

## Staff Senate

### Monthly Meeting Minutes

October 9, 2024, 12:00 pm

In-Person/Hybrid

Facilitator: Detric Robinson

Invited attendees: Mike Bunker, Chief of Campus Safety & Marti McCaleb, Associate Vice Chancellor, Equal Opportunity & Title IX

Minutes: Jennifer Anderson

**Attended:**

Jennifer Beach Anderson  
McKenna Andreas-Lee  
Gloria Bokenkamp  
Chico Dimas  
Meg Dimsa  
Kacie Dohrmann  
Natalie Gregg  
Maggie Heyduk  
Christine Hood  
Jason Jackson  
Gergana Kostadinova Law  
Jon Kraus  
Ross Logan  
John Maly

Jackalynn Mayfield  
Aleesha McDowell  
Linda Newman  
Virginia Pitts  
Detric Robinson  
Katie Schroeder  
William "Bill" Scott  
Adela Smith  
Darlene Squires  
Alexandria Vasquez Parnell  
Allison Weihrauch  
Shelby Wones  
Jeremy Wu

**Excused:**

Josh Boone  
Jon Stone  
Sarabeth Wolbrom

**Absent:**

Waltrina DeFrantz-DuFor  
Melissa DeWitt  
Angel Field  
Abigail Girard  
Ilona Kovacs  
Graham Zulu

## Agenda

12:00 Call to Session (Detric)

12:05 Introduction of Intergovernmental Liaisons

Micah – Intergovernmental Undergraduate

- Academic – build a system to track what is going on across the various governing bodies on campus – undergraduate student government, graduate student government, faculty senate, and staff senate
- Track agreements from all meetings to collect themes across these organizations
- Staff senate liaisons to this committee are welcome

12:10 Encampment Report Debrief (AVC Marti McCaleb)

- Socializing findings from inquiry report; findings were not surprising for those who were here last year
- Title IX has conducted two inquiries in the past year – all protected statuses are covered by this office
- In early 2023, there was an increase in reports of anti-Semitic harassment
- In January 2024, opened inquiry to look broadly at all reports of anti-Semitism. Independent report
- 32 reports before encampment – significant issues of trust and communication around what the office does. Conclusion was that there was not a broad anti-Semitism on campus
- In May 2024 there were over 60 reports in 2 ½ weeks
- Called in outside help to align reports with policy definitions
- Most reports were anonymous, or we didn't know who said or did the reported action
- Outside firm brought in to identify who was involved in incidents
- Talked to 20 faculty and staff who were at the encampment
- Findings of encampment inquiry
  - Hostile environment toward Jewish community
  - Hostile environment towards LGBTQA community
- Some of the report was redacted because it's not good trauma-informed practice to include details of incidents
- Full report is available, leaders of shared governance have unredacted copy
- 13 Recommendations provided. We are doing some and others we need to improve.
- What we saw in the spring was not freedom of expression, but more personal attacks
- There will be community conversations about implementing recommendations

## Discussion

- Request for outline of recommendations
  - Review policy and procedures to ensure that they reflect the law and are accessible; we are already doing this because we do this as regulations change
  - Training was recommended by both external reviews, both for Title IX staff and for University staff and faculty; DU has a broad reporting policy. Most of us are responsible reporters. Title IX can assess whether an investigation is needed.
  - Increased awareness and campaign to understand this process. People should be able to move around campus without fear of harassment
  - Training for campus safety
  - Online training model will be rolled out this fall
  - Updated climate survey – broader harassment/discrimination/DEI/belonging; last survey had a 3.5% student response rate
  - More qualitative work to assess climate
  - Community engagement – need input to gather suggestions for solutions
  - How do we recover? How do we heal?
  - Working closely with Ombuds
  - Engagement in dialogue across differences to learn lines between speech, discretion, harassment, and discrimination
- How do we reconcile report conclusion of anti-Semitism with other populations who are feeling harmed and not seen, specifically Palestinian and Muslim communities?
  - Anti-Semitism inquiry was initiated because of increase in reporting
  - At the same time, we looked at possibility of anti-Muslim reporting
  - There is a potential that reporting to the Title IX office is a barrier for other marginalized communities, for example fear of being deported or historical examples that seemed like reporting doesn't produce results
  - Where we are not finding policy violations, the office can still provide support
  - People don't report because they "know" it isn't going to rise to the level of a policy violation
- How do we show that there is some sort of way of showing why some voices aren't represented?
  - Every report is a real person impacted by a real harm
  - We need to know about it in order to represent the breadth of experience across identities
  - Can't open a formal process without knowing about these incidents
- Are there plans to investigate how leadership's position during the encampment impacted the outcome of the report?
  - No plans to do so, as it was an independent investigation of the university's intent
  - We have a finding that there's a hostile environment on our campus. How do we fix that?

