportunity to come talk about academic programming that they would like to see developed and offered over the next five years, including new majors, minors, certificates and other programs. This opportunity will be offered again.

ACADEMIC AFFAIRS: INCLUSIVE STUDENT ADVISORY BOARD

Academic Affairs is recruiting students (one first-year student and one junior-year student from each college) to serve as student advisors to the Provost. The position announcements will be posted next week.

ACADEMIC AFFAIRS: WIDENING THE CIRCLE INSTITUTE

Center for Diversity and Inclusion and Academic Affairs have co-hosted this workshop for the past 4 years, with about 15 faculty participating each year. We now are up to about 60 faculty having been through the training and engagement. Drs. Deborah McMakin co-ordinates the program. This year's faculty cohort is developing assignments to infuse diversity and inclusion into their courses.

ADMINISTRATION, FINANCE AND TECHNOLOGY

ADMINISTRATION, FINANCE AND TECHNOLOGY: ATHLETICS

RESPONSE TO RESIDENCE HALL INCIDENTS

The Athletics staff is reading the MASCAC and NCAA sportsmanship statement multiple times during each home game, as well as a statement created by Interim Dean of Students David Baldwin. Athletics is also working with Campus Police to ensure there are appropriate details for home football games. The yellow #hateisnotafamilyvalue bracelets are available at games.

RESPONSE TO PLYMOUTH STATE INCIDENT

Athletics Associate Director Carey Eggen has met with four student athletes and have taken their statements. She will be forwarding the details of the statements to the Athletic Director at Plymouth State. Plymouth State has banned a father and son from attending home events. Athletics has made the student athletes of all teams, including the football team, aware of available resources.

The assignor of officials has shared the following statement with all football officials:

Gentlemen:

Please take notice of the e-mail sent to me by the MASCAC commissioner and act accordingly - below is the memo: I would like to ask the officials assistance in providing a safe atmosphere for events. If players are making profane, racial or sexist remarks it is the officials' and coaches' responsibility to address the behavior. However, if a fan or student-athlete is reporting this type of behavior to an official, event management should be immediately informed and then they are to address the issue. I have sent a reminder to our institutions as well. Thanks for assisting in making a positive game atmosphere.

Our conference commissioner has shared the following statement with the athletic staff and coaches at each MASCAC institution:

MASCAC Coaches-

The MASCAC is the oldest men's and women's playing conference with a storied history of successful student-athletes on the playing fields and courts, in the classroom and in the community. One of our founding principles is to create a positive, safe and welcoming playing environment for all our student-athletes. I would like to ask your help in making sure we provide the best atmosphere possible.

Please ensure that before the next competition, you share with your student-athletes that any racist, sexist or other intimidating actions will not be tolerated. If student-athletes become aware of any sexist, racist or intimidating actions during competition they should report it to their coach who will notify event staff to address the issue. Any fans engaging in this behavior are subject to removal from the premises. Student-athletes or coaches found using this type of language may be subject to disciplinary actions from coaches, officials and potentially the conference. The conference looks forward to working with you, your athletic departments and our officials to ensure a safe environment for MASCAC student-athletes and coaches.

ADMINISTRATION, FINANCE AND TECHNOLOGY: CAMPUS POLICE

Campus Police have reached out to two different facilitators (ADL and RITE Academy) to arrange for officer training. In the meantime, officers have been spoken to regarding student concerns.

Campus Police is also working with Athletics to make sure there is appropriate detail for the home football games.

DIVERSITY, INCLUSION & COMMUNITY ENGAGEMENT

DIVERSITY, INCLUSION & COMMUNITY ENGAGEMENT: PROFESSIONAL DEVELOPMENT FOR STUDENTS, FACULTY, STAFF, ADMINISTRATION AND BOARD OF TRUSTEES

The Office of Diversity, Inclusion and Community Engagement is evaluating training and developing programs for students, faculty, staff, administration and the Board of Trustees. This training and programming will include:

- Online training
- Intercultural training provided by the CIE
- Programs: Widening the Circle for Faculty, Widening the Circle for Staff, Intersectionality Reading Group, Widening the Circle Book Group
- Residence Hall support activities

A consultant was hired to help us build awareness and understanding in the role of power and privilege, and to develop a concrete plan to maintain a safe and respectful community.

