

MCDANIEL --- COLLEGE

Response to Student Request

Prepared in June 2020 in response to requests from
students.

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Following Topics:

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Faculty and Staff Diversity Training

McDaniel College offers many required and optional faculty development opportunities each year focused on diversity and cultural sensitivity. A summary of what has been offered in the past 2 years is below.

At the annual August faculty development retreat, all faculty are required to attend a presentation/workshop from focused on diversity. Topics have included:

- Diversity Issues: Structural Inequalities and Classroom Strategies
- Invisible Disabilities: Preventing and Responding to Social-Behavioral Challenges in the Classroom.
- The Struggle is (Still) Real: Mental Health and Disabilities on Campus
- Self-Empowerment through Writing: The Benefits of Affirmative Writing Activities Across Disciplines for 1st Gen Students and Students of Color
- Classroom Strategies to Reduce Achievement Gaps & Improve Performance of all Students

All new full-time faculty participate in a required year-long orientation program which includes diversity-related topics such as:

- Students with disabilities and/or mental health challenges
- Leaving our implicit bias at the door
- Imposter syndrome and its impact on students

Faculty book groups: Each year, we pick a book on a diversity-related theme and multiple groups of faculty meet on a monthly basis to discuss the book. Recent books have included:

- Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do
- Bandwidth Recovery: Helping Students Reclaim Cognitive Resources Lost to Poverty, Racism, and Social Marginalization
- Teaching STEM to First Generation College Students: A Guidebook for Faculty & Future Faculty

Our Faculty Inclusion & Diversity Committee provides regular trainings to any faculty member who plays a role in making recommendations regarding hiring, promotion, and tenure to ensure that these faculty members avoid having bias impact their decisions. These trainings include:

- o Diversity-related training for all faculty serving on search committees
- o Training for Department Chairs to understand the ways in which microaggressions can affect course evaluations
- o Training for members of the Faculty Affairs Committee who make recommendations regarding promotion and tenure

Faculty Development Lunches



Regular faculty development lunches are held each month. The following diversity related-topics were offered in the last 2 years:

- LatinX/Hispanic Students: Best Practices and Promise for Our Growing Population
- Case Studies on Tackling Your Classroom Cultural Conflicts
- Restorative Practices & Community Building
- Faculty discussion to develop our institutional diversity Statements
- Microaggressions in our classrooms
- Safe Zone trainings for LGBTQ awareness
- Moving Beyond Civility: How to Facilitate Difficult Dialogues in the Classroom
- Teaching a Diverse Student Body: Minimizing Achievement Gaps and Learning From Student Experiences

The Role of The Office of Diversity and Inclusion

The Office of Diversity and Inclusion (ODI) offers student trainings and other cultural events for the entire campus community. In fall of 2019 an assistant director of ODI position was created to support the work of the office and increase the support and resources available for all students and most especially students of color at McDaniel.

The ODI developed a three-part Diversity, Equity and Inclusion curriculum for first year students.

- Part one took place during McDaniel Local and focused on the impact of Social Identities on college students.
- Part two and three took place during the fall semester First Look sessions and explored Implicit Bias followed by a discussion of Power and Privilege.
- Part three occurred during the fall semester First Look sessions as well and was a discussion of Power and Privilege.

The ODI is sponsoring First Generation Student initiatives.

- Two presentations took place during New Student Orientation that addressed the support systems available for first gen students at McDaniel.
- Janelle Holmboe, Vice President for Enrollment Management, facilitated a FAFSA Workshop for first gen students.
- A First Gen student celebration happened in the spring and first gen students won “I’m First” t-shirts and were given “I’m First” stickers and pins.

The Director of ODI offered several trainings for student leaders in preparation of their roles. The groups included Resident Assistants, Peer Mentors, Edge Mentors, Student Engagement Mentors, and Honor and Conduct Board Members.

