2018

Improving Our Campus Climate

Updated 12.14.2018
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1.0 Establish a bias response-and-referral process that will address bias incidents.

Responsible Party: President Ettling

Deadline: August 2018

Background

The campus lacks a clear process to report and respond to bias-related incidents. This action step seeks to address this gap by developing a unified bias reporting and response plan.

Action Steps/Milestones

<table>
<thead>
<tr>
<th>Action Steps/Milestone</th>
<th>Responsible Party</th>
<th>Deadline</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial examination of models in place at peer colleges</td>
<td>Office of the President</td>
<td>3/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Discussion with SUNY Oneonta officials re: its plan and possible campus visit</td>
<td>Office of the President</td>
<td>3/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Establish group to guide formation of bias response-and-referral process</td>
<td>President Ettling</td>
<td>4/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Group hold initial meeting; discuss existing processes on campus.</td>
<td>Chair Jerry Lottie; Chief, University Police</td>
<td>4/2/2018</td>
<td>Completed</td>
</tr>
</tbody>
</table>

Notes and Accomplishments

- On February 21, 2018, President’s Cabinet met with the Student Association Executive Council and responded to their questions concerning the formation of the bias response and referral process.
- The committee met for the first time on April 2, 2018. Subsequent meetings have resulted in the development of a draft policy, discussion of bias response procedures, the development of a subcommittee tasked with identifying potential members, and the development of a campus web page.
- On May 7, 2018, the chair, Chief Lottie, met with the campus’ Social Justice Task Force and briefed the task force on the efforts of the committee.
- The membership subcommittee of the Bias Response Committee held a conference call with Dr. Franklin Chambers, vice president student development at SUNY Oneonta.
- On May 25, 2018, Chief Pat Rascoe was named University Police Chief and will assume the role of chair of the Bias Response Committee.
- On May 31, 2018, the draft Bias Response Policy was shared and feedback welcomed from the campus community. The policy references procedures currently in development.
- On June 11, 2018, the Bias Act and Hate Crime Response policy was presented to Executive Council and included feedback received from the campus community. The policy was approved with minimal revisions and will be included in the Campus Handbook. A draft of steps for incident reporting and bias response team procedures is underway.
- On July 16, 2018, the Bias Act and Hate Crime Response policy was shared with the campus community and included in the Campus Handbook.
On August 8, 2018, Portia Turco and Patrick Rascoe were named co-chairs of the Bias Response Committee by President Ettling. Together, they have finalized the BRT response and reporting procedures to include an electronic reporting form. Identified BRT members will be contacted for their participation. A Bias Act and Hate Crimes web page will be created with the developed content.

On August 17, 2018, President’s Cabinet approved the BRT’s reporting procedures, committee procedures and reporting form and content.

On August 31, 2018, the Bias Act and Hate Crime web page was published live. The web page content includes reporting procedures and an online reporting form.

Most Recent Developments

On September 14, 2018, details and ways to utilize the college’s new bias response and reporting process were shared with the campus community.

Related SUNY Feedback

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Create a campus Bias Response Team to handle these issues as they occur. This team would also be responsible for building a culture of preparedness that involves prevention, protection, mitigation, response and recovery. It would also necessitate an amendment to the code of conduct to allow reports to an identified contact person.
- University Police should engage in efforts to raise awareness of the resources/services they provide and reassure students of their safety. We heard several times that students want a "simple reassurance" of their safety, and that will go a long way.
- Make counselors available during times of crisis who are trained in cross-cultural understanding and be supportive of students experiencing isolation, marginalization and fear for their safety.
2.0 Enhance the effort to improve the diversity of faculty and professionals.

