

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
 - RAs 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**
 - More proactive, less reactive: conversations, intentionality, messaging, training

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

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

- **COMMUNICATION**
 - Cohesive effort in response to bias
 - Get the “whole” community messages
 - Open dialogue about race
 - Hall meetings to address instances when the perpetrator is unknown
 - Addressing the community that the incident/hate is unacceptable
 - “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
 - Discussions remain civil when trying to get point across
 - Sending out emails about things discussed in floor meetings
 - More organized conversations when officers present
 - Continuous conversations every year
 - Better communication between faculty members and colleges

- **JUSTICE**
 - If a bias incident is experienced the victim feels like justice is served
 - Actual consequences for actions
 - Biases are handled better; conversation about incident needs to be changed
 - More responses from President Simon
 - Lesser crime
 - Presence of different staff to address questions
 - Hope for response more than “we are working on it”
 - Put crimes of higher importance at the top of staffs priority to handle opposed to crimes such as, removal of decorations
 - 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 & PERPURATER
 - 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
- Atmosphere where issues cannot be discussed. Where there is a separation between students
- Vulnerability with living in a public space unlike any time before in your life
- Sexual assault
- Lack of transparency with sexual assault
- Green emergency phones don't work and aren't accessible in all of campus
- ENVIRONMENT - LARGER ISSUE OR OUTSIDE INFLUENCES
 - It will take a larger event for these issues to remain on the fore front
 - Extremist groups taking action at the university
 - That as people become more concerned with equality of outcome, equality of opportunity and meritocracy will break down
 - Children not coming home. Having to teach children how to be safe from hate/discrimination
- BEING ACCUSED - UNINTENTIONAL CHOICE OF WORDS OR ACTIONS
 - Not saying things correctly, unintentional
 - Don't know what I don't know
 - Being accused
 - RAs will be a target for things that are going wrong
 - Retaliation: graduate student fear of faculty if they speak up
 - Breakdown of first amendment
 - Fear of not knowing who is around you and who is being targeted
 - Backlash from trying some of these solutions
 - Someone will find out I have said something about an incident
 - Fear of backlash for speaking up
 - Retaliation
 - Vulnerability
- ENVIRONMENT - LACK OF SUPPORT STRUCTURE
 - 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
 - Are bias incidents handled by one person or a group to avoid further bias?
 - Afraid of not being able to speak/practice religion
- LACK OF EDUCATION
 - Internally focused; students not prepared when they leave college
- LACK OF COMMUNICATION
 - Non-effective communication/involvement between departments
 - Of not being heard
 - Misinformation among student faculty—RA's speaking for residents as a whole, overgeneralizing with police involvement

- Lack of notifications to students regarding crime on campus—text alerts

WHAT CAN WE DO BETTER?

- **EDUCATION - STAFF MEMBERS**
 - 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 Residence Education staff
 - Dining halls; understanding the importance of accurate ingredient representation
 - Increase collaboration between RA's and ICA's; starting with training
 - Address what "safety" means to different students during RA/ICA training
 - RA and staff deal with bias incidents with more care
 - Offensive writings and drawings involved with bias incidents have not been taken down immediately
- **EDUCATION - COMMUNITY MEMBERS**
 - First year seminar requirements
 - Resources for AOP
 - First generation students getting more active
 - Diversity training mandatory—video, e-learning
 - More conversations about privilege, oppression, and social justice
 - AOP- set awareness upfront and be more well rounded
 - Do more is IAH classes
 - Course for cultural/racial awareness
 - Domestic students welcoming international students
 - Make sure students know where they can get help
 - 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
 - Keep students involved through the process—make sure they understand the procedures
 - 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
- **ACTIVE ENGAGEMENT**
 - 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