Residential and Hospitality Services
On-campus Housing Town Hall
December 4, 2015

WHAT DO YOU HOPE FOR?

- ENVIRONMENT - MORE ACCEPTING & SAFE ENVIRONMENT
  - A welcoming, inclusive space where students don’t always have to worry about how they will be treated based on their identities.
  - A more accepting heterogeneous environment
  - Safer environment
  - A stand-alone multicultural center
  - Feel safe on campus
  - 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
  - Space for awareness and education without fear
  - More diverse living wings in residence halls; less segregation
  - Bias will stop
  - Put residents out of comfort zones while maintaining safe environment
  - Set boundaries between freedom of speech and racist bias
  - More understanding, more places to be who you are—no judgement from peers, faculty, police, staff
  - 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

- EDUCATION - TRAINED STAFF
  - 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 residents, training and education
  - A mandatory diversity training for faculty and staff
  - RA/ICA additional training in response
  - Better collaboration with RA’s and ICA’s
  - Class requirements focused on inclusion and social justice
  - Less racism; change the way RAs talk about it with residents
  - Better cultural understanding while living in residence halls
  - That there is a required diversity training for faculty and staff
  - Clarify roles of RA/ICA; work together better and more often
• **TIMELY RESPONSE**
  o More proactive, less reactive: conversations, intentionality, messaging, training

• **PROACTIVE - NOT REACTIVE**
  o MSU to make students feel like they are a small college
  o University is not viewing as a problem when action is not taken

• **HONEST RESPONSES - TRANSPARENCY**
  o Honesty, space for vulnerability
  o More transparency, less defense
  o Better investigation and actual consequences after bias incidents
  o Sincerity, willingness to understand
  o Issues of race to be taken care of more seriously
  o Have more freedom of speech for faculty/staff to speak during these conversations and not having to be in fear of losing their jobs
  o Developing trust that problems will be solved
  o Bias reporting by neighborhood

• **COMMUNICATION**
  o Cohesive effort in response to bias
  o Get the “whole” community messages
  o Open dialogue about race
  o Hall meetings to address instances when the perpetrator is unknown
  o Addressing the community that the incident/hate is unacceptable
  o “Do you want to move?” How can we handle the situation better
  o Make residents aware of bias situations that are occurring in the halls just as MSU PD makes aware of crimes
  o Discussions remain civil when trying to get point across
  o Sending out emails about things discussed in floor meetings
  o More organized conversations when officers present
  o Continuous conversations every year
  o Better communication between faculty members and colleges

• **JUSTICE**
  o If a bias incident is experienced the victim feels like justice is served
  o Actual consequences for actions
  o Biases are handled better; conversation about incident needs to be changed
  o More responses from President Simon
  o Lesser crime
  o Presence of different staff to address questions
  o Hope for response more than “we are working on it”
  o Put crimes of higher importance at the top of staffs priority to handle opposed to crimes such as, removal of decorations
  o Streamlined, consistent process
- Give OIE more responsibilities in cultural student affairs
- Hope to not feel that they will be penalized for things they open up about on campus

- UNDERSTANDING - VICTIM & PERPETRATOR
  - Enhanced understanding of impact
  - Be mindful of what we do when we hear or see racism
  - Action, accountability; work with MSU PD to create transparency
  - To not be the person responsible for addressing other students’ bias incidents within classes and residence halls
  - Want to feel validated in classes or other environments, not dismissed

- STAFFING - REFLECTIVE OF POPULATION
  - Increase in tenured faculty of color including all other faculty

WHAT IS YOUR GREATEST FEAR?

- HONEST RESPONSES - TRANSPARENCY - NO CHANGE - ALL TALK, NO ACTION
  - False solutions with only talk; all show/talk with no change
  - Nothing will improve
  - Nothing is going to change because MSU is a PWI
  - Enrollment and acceptance of people of color will go down
  - Institutional biases
  - 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 affects them
  - Things won’t change; we will just keep talking
  - University values money over students
  - Issues happen so much that people don’t care
  - University administration will not do anything
  - Things will get bad on campus
  - Having thoughts and opinions ignored and not acknowledged
  - Having MSU become like other Universities
  - Symbolic actions
  - Not being covered or supported by campus
  - Use of nice rhetoric that won’t lead to action or change
  - Losing my appreciation and love for MSU
  - Overgeneralizations in general—in regard to demographics
  - Lack of transparency regarding location and availability of Cleary Act

