

## *Response to the Support Marginalized Students at Curry College Petition*

To the Curry College Community:

It is our desire that each and every person who is a member of the Curry College community is treated fairly with dignity, respect, and compassion regardless of their perceived differences. Hate has no home here, and acts of discrimination, harassment, or retaliation are not and will not be tolerated.

As articulated in the College's institutional diversity statement: *At Curry College, diversity is central to excellence in education, not a separate goal. We are an inclusive community where embracing differences is essential to creating a safe and welcoming environment for exploration and learning, as well as personal and professional growth. Being a member of the Curry community means that your unique voice is a vital and valued part of all we do.*

Fostering and maintaining a safe and inclusive environment for all students, faculty, and staff at Curry is a community effort. It's in that spirit of collaboration that we reaffirm both longstanding as well as new procedures and initiatives that we believe are appropriate and empathetic, and will help us maintain a campus culture and climate that we can all be proud of.

### **Bias Incident Response:**

The College has created robust, accountable, and transparent protocols regarding response to alleged bias incidents. These bias response protocols are published on the myCurry Diversity and Inclusion portal site, which now has its own tab on myCurry for easy reference. The College expanded the Diversity and Inclusion site during the summer of 2017 with more comprehensive information about bias response at Curry College, including:

- bias incident prevention and other related educational programming;
- definitions of bias incidents and hate crimes;
- the purpose and charge of the Bias Incident Response Team (BIRT);
- membership of the BIRT\*;
- bias reporting protocols and reporting form;
- incident response protocols;
- communication protocols;
- notifications and a monthly summary of alleged incidents and response actions, commencing in the Fall 2017 semester.

*\*Note: Names of student representatives joining the BIRT in the 2017-2018 academic year will be posted on myCurry during the Fall 2017 semester.*

Additionally, the College is exploring further expansion of the Diversity and Inclusion website on [www.curry.edu](http://www.curry.edu).

**Resources for Targeted Individuals:**

Supporting individuals and groups who have been targeted in bias incidents remains a high institutional priority. Student Affairs professionals have and will continue to provide immediate, specific, and ongoing outreach and support to targeted individuals who have been impacted by bias incidents.

The College has confidential resources and Counseling Center staff who are available to support targeted individuals or groups, during an incident investigation and as needed on an ongoing basis after an investigation has concluded. All Counseling Center staff have completed the safe space training. Public Safety and/or other Student Affairs staff, by protocol, are in contact with targeted individuals at the time of incident response and provide them with counselor-on-call information. Out of respect for privacy and preferences that vary by each individual, Counseling Center staff do not contact these individuals unsolicited.

We are not always aware of who identifies as members of a particular affinity group. Since that is the case, when a bias incident occurs we proactively engage with and offer appropriate support and information to relevant affinity groups or student clubs and organizations that might have impacted members.

**Disciplinary Process:**

The College's protocol is to conduct an immediate investigation into any and all reports of an alleged bias incident. Appropriate disciplinary processes are followed when there is an identified perpetrator and a finding, and a range of consequences and sanctions are considered and applied as the circumstances of each individual case may warrant.

If a case involves a student alleged to have committed an act of bias, Student Affairs investigates and administers the conduct process, and if a case involves an allegation against a faculty or staff member, academic affairs and human resources investigate and administer the process. Sanctions range from temporary or permanent loss of privileges, to removal from a leadership position, to separation from the College.

**Communication protocols:**

The College's communication protocols regarding incidents are both compliant and consistent with generally accepted campus safety and security protocols. If a report of an alleged bias incident includes an immediate or ongoing threat to the safety of our campus community, the College will issue an emergency notification or a timely warning. If a report of an alleged bias incident is a Hate Crime as defined by Massachusetts General Law and as determined by the jurisdiction of the local police department (Milton or Plymouth), the College will send out a community notification. In these instances, the Department of Public Safety, as the appropriate administrative authority, will send an email to the entire campus community – faculty, staff, students, and parents.

Additionally, the College will make our community aware of reports of other alleged and/or confirmed bias incidents via posting incident notifications and response actions on the myCurry Diversity and Inclusion portal site. The site will also include monthly summaries of alleged incidents commencing in the Fall 2017 semester,

The Offices of the Vice President for Student Affairs, Vice President for Academic Affairs, Vice President for Human Resources, and the President, among other offices, will continue to be vocal in condemning acts of bias and asserting our commitment to embracing and valuing our differences.

**Engagement between students and administrators:**

We care deeply about the success of our students, which is why listening and learning about their experiences at Curry is so important. Members of the administration have not only participated in but have also sponsored, initiated, and had a strong presence at a wide range of community gatherings, panel discussions, events, and lectures. Such participation has included, though has not been limited to the following: post-Presidential election discussions; Pre-Health E.L.I.T.E open forum; discussions and gatherings after bias incidents; the Transgender Day of Remembrance candlelight vigil; Diversity Series Spring Showcase performance “Defamation”; The Social Justice Series: “Prejudice and Campus Activism” with Payton Head. Administrators have also been present at smaller community discussions with the Student Government Association (SGA), Athletic teams, Hillel, Theater students, and in the residence halls, and attended Title IX educational lunches on a variety of topics including “Transgender Student Support”; “Sexual Assault on College Campuses”; and “When Bullying Becomes Harassment.”

Multiple student groups, including and in addition to SGA, focusing on the diverse needs of our students are established or are forming on campus. These groups range from legacy clubs and organizations such as the Multicultural Student Union (MSU) and the Gender Sexuality Alliance (GSA) to new clubs and organizations such as the Black Solidarity Union (BSU) and Latino Student Union (LSU). The College’s diversity coordinator is exploring development of a Diversity Peer Educators group.