**Responsible Parties:** Interim Chief Diversity Officer Turco

**Deadline:** December 2018

**Background**

*To achieve our vision of an inclusive community, we must more effectively work to recruit a diverse workforce of faculty and staff. This action step focuses on communicating the steps we are already taking, reviewing current and best practices, and implementing actions to enhance our efforts.*

**Major Action Steps/Milestones**

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<thead>
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<th>Major Action Step/Milestone</th>
<th>Responsible Party</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Communicate current Affirmative Action efforts to support the recruitment of a diverse workforce.</td>
<td>Provost Morgan &amp; AVP Welch</td>
<td>6/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Share Affirmative Action’s Annual Report to the campus community.</td>
<td>Provost Morgan &amp; AVP Welch</td>
<td>6/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Share results, including additional steps the campus will take.</td>
<td>Provost Morgan</td>
<td>6/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Implement additional action steps identified.</td>
<td>Deans, AAO Ames &amp; AVP Welch</td>
<td>12/1/2018</td>
<td>Upcoming</td>
</tr>
<tr>
<td>Evaluate action plan and develop recommendations for program sustainability.</td>
<td>Deans, AAO Ames &amp; AVP Welch</td>
<td>12/15/2018</td>
<td>Upcoming</td>
</tr>
<tr>
<td>Issue report on results of action steps.</td>
<td>Provost Hill</td>
<td>12/31/2018</td>
<td>Upcoming</td>
</tr>
</tbody>
</table>

**Notes and Accomplishments**

- Data is being obtained regarding availability of diverse hires nationally and regionally. This includes data about faculty diversity for SUNY comprehensive colleges.
- On March 22, 2018 a meeting was held and focus areas for future meetings were developed. These include the need to/for: prioritize academic hires, strategize use of recruitment budget, data for regional and national availability, comparative SUNY Comprehensives data, and explore consultation with SUNY.
- An assessment was done in March of current hiring practices.
- The current recruitment budget will be examined for better strategic use of funds toward hiring more diverse faculty and staff. Increased priority will initially be given to academic hires and to staff who have direct student interaction.
- On April 30, 2018, a meeting was held with the following outcomes:
AAO Ames will provide a summary of current efforts, including statistics and an explanation of the data. Faculty will be encouraged to contribute to recruitment efforts via outreach literature or speaking point at conferences for networking. Funding will be requested from SUNY for initiatives that support faculty working with underrepresented groups, creation of fellowships, funding The Ph.D. Project, outsourcing a campus climate survey, and opportunity hires.

- On June 11, 2018, AAO Ames presented to Expanded Executive Council the affirmative action plan’s progress over the past several years.
- On October 29, 2018, the Provost and Department Chairs met and discussed issues and strategies for creating inclusive classrooms and for retention.

Most Recent Developments
- On November 1, 2018, President Ettling announced the members of the Chief Diversity Officer Search Committee.

Related SUNY Feedback
SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Ensure a strategy on diversity is included in all searches. There is a body of research that shows improving diverse hires starts with having a diverse search committee. It is critically important when a search is being conducted for new faculty and staff positions that, to the extent possible, there are members from ALANA (African, Latino, Asian and Native American) on the committee.
- Create a faculty and staff mentor program. Again, research has shown that mentors for junior faculty and staff have a bottom-line impact on retention and promotion.
3.0 Implement mandatory, face-to-face diversity and inclusion training for all employees.

*Responsible Parties: All Vice Presidents*  
*Deadline: May 2019*

**Background**

*Mandatory and regular training will educate employees on cultural awareness and sensitivity toward people of different backgrounds. By doing so, the campus will minimize disrespectful treatment of others, avoid intentional discriminatory comments and other communications.*

**Major Action Steps/Milestones**

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<th>Responsible Party</th>
<th>Deadline</th>
<th>Status</th>
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</thead>
<tbody>
<tr>
<td>External educator conducts training for key employees.</td>
<td>President’s Office</td>
<td>3/30/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Conduct research to determine best practices for the delivery of effective</td>
<td>All Vice Presidents</td>
<td>6/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>diversity and inclusion training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop learning outcomes and identify potential training methods</td>
<td>All Vice Presidents</td>
<td>7/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Identify resources required for the delivery of diversity and inclusion training</td>
<td>Vice President for Administration</td>
<td>8/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Conduct face-to-face employee training</td>
<td>All Vice Presidents</td>
<td>10/1/2018 - 5/1/2019</td>
<td>In Progress</td>
</tr>
</tbody>
</table>