- ENVIRONMENT - MORE ACCEPTING & SAFE ENVIRONMENT
  - Impact felt at incident versus earlier awareness
  - Students leaving school because of a bias incident
  - Student doesn’t feel safe. Limits to emotional safety.
• Desensitized to these events
  o Atmosphere where issues cannot be discussed. Where there is a separation between students
  o Vulnerability with living in a public space unlike any time before in your life
  o Sexual assault
  o Lack of transparency with sexual assault
  o Green emergency phones don’t work and aren’t accessible in all of campus

• ENVIRONMENT - LARGER ISSUE OR OUTSIDE INFLUENCES
  o It will take a larger event for these issues to remain on the forefront
  o Extremist groups taking action at the university
  o That as people become more concerned with equality of outcome, equality of opportunity and meritocracy will break down
  o Children not coming home. Having to teach children how to be safe from hate/discrimination

• BEING ACCUSED - UNINTENTIONAL CHOICE OF WORDS OR ACTIONS
  o Not saying things correctly, unintentional
  o Don’t know what I don’t know
  o Being accused
  o RAs will be a target for things that are going wrong
  o Retaliation: graduate student fear of faculty if they speak up
  o Breakdown of first amendment
  o Fear of not knowing who is around you and who is being targeted
  o Backlash from trying some of these solutions
  o Someone will find out I have said something about an incident
  o Fear of backlash for speaking up
  o Retaliation
  o Vulnerability

• ENVIRONMENT - LACK OF SUPPORT STRUCTURE
  o Students will not receive support they need, resulting in them leaving or not succeeding
  o Counseling center support; treating people like a number not a person
  o Are bias incidents handled by one person or a group to avoid further bias?
  o Afraid of not being able to speak/practice religion

• LACK OF EDUCATION
  o Internally focused; students not prepared when they leave college

• LACK OF COMMUNICATION
  o Non-effective communication/involvement between departments
  o Of not being heard
  o Misinformation among student faculty—RA’s speaking for residents as a whole, overgeneralizing with police involvement
o Lack of notifications to students regarding crime on campus—text alerts

WHAT CAN WE DO BETTER?

• EDUCATION - STAFF MEMBERS
  o Make it real to all the students
  o Improved training. Reputable and follow-through
  o More on going, continuous training
  o Training throughout all the Residential Education. Go beyond training
  o Education on diversity and inclusion. Improve understanding
  o Think about different learning styles and learning from mistakes
  o Looking through all cultural lenses
  o Assessment to understand feelings of student safety
  o Comprehensive education for all Residence Education staff
  o Dining halls; understanding the importance of accurate ingredient representation
  o Increase collaboration between RA’s and ICA’s; starting with training
  o Address what “safety” means to different students during RA/ICA training
  o RA and staff deal with bias incidents with more care
  o Offensive writings and drawings involved with bias incidents have not been taken down immediately

• EDUCATION - COMMUNITY MEMBERS
  o First year seminar requirements
  o Resources for AOP
  o First generation students getting more active
  o Diversity training mandatory—video, e-learning
  o More conversations about privilege, oppression, and social justice
  o AOP- set awareness upfront and be more well rounded
  o Do more is IAH classes
  o Course for cultural/racial awareness
  o Domestic students welcoming international students
  o Make sure students know where they can get help
  o More consistent on keeping people informed; actually announce when meetings are taking place. It doesn’t have to be weekly, can be monthly
  o Using table tents to get out information on meetings
  o Keep students involved through the process—make sure they understand the procedures
  o More cultural awareness training—for students (to fight against bullying/racism) AND for faculty/staff
  o Important that everyone knows/can identify racism from form of micro-aggression to hate crimes

• ACTIVE ENGAGEMENT
  o Active listening training; skill for all levels of teams
Engaging/facilitating intentional conversation
Promote ICA program with new students/parents at AOP
The entire community comes together
Trust between students and RA’s; including upper classmen
More involvement at MSU related to bias incidents
Having answers and responses. Bring people to the meetings that can answer questions
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

- ENVIRONMENT - CHANGES, IMPROVEMENTS, STRUCTURE, ETC.
  - More spaces to observe faith
  - Peer mentor program; actual peers, not in position or authority
  - Cultural events that feel more inclusive to all
  - Make all buildings accessible
  - MSU taking more responsibility in bias incidents
  - Put on events to make students more culturally aware
  - Availability of RA’s—posted “office hours”
  - ICA’s on all floors

- STAFFING - REFLECTIVE OF POPULATION
  - Recruitment of faculty and students of color
  - Diversity training mandatory—video, e-learning

- HONEST RESPONSES - TRANSPARENCY - NO CHANGE - ALL TALK, NO ACTION
  - Put pressure on president to resign if they do not live up to the core values of the university
  - Communication between students to learn what is okay
  - Transparency
  - Be proactive, not just reactive when they become large scale
  - Transparency; not hiding information in long/complex documents—break them down