



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

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

Josh Boone
Jon Stone
Sarabeth Wolbrom

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



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

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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

- o Hostile environment toward Jewish community
- o Hostile environment towards LGBTQA community

Some of the report was redacted because -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



- 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

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
- u expressed. The @ 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
- @ u @ U 7 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?

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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



- 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