**Notes and Accomplishments**

- On February 21, 2018, President’s Cabinet met with the Student Association Executive Council and responded to their questions concerning employee diversity and inclusion training.
- February 24, 2018 through March 2, 2018, the Center for Diversity, Pluralism, and Inclusion hosted Diversity Week, designed to educate students, faculty and staff about social justice, with the goal of developing a deeper understanding of others inside and outside the campus community.
- On March 5, 2018 Dr. Lawrence Ross presented a "Know Better, Do Better: Campus, Racism, and You" social justice summit hosted by Fraternity/Sorority Life.
- On March 6, 2018 Dr. Lawrence Ross presented a “Racism Hack-a-Thon” workshop for 20 faculty, 20 students, and 20 professionals/administrators.
- On June 29, 2018 EHHS Dean Denise Simard and Assistant VP for Human Resource Services Sue Welch met with Vice Chancellor and Chief Diversity Officer Carlos Medina at SUNY System Administration with representatives from four other campuses for preliminary discussions on participating in a SUNY pilot program in promoting diversity on SUNY campuses with the focus of changing campus climate. Further discussions will continue in an effort to identify resources and establish a timeline.
- Campus Dining will have ongoing training with all staff to consistently maintain and develop diversity and inclusion in their locations as well as within the college community.
Learning outcomes are being compiled to clearly articulate the goals of these trainings. Vice presidents will work to identify external consultants/trainers who can meet the identified goals.

On May 17, 2018 and July 10, 2018, the Diversity Training Planning team met. Multiple efforts are underway to raise diversity awareness and accountability through divisional efforts which will be occurring in fall 2018. The training’s goal is that employees of SUNY Plattsburgh will complete implicit bias training during fall 2018 in accordance with this action step. Employees, upon completion of implicit bias training will:
  ○ Understand college values in relation to diversity and inclusion;
  ○ Be able to articulate alignment between their daily work and college values;
  ○ Have increased knowledge of what implicit bias is and how it affects daily work;
  ○ Be able to identify at least three ways their behavior exhibits implicit bias;
  ○ Construct at least two action steps to mitigate the negative (exclusionary) effects of implicit bias in their daily work.

On August 8, 2018 the Institutional Advancement Division completed an implicit bias workshop.

On October 10-11, 2018, the Administration & Finance Division completed Implicit Bias and Bystander Intervention training.

The Admissions office has established a Diversity Committee to research and report on best practices for recruitment, access/application review, cultural competency training for admissions staff and student employees, staff/student employees recruitment and retention, and also monitoring how we are doing with respect to ensuring our entering class is representative of New York State as a whole.

In September, LITS held Microaggression Avoidance training for staff supervisors and LITS student employees. The training was conducted by CDPI staff member Aaron Schwartz.

**Most Recent Developments**

- LITS will be contracting with an external company (Corporate Strategies by Skillpath) for a Diversity and Inclusion in the Workplace seminar for faculty and staff, tentatively scheduled for January 22, 2019.
- The School of Arts and Sciences has begun holding diversity trainings for departments with Portia Turco this semester, with plans to conduct training sessions with the remaining departments over the course of the spring semester. Andrew Buckser and Portia Turco have met to discuss the possibility of developing some additional programming for next year, which may include a faculty-led seminar series on inclusion issues in the classroom.

**Related SUNY Feedback**

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Provide training on individual's legal responsibility to uphold First Amendment principles, how this duty can lead to tensions, and tips and strategies on how to effectively manage such tensions.
- Create a diversity handbook that features the diversity strategic plan and the overall mission and vision for diversity of the college. Within this handbook, the importance of diversity and inclusion should be discussed, along with the benefits of appreciating difference and having respect for all. Additionally, the handbook should emphasize its policy in providing equity and inclusion for all. Every student should receive a copy of this handbook during orientation.
- Based on the number of concerns expressed by many regarding the frequency of microaggressions experienced by students and in some cases faculty and staff of color, there needs to be mandatory cultural competency education, especially for new hires.
4.0 Engage students and legal counsel in a comprehensive review of our Student Code of Conduct.  
*Responsible Party: Vice President Hartman*  
*Deadline: April 2018*

**Background**  
The college is committed to reviewing the Student Conduct Manual to ensure it remains relevant and aligned with the evolving values and needs of our institution.