DIVERSITY, INCLUSION & COMMUNITY ENGAGEMENT: KEEPING THE COMMUNITY INFORMED

An open forum was held to hear the concerns of students. A second community meeting is scheduled for November 13th at 1:30pm to form working groups.

Members of the administration meet regularly with student, faculty and staff organizations to discuss the recent incidents.

Updates are posted on email blasts to our campus, social media, and the website.

DIVERSITY, INCLUSION & COMMUNITY ENGAGEMENT: STRENGTHENING BIAS EDUCATION RESPONSE TEAM

B.E.R.T. evaluated statements from students who were interested in serving on the committee. Three students were added to the team. The committee will be reconstituted to add a faculty member.

DIVERSITY, INCLUSION & COMMUNITY ENGAGEMENT: BUILDING COMMUNITY

The Center for Inclusive Excellence hosts programming to promote understanding around cultural diversity – Voice of Color speaker series in the spring, CIE Community Conversations, and Heritage month activities.

The Office of Diversity, Inclusion and Community Engagement supports Affinity Groups for faculty and staff. Two new Affinity groups have been established this year for a total of five Affinity Groups: Faculty and Staff, Women, Disabilities, LGBTQ, Parents with Small Children. Each group will host one event each semester.

In the spring semester, we will survey students, faculty and staff on campus climate. Preliminary results from the survey will be released at the end of spring.

ENROLLMENT & STUDENT DEVELOPMENT

ENROLLMENT & STUDENT DEVELOPMENT: ENROLLMENT MANAGEMENT

Dean of Enrollment Jeremy Spencer suggested the university craft a statement regarding inclusive excellence that students would have to acknowledge throughout the entire Admissions and Financial Aid process, so students understand what is important to the FSU community.

ENROLLMENT & STUDENT DEVELOPMENT: MARKETING & COMMUNICATIONS

The “Racism Response: Timeline & Updates” page is now live on the university website. The goal is to keep it updated. <https://www.framingham.edu/the-fsu-difference/inclusive-excellence/bias-education-response-team/racism-response>

Director of Communications Dan Magazu is working with Human Resources on “No Room for Hate” posters for across campus. He is also working with Assistant Dean for Campus Engagement Rachel Lucking on t-shirts for the Club Unity Project.

ENROLLMENT & STUDENT DEVELOPMENT: STUDENT AFFAIRS

DEAN OF STUDENTS

The Dean of Students office is looking to include an anti-bias module from EverFi with the AlcoholEDU and Haven trainings offered over the summer for incoming students. The anti-bias module would begin the week after orientation, with the other two continuing in August. The anti-bias training could be made available to employees as well. (The EverFi contract expires this year; Kim Dexter recommended that since we are not the only state university to use it, perhaps we can arrange for consortium pricing like with our health insurance).

The Student Affairs staff will be provided training in regards to cultural competence.

RESIDENCE LIFE

Director of Resident Life Glenn Cochran is looking at different neighborhood watch models with his staff.

SILD

BLACK AND GOLD BEGINNINGS

SILD staff are looking into embedding a bit more education into the Black and Gold Beginnings programming regarding community and tolerance.

CLUB UNITY PROJECT (CUP)

A number of student clubs are interested in starting the Club Unity Project (CUP), whose first project would be t-shirts that say “No Room for...” and would list things like racism, hate, etc. Assistant Dean for Campus Engagement Rachel Lucking has been in contact with Director of Communications Dan Magazu regarding the design. CUP will be organized into committees (e.g. educational outreach group) in which the students can cultivate ideas.

LEADERSHIP TRAINING

Students enjoy seeing events like the Moonlight Breakfast where staff, administrators and students come together as a community in a great way. SILD will be looking more closely at its policies and procedures to find potential

systemic issues that arise and prevent students from meeting as a community. We will also be providing diversity training for all club officers at part of club officer training.