The College’s administration not only welcomes but encourages open and frequent communication with these student groups. Each group has a designated faculty or staff advisor who can help students liaise with the College’s executive and/or senior leadership teams. In addition, members of the College’s leadership teams regularly attend and participate in the annual SGA Open Forum, and there are student members that serve on the College’s Diversity Committee along with staff, faculty, and administrators.

**Diversity Outreach, Services, and Resources:**

The Office of Diversity and Inclusion is intentionally located in the center of campus as part of the Campus Life suite in the Student Center, which is central to all students and all we do. The Diversity Coordinator is an integral resource working in partnership with campus colleagues on a wide range of new initiatives and ongoing outreach services. As part of the College’s Strategic Plan Direction III, an initiative in development aims to create and implement recruitment guidelines to increase diversity among staff members, similar to those created for faculty.

The Faculty Center and Provost's Office conducted a series of faculty focus groups during the Spring 2017 semester addressing how to have classroom conversations around such topics as hate crimes, race and gender difference, and controversial political and social issues.

Additionally, at the Faculty Retreat in May 2017, there was a workshop session focused on these topics.

The president of the College emailed all students, faculty, and staff as the semester began to convey the College's expectations for behavior and campus climate. The President's email clearly stated that acts of bias will not be tolerated on our campus

In a welcome email to faculty marking the start of the 2017-2018 academic year, the provost encouraged all faculty to incorporate the statement of diversity in their course syllabi.

At Convocation on August 28, 2017, both the provost and president spoke to the incoming Class of 2021 about issues of diversity, tolerance, and inclusion as part of our community values.

During the 2017-2018 academic year, there will be additional focus groups, workshops, and webinars about diversity and inclusion for faculty members. For example, there was a faculty led session on the Inclusive Classroom during the new faculty orientation in August 2017.

#### **Gender-Neutral Restrooms:**

As the College has constructed new buildings, it has included gender-neutral restrooms. In addition, all single stall restrooms were converted from gender-specific to gender-neutral this past year. We have converted 65 in total to gender-neutral. In September 2017, the College published a campus map on the myCurry Diversity and Inclusion portal site to better inform the community of the locations of these restrooms.

#### **Staff, Faculty, and Student Trainings:**

Beginning five years ago, the College began providing Safe Space and Bystander Intervention training for members of the administration, faculty, staff, student leaders, SGA members, and Resident Assistants (RAs).

The College also conducts ongoing diversity and inclusion education programs and activities for incoming students. For the past six years, the new student orientation program has included a session about diversity and identity. For the past two years, the Office of Diversity and Inclusion has held sessions and provided resources as part of the Accepted Student Day program. Last year, a diversity and inclusion session, "Get out of your bubble" was added to the welcome weekend program for new students. In the future, we are exploring the addition of an educational module for all incoming freshman to complete online.

In January 2017, the Anti-Defamation League (ADL) delivered a half-day education and training session for Student Affairs staff members, Public Safety and the majority of BIRT members were in attendance; the session was focused on effective ways to respond to hate on campus.

The College has a longstanding relationship with the ADL, and we are actively working with the ADL and other appropriate external parties to implement additional training for more faculty, staff, and students. There are plans to host a late Fall 2017/early Spring 2018 symposium for student leaders including SGA, athletic team captains, and the officers of all student clubs and organizations.

Other trainings that are being added this year are expanding our bystander intervention training by providing it to student members of every Athletics team, the Vice President of Academic Affairs is hosting diversity trainings at the Faculty Center, and Human Resources is exploring providing similar trainings for staff. Additionally, the Diversity Coordinator is looking into developing an

annual and sustainable Diversity Day or Diversity Week of educational events that is similar to the annual Consent Day.

**Campus safety measures:**

The College has installed 16 security cameras on campus, as the first phase of a security camera implementation project. The installation includes locations in high traffic areas and around residence halls on the perimeter of the campus. Below is a list of where the cameras are located on campus:

- Front Entrance (2)
- Atherton Street Gate
- 886 Brush Hill Road (3)
- Scholars - 800 Brush Hill Road (2)
- SCRH - 150 Milton Street (2)
- Alexander Graham Bell Hall (3)
- Curry Early Childhood Center (2)
- Curry Early Childhood Center Milton Street Gate

**Ways to Engage:**

Throughout the academic year, there will be events sponsored by the Office of Diversity and Inclusion and other departments. We encourage all community members to attend these events, and students to get involved with a club or organization.

When students, faculty, and staff returned to campus for the Fall 2017 semester, they noticed dozens of new signs around campus that remind us all that Curry is a not a place for hate. The Diversity Committee, which is comprised of administrators, students, faculty, and staff, has championed the “Hate Has No Home Here” campaign, and we applaud their efforts. May these posters be a visual reminder of our acceptance of each other.

All campus constituents must collaborate with mutual respect and a commitment to foster a safe and inclusive environment on campus. The administration is committed to ensuring a consistent, timely response to any allegations of bias to promote accountability and quell intolerance. We need your help: if you see something, say something.

If you are aware of a potential bias incident, please fill out the Bias Incident Report form on the myCurry Diversity and Inclusion portal site or call Public Safety at (617) 333-2222. You can also choose to do so anonymously by calling the anonymous report line at (617) 391-5280 or e-mailing [PublicSafety\\_tipline@curry.edu](mailto:PublicSafety_tipline@curry.edu).

The Curry College Executive Team

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