**Major Action Steps/Milestones**

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<thead>
<tr>
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<th>Responsible Party</th>
<th>Deadline</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify students to assist in review process</td>
<td>Student Association Executive Committee</td>
<td>3/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Establish a team to review the proposed changes to the Student Conduct Manual</td>
<td>Vice President Hartman</td>
<td>3/28/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Engage the campus community to provide comment and feedback on the proposed changes prior to presentation before College Council</td>
<td>Campus Community</td>
<td>4/5/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Present Proposed Student Conduct Manual to College Council for approval</td>
<td>College Council</td>
<td>4/16/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Publish approved Student Conduct Manual</td>
<td>Vice President Hartman</td>
<td>6/29/2018</td>
<td>Completed</td>
</tr>
</tbody>
</table>

**Documents**

- [Current Student Conduct Manual](#) (PDF)
- [Approved 2018-2019 Student Conduct Manual](#)
- [Highlights document noting changes](#)

**Notes and Accomplishments**

- On February 21, 2018, President’s Cabinet met with the Student Association Executive Council and responded to their questions concerning student involvement in the review of the code of conduct.
- On March 26, 2018, Vice President Hartman announced that a team is drafting and reviewing proposed changes to the Student Conduct Manual. Membership includes representatives from the Student Association, University Police, Residence Life, conduct board members, Educational Opportunity Program, Faculty Senate, and the SUNY Office of General Counsel.
- On March 26, 2018, Vice President Hartman circulated the current and proposed Student Conduct Manual. He invited the campus community to participate in presentations of the proposed changes. The current manual, proposed changes and a “highlights” document noting differences between the two were posted online during the review process.
- Four public presentations of the proposed changes were scheduled during the week of April 2 at various times.
On April 16, 2018, Larry Allen, director of student conduct, and Vice President Hartman presented the proposed changes to the Student Conduct Manual to the College Council. College Council approved all the changes.

**Most Recent Developments**
- On July 1, 2018 the [2018 - 2019 Student Conduct Manual](#) was published to the [Student Affairs web page](#).

**Related SUNY Feedback**

*SUNY's chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item*

- Revisit the Student Code of Conduct and specific language needs to be inserted that deals with hate and bias incidents, pursuant to article 129-B of the Education law. While the point of contact for crimes will be University Police, bias-related incidents can include reporting to identified contacts on the Bias Response Team.
- Bring in outside expertise to educate students on First Amendment principles so that the larger conversations taking place are informed by the realities of the legal boundaries public institutions are required to act within. Other campuses are providing educational programming in this area. Students expressed a desire for transparency in this area and do not want to be given the "runaround." They were receptive to having these difficult conversations.
- Create a diversity handbook that features the diversity strategic plan and the overall mission and vision for diversity of the college. Within this handbook, the importance of diversity and inclusion should be discussed, along with the benefits of appreciating difference and having respect for all. Additionally, the handbook should emphasize its policy in providing equity and inclusion for all. Every student should receive a copy of this handbook during orientation.
5.0 Request the Faculty Senate to charge the General Education Committee to institute a mandatory diversity requirement for all students.

Responsible Party: Provost Hill  
Deadline: March 2018

Background
There are many courses in our curriculum that help prepare students to engage in a world that is increasingly diverse and inclusive. A course requirement that ensures development in this area is aligned with our shared value of diversity and inclusion.

Major Action Steps/Milestones

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<thead>
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<th>Deadline</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Approve Social Justice minor</td>
<td></td>
<td>3/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Approve Sociology course on Social Justice</td>
<td></td>
<td>3/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Request Faculty Senate to charge General Education Committee to develop a</td>
<td>Provost Morgan</td>
<td>3/6/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>plan for instituting a mandatory diversity requirement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Discuss a plan for instituting a mandatory diversity requirement</td>
<td>General Education Committee</td>
<td>3/23/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Present plan for instituting a mandatory diversity requirement to Faculty</td>
<td>General Education</td>
<td>7/1/2018</td>
<td>In Progress</td>
</tr>
<tr>
<td>Senate</td>
<td>Committee</td>
<td></td>
<td></td>
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</tbody>
</table>