- Those who are passionate about being a part of a coalition to address this issue are welcome to provide input
- We all have a part in the solution
- Marti has permission to directly check in with top university leadership to track progress on the 13 recommendations
- Where do we direct people who feel the redactions limited the impact of the report? Is there a way to not condone this behavior? How is upper administration going to acknowledge that not everyone's experience was represented? How can we make people feel like the Title IX office is more approachable?
  - Shared governance group will look at next steps
  - Reports are stand alone products of external investigation
  - However, continual acknowledgement and community involvement can help move this forward and include more voices
  - To the "people hate you" comment, it is not the first time that this sentiment has been expressed. The individuals in the office care about these issues. If people don't want to come to the Title IX office, the office would like to come to them
  - Formats can be formal presentation, joining for a staff lunch – the more opportunities there are to find out who the Title IX team is, the better to know each other
  - Student-facing outreach sometimes makes staff issues less accessible
  - If there's a place where Title IX could be involved, please let Marti know. Feedback from the community is needed
  - To build trust we need a way to open the door. Building trust is slow. Actions speak louder than words, so we can move forward to next steps.
- What would you like to see from Staff Senate?
  - Closest to staff advisory is Coordinated Community Response Team
  - Definitely have an appetite for staff advisory group
  - The broadest part of work is on national origin and racial discrimination, plus disability discrimination
  - Student advisory is both undergraduate and graduate
  - Marti will send Detric the form to sign up
- How will we keep accountability for following up on recommendations?
  - There is a tracking spreadsheet on the website showing the recommendations and steps already taken
  - Community should be able to look to the Title IX team for updates on progress; want this to be a transparent process
  - It is a person-first team

12:50 Break

1:00 Campus Safety and Strategic Priorities (Chief Bunker) - Chief Bunker was not able to attend

1:40 Committee Updates (Committees)

- We will have a booth at the Crimson Classic
- What is the update on the resolutions? Will there be something in time cards to mark a flex day?
  - Resolution has been passed on to leadership
  - We will upload resolutions onto the website
  - We need to vote on the amendment – more equitable to adjust accrued time when people leave the institution
- What were the results of the event survey?
  - The survey is currently still open
- What is the distinction between encampment protest and hockey campout?
  - Protests are not permitted but other forms of demonstrations are
  - Camping for non-protest reasons is allowed
  - This should have been communicated and also how to apply for camping permits?
  - Interim policy is in place and process should be in there
- Do we know how much we paid the consulting firms that did the reports?
  - Not known, but independence was a priority
- Question about tuition waiver
  - You have to have an undergrad degree in order to use tuition waiver
  - People with 2-year degrees cannot access tuition waiver
  - Can we find a way to expand access to the tuition waiver in these cases?
- Food pantry issue – faculty senate – Contact Aleesha if interested
  - The food pantry has transitioned out of SAIE
  - Chancellor was asked to contribute money to it; looking at other contracts/services
  - University was asked to provide \$60k to keep it going for the year and the request was declined
  - Looking at partnership with Food Bank of the Rockies. The food pantry mostly serves graduate students and employees. Need to get it up and running as quickly as possible
  - There were 30 bags available to be picked up this last week
  - Website said there will be an update in week 1 and there is still no update
  - Internationalization council – international grad students need the food bank because currency exchange rate is so volatile
  - If faculty or staff are seeking food resources, we are directing them to a nearby church. We have food that we are not able to distribute.
- If is okay to share minutes from these meetings with others?
  - Everyone needs to email their areas monthly – deadline is end of calendar month; send to Ross and Detric and they will send them out. You can send agenda and zoom link
  - Write “Click here to send attachment” in the updates

- We would also like to include updates from committees; what is a short way to condense the committee update?
  - How is your committee working to achieve your strategic imperative?
- Will Chief Bunker be coming to the next meeting?

2:00 Adjourn Session (Detric) – Please reach out to Detric with any questions or concerns

### **Action Items**