Notes and Accomplishments

- On February 21, 2018, President's Cabinet met with the Student Association Executive Council and responded to their questions concerning the process for instituting a diversity requirement for all students.
- A survey was distributed to chairpersons to gain deeper understanding about existing courses that fulfill student learning objectives related to diversity. Thirty courses were identified and will be examined as the committee gives further consideration to implementing a diversity requirement.
- To be included, the course must promote historical and/or contemporary understanding of how social differences have shaped social, political, economic, and cross-cultural relationships within the United States. These courses must substantially address one or more forms of diversity (for example: race, ethnicity, gender, gender identity, sexual orientation, socioeconomic class, religion, disability, language, neuro-diversity) and address issues of bias, privilege, discrimination, disenfranchisement, and oppression.
- Master course outlines for courses identified as meeting criteria specified above will be examined.
Most Recent Developments

- On November 6, 2018, Faculty Senate passed a resolution charging the General Education Committee to integrate into General Education a robust and rigorous educational experience in diversity and social justice, and make such a proposal to the Senate no later than April 2020.

Related SUNY Feedback

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Provide training on individual's legal responsibility to uphold First Amendment principles, how this duty can lead to tensions, and tips and strategies on how to effectively manage such tensions.
- Create a diversity handbook that features the diversity strategic plan and the overall mission and vision for diversity of the college. Within this handbook, the importance of diversity and inclusion should be discussed, along with the benefits of appreciating difference and having respect for all. Additionally, the handbook should emphasize its policy in providing equity and inclusion for all. Every student should receive a copy of this handbook during orientation.
6.0 Form a Social Justice Task Force, consisting of students, faculty, staff and campus leaders, to be led by external facilitators.

*Responsible Party: President Ettling*  
*Deadline: March 2018*

**Background**  
*Through the establishment of a focused Social Justice Task Force, the president and leadership can be better informed and act accordingly as potential issues are identified and recommendations for further action made.*

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</tr>
</thead>
<tbody>
<tr>
<td>Engage external facilitators to join the task force</td>
<td>President Ettling</td>
<td>3/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Name task force co-chairs</td>
<td>President Ettling</td>
<td>3/21/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Appoint members of the task force</td>
<td>President Ettling</td>
<td>4/2/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Task force submits initial report to President Ettling</td>
<td>Social Justice Task Force</td>
<td>8/1/2018</td>
<td>Completed</td>
</tr>
</tbody>
</table>

**Notes and Accomplishments**

- On February 21, 2018, President’s Cabinet met with the Student Association Executive Council and responded to their questions concerning the implementation of a Social Justice Task Force.
- On March 21, 2018, President Ettling announced Maxine Perry ’01 and Dr. Jonathan Slater as co-chairs of the Social Justice Task Force.
- On April 2, 2018, full membership of the Social Justice Task Force was announced by President Ettling.
- Some members met for the first time March 23 with Dr. Carlos Medina, SUNY’s chief diversity officer.
- The full committee met for the first time on April 11, 2018. Subsequent meetings included the review and discussion of data from existing sources, plans for discussion with graduating seniors, faculty, administration and community stakeholders. The task force continues to review impressions of faculty and administration about issues on campus pertaining to social justice and equity. Invited guests included Aaron Schwartz of the Center for Diversity Pluralism and Inclusion, University Police Chief Jerry Lottie, and Dr. Rebecca Kasper, of the Center for Teaching Excellence.
- The task force will be convening weekly through June and July as it drafts a set of actionable recommendations to be delivered to President Ettling by August 1. The team charged with advancing work on drafting a set of final recommendations to President Ettling will be convening on July 3, to begin the writing of those recommendations.
On June 19, 2018, the task force compiled a set of interim recommendations for President Ettling and President’s Cabinet in anticipation of submitting a final set of recommendations to the president by August 1. Dr. Carlos Medina, SUNY vice chancellor and chief diversity office, is also in possession of the interim recommendations.

The task force was briefed July 10, 2018, by a mediation counselor who specializes in restorative justice and who provides services, subsidized by New York State, within the community.

On August 1, 2018, the Social Justice Task Force submitted its final recommendations to President Ettling. Task force co-chairs Maxine Perry and Jonathan Slater intend to meet with the president and his cabinet to review the report.

On August 8, 2018, President Ettling shared the task force’s final recommendations and announced plans to create an independent, permanent social justice advisory group. One of the task force's recommendations, such a group will serve as a vital voice on these matters helping leadership and the wider campus community stay on track.

Task Force recommendations will be prioritized along with President Ettling’s action steps. Additionally, in early September 2018, a composition of and a charge for the new independent, permanent social justice advisory group was developed.

Invitations for individuals to serve on the social justice advisory group were sent from President Ettling. Membership was finalized in early October 2018.

The Social Justice Advisory Council met on October 22; November 9; and November 30, 2018.

**Most Recent Developments**

- On December 11, 2018, the council shared details of its fall semester work and observations with President Ettling in a memorandum. Council chair Dr. Jonathan Slater met with the president on December 12, 2018 to review. The council will reconvene and continue its work at the start of the spring 2019 semester.

**Related SUNY Feedback**

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Conduct a Campus Climate Survey that is widely distributed. This will give you a baseline measure on where the campus really is relative to diversity and inclusion.
7.0 Send a letter to the SUNY Board of Trustees advocating for a change in the Display of the Flag Policy to support raising the Black Lives Matter flag and other flags that are representative of our student body.

**Responsible Party: Vice President Hartman**  
**Deadline: March 2018**

**Background**  
SUNY Board of Trustees Policy limits which flags can be displayed on campus. Understanding that to many of our students such flags are an important symbol of the college’s commitment to supporting our students, leadership will advocate to the SUNY Board of Trustees that the policy be revised to permit this.

**Major Action Steps/Milestones**

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<tbody>
<tr>
<td>Draft letter to SUNY Board of Trustees</td>
<td>Vice President Hartman</td>
<td>3/23/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Display the Black Lives Matter and Rainbow flags in the Angell College Center</td>
<td>President’s Cabinet</td>
<td>3/23/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Send approved letter to SUNY Board of Trustees</td>
<td>President Ettling</td>
<td>3/30/2018</td>
<td>Completed</td>
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**Notes and Accomplishments**

- On February 21, 2018, President’s Cabinet met with the Student Association Executive Council and responded to their questions concerning SUNY’s response to a letter advocating for change in the Display of the Flag Policy.
- On March 23, 2018, a Black Lives Matter flag and a LGBTQ+ flag were placed in the Angell College Center by the main stairwell.
- On March 28, 2018 the Student Association Senate passed a resolution that encourages the SUNY Board of Trustees to change its flag policy. Plattsburgh student representatives attended a SUNY Student Assembly the weekend of April 6-8 where a similar resolution was passed.

**Most Recent Developments**

- On March 30, 2018 President Ettling sent a letter to Chairman H. Carl McCall and the SUNY Board of Trustees advocating for a change in the Display of the Flag Policy.

**Related SUNY Feedback**

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Not addressed.
8.0 Create a Multicultural Unity Space in the Angell College Center.
Responsible Parties: Interim CDO Turco, Vice Presidents Hartman and Larochelle

Deadline: December 2018

Background
A Multicultural Unity space is under development. Space has been designated on the first floor of Angell College Center following the move of EOP and SSS to Macomb, which is scheduled for summer 2018. Student focus groups are being engaged during the spring semester regarding the program needs for a multicultural unity space.

Major Action Steps/Milestones

<table>
<thead>
<tr>
<th>Major Action Step/Milestone</th>
<th>Responsible Party</th>
<th>Deadline</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Designate space for the multicultural unity center</td>
<td>Vice President Larochelle</td>
<td>3/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Develop the timeline</td>
<td>Vice President Larochelle</td>
<td>3/31/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Design of multicultural unity center</td>
<td>Architectural &amp; Engineering Design Associates, P.C. (AEDA)</td>
<td>8/15/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Complete renovations to Macomb Hall</td>
<td>Facilities</td>
<td>8/1/2018</td>
<td>Complete</td>
</tr>
<tr>
<td>Renovate portion of Angell College Center for multicultural center</td>
<td>Facilities</td>
<td>1/7/2019</td>
<td>In Progress</td>
</tr>
</tbody>
</table>

Notes and Accomplishments
- The multicultural unity space will be located on the first floor of the Angell College Center following the move of Educational Opportunity Program and Student Support Services to Macomb Hall in summer 2018.
- Student focus groups will be engaged during the spring semester regarding program needs for the space.
- On March 14, 2018, a business meeting was held with Vice President Hartman, Title IX Officer Butterfly, Facilities Director Bill Circelli, and Purchasing Director Chris Jackson. An outline of the timeline and action items was established to ensure the renovated space is completed by December 2018.
- AEDA was selected as the design firm for multicultural unity space. The project is expected to kick off June 1, 2018.
- In July 2018, AEDA submitted draft drawings of the design.
- On August 6, 2018, the Educational Opportunity Program moved to their newly renovated offices in Macomb Hall.
- Student clubs and organizations provided feedback on the use of the multicultural unity space to Interim Chief Diversity Officer Portia Turco. She will present to campus leadership.
Most Recent Developments

- The project is on track with a substantial completion date of January 7, 2019.

Related SUNY Feedback

SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Have conversations with students/faculty/staff on ways to acknowledge diversity through food, music, performances and other creative ventures on campus. This request came directly from students. Generally, they expressed feeling a lack of compassion and empathy from the college. Anything that could improve relations should be explored. It is possible these things exist, but they just have not been widely publicized.
- Institute a "Critical Dialogues" series of talks throughout the academic year on hot button issues. This will help raise awareness and understanding on issues that tend to polarize people.
- Have educational workshops on various diversity, equity and inclusion topics throughout the year.
- Have more activities and events that reflect URM (underrepresented minority) students and the contributions of diverse cultures and people throughout the year.
- Increase ways to bring faculty and students together to debunk myths about students of color.
9.0 Increase University Police presence to ensure the safety of our campus community.

**Responsible Party:** Vice President Hartman  
**Deadline:** Ongoing

**Background**
The college’s leadership understands many students do not feel safe and the presence of University Police can provide reassurance. The presence and sufficient staffing of University Police enhances a safe learning environment.

**Major Action Steps/Milestones**

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<tr>
<td>Continue increase staffing on an as-needed basis</td>
<td>Chief Rascoe</td>
<td>2/23/2018</td>
<td>In Progress</td>
</tr>
<tr>
<td>University Police went back to normal shifts as of the beginning of Spring Break</td>
<td>Chief Lottie</td>
<td>3/10/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>University Police continues to monitor campus climate and incidents. They will make adjustments to staffing practices as warranted</td>
<td>Chief Rascoe</td>
<td>3/10/2018</td>
<td>In Progress</td>
</tr>
</tbody>
</table>

**Notes and Accomplishments**

- On February 14, 2018, University Police staffing was adjusted to increase coverage on campus.
- On February 21, 2018, President's Cabinet met with the Student Association Executive Council and responded to their questions concerning University Police training.
- UP has continued to make staffing adjustments based on needs of the campus. They will reduce to normal shifts when it is deemed appropriate.
- In early April, University Police recruited two resident students to serve as University Police Ambassadors. The ambassadors work with University Police to raise student awareness of resources and services the department offers. The ambassadors work in residence halls and other densely populated student areas, such as the Angell College Center, to engage with students and educate them about University Police’s role on campus.
- On May 25, 2018, Chief Pat Rascoe was named University Police Chief.
- In June of 2018 through the present, uniformed officers have been utilized in place of plain clothes officers for the various campus programmings we provide, in an effort to increase UP visibility and familiarity to our campus members.
- In September of 2018, University Police student safety ambassadors began patrolling campus. Three student ambassadors conduct walking assignments throughout campus to engage the campus community in positive communication and promote a feeling of safety and inclusion. They observe and report concerning activity or conditions which may pose a risk to the public or cause public alarm and lastly provide walking escorts to campus community members on campus promoting a feeling of safety and inclusion.
- On October 4, 2018, University Police switched to 12 hour shifts. The change increases community policing exposure during the workday and also allows for a more diverse sampling of officers to be seen patrolling each weekend compared to 8 hr shifts.
- On October 31, 2018, a blue light was added to the front of the University Police building to increase community awareness of our location and presence.
Most Recent Developments
  ● The University Police Ambassadors have been actively engaged in this educational process and campus feedback to this program has been positive.

Related SUNY Feedback
SUNY's chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

  ● University Police should engage in efforts to raise awareness of the resources/services they provide and reassure students of their safety. We heard several times that students want a "simple reassurance" of their safety, and that will go a long way.
10.0 Enlist regional leaders in discussions to address racism in our surrounding communities.

*Responsible Party: President Ettling*

**Deadline: Ongoing**

**Background**

Although our campus cannot control the behavior of others, our leadership can share our expectations and engage with community leaders to foster an environment that promotes safe and respectful treatment of our students on and off campus.

**Major Action Steps/Milestones**

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<tr>
<td>Engage regional leaders in discussions regarding the treatment of students off campus.</td>
<td>President Ettling</td>
<td>3/1/2018</td>
<td>Completed</td>
</tr>
<tr>
<td>Create wider frameworks for ongoing discussions, actions, improvements locally and regionally on matters of diversity, inclusion and climate.</td>
<td>President Ettling</td>
<td>12/1/2018</td>
<td>In Progress</td>
</tr>
<tr>
<td>Enhance internal structure to support ongoing efforts and continual improvement.</td>
<td>President Ettling</td>
<td>12/1/2018</td>
<td>In Progress</td>
</tr>
</tbody>
</table>

**Notes and Accomplishments**

- On February 21, 2018, President's Cabinet met with the Student Association Executive Council and shared their current efforts to engage community leadership in discussion regarding the treatment of students off-campus, specifically, the administrations’ expectations of conduct.
- On March 22, 2018, the We Walk Together event was held in collaboration with leaders of St. John XXIII Newman Center, the Protestant Campus Ministry, Temple Beth Israel, and Plattsburgh Cares. We Walk Together was attended by more than 300 local residents and members of the college community.
- The president and others in leadership have met with local government, business and nonprofit leaders, including numerous meetings with city, town and county officials, Vision 2 Action, United Way and others.
- Student groups Cardinal PR, I Am an Ally, SUNY Plattsburgh Cares and PR Student Society of America hosted a ‘People’s Supper’ event at Valcour Inn and Boathouse with students, faculty, college administrators, business and community leaders in attendance. The program featured a meal and focused small group conversations covering diverse experiences and perspectives.
- Conversations continue with the goal of developing wider frameworks to best engage with the campus community and venues for such broader discussions and understanding, including a coming meeting of area business, nonprofit and political leaders.
- On September 7, 2018, nearly a dozen community leaders met at United Way offices in Plattsburgh. Discussion centered on ideas for creation of a possible local coalition focused on matters of inclusion and understanding. From the initial ideas and conversation additional steps will be developed.
- Students, community members, campus leaders and more attended an October 10, 2018 public discussion on diversity and inclusion in the Plattsburgh area. The program included four students sharing experiences and Interim Chief Diversity Officer Dr. Portia Turco. It can be viewed here: [https://youtu.be/VeztV5NyH-Y](https://youtu.be/VeztV5NyH-Y)
- On October 11, 2018, community leaders met at United Way offices in Plattsburgh for a second time to further outline work toward a local coalition focused on matters of inclusion and understanding.
On November 9, 2018 leaders met as a steering committee to advance the community coalition model. The goal is to build something unique, worthwhile, and impactful with a vision of the North Country as a welcoming, inclusive, safe region that prizes its diverse people and works to bring out the best of all residents.

Most Recent Developments
- A working steering committee met on December 14, 2018. Community coalition framing / building work will continue as the group meets again in January.

Related SUNY Feedback
SUNY’s chief diversity officer Dr. Carlos Medina drafted a letter to campus following his visit in February. The following items from that correspondence are aligned with this campus action item:

- Reach out to the community to make clear the administration needs their support to build a sense of welcome for all students and promote a feeling of inclusion that offsets the fear students are currently experiencing in the community. The president needs to play a prominent role in this critical area, thereby strengthening overall town and gown relations.

- A long-range plan of action needs to be explored on how to address vehicular issues on Rugar Street. Of particular concern is the occasional drive-by with people making racial slurs toward students of color. Perhaps the use of speed bumps and other precautionary measures to slow traffic down may help to reduce and/or eliminate the occurrence of this offensive behavior.