A complete list of campus cultural events is available in the Maryland Independent College and University Association (MICUA) Cultural Diversity Survey. The most recent reports as well as other training summaries can be found online at www.mcdaniel.edu/diversity.

Access to the Wellness Center

In response to questions related to access of counseling services offered through the Wellness Center:

This question came up in the fall and also at the spring semester Ask McDaniel Anything Forum. Liz Towle, Dean of Students, sent an email to all undergraduate students in November 2019 explaining that,

"I want to provide important clarification to the factually inaccurate information provided in an article published in the McDaniel Free Press ("New Wellness Center policy limits counseling sessions," November 8, 2019).

The Wellness Center Counseling Services Staff provide short-term counseling to full-time undergraduate students at no cost. Wellness Center counseling services have never been billed through a student's individual health insurance. This was incorrectly reported in the original Free Press article and I appreciate that it was corrected as of November 13, 2019.

For the past few years, students seeking counseling in the Wellness Center have attended an average of 5-6 sessions with a counselor. The Wellness Center Counseling Staff determine the total number of sessions available to a student on a case by case basis and this short-term model typically does not exceed 8-10 sessions.

In order to maintain the quality short term counseling services available to all students, this past summer McDaniel designated the additional funds necessary to hire a fourth full-time counselor and accepted a third Counseling intern."

Currently, the College has four full-time counselors. Two are of people of color and two are caucasian.

Restorative Justice

Approximately 17 McDaniel faculty and staff members participated in a restorative justice two-day seminar during the summer of 2019 at the University of Maryland Baltimore County (UMBC). The seminar attendees were introduced to the fundamental principles of restorative practices, including learning how to use affective statements as a tool to build connections with students in residential settings and to foster a unified community. Restorative practices were incorporated into the Academic and Campus Life staff trainings as well as Resident Assistant (RA) and Edge Program Mentor Trainings and serve as the basis for the intentional conversations that happened throughout the year between the residence life staff and students. A group of McDaniel Faculty who attended the seminar then facilitated a training for their peers where they provided an overview of restorative practices and shared examples of how these practices can be used in the alternative adjudication process, classroom discussions about inequalities, and community building around the College's First Principles.

Campus Safety



In response to questions related to campus safety and the incident of KKK flyers found in Carroll County.

1. Summary of Incident as reported by Campus Safety

On Tuesday morning 5/26/20, a Westminster resident contacted WPD advising they found Klu Klux Klan flyers had been distributed to neighborhood lawns and driveways, in the area of Fenby Farm Road, approximately 2 miles southwest of the College. They were placed in plastic bags weighed down with birdseed. There were three different versions, each containing white supremacist propaganda messages. Two listed logos and contact information for the KKK. A third flier listed information for the "National Socialist Movement." Additional, similar fliers were reported to have been observed distributed around the New Windsor area, approximately 7 miles southwest of the College. Tuesday evening this information was forwarded to McDaniel campus safety officers, a common practice when there is suspicious activity in the region, advising them of the reported activities. Officers were directed to pay special attention to suspicious subjects in the area, particularly over-night and early morning hours, including dayshift during their first patrol check of the day, to ensure nothing related to this has been distributed on campus.

Campus Safety:

Excerpts from McDaniel College Clery Report: Relationship with local authorities

Department of Campus Safety officers are sworn and commissioned under Maryland law as Special Police. This affords these officers full law enforcement and arrest authority on all McDaniel College property throughout the State of Maryland. As such, officers have authority to issue citations, obtain warrants, effect arrests, and administer all other duties required of a sworn police officer. All uniformed members of the Department of Campus Safety wear a distinctive police uniform and regularly patrol in marked vehicles, on bicycles, and on foot.

The Department of Campus Safety enjoys an especially good relationship with the Westminster Police Department (WPD), the Carroll County Sheriff's Office, and the Maryland State Police. WPD assists the Department of Campus Safety with routine patrols of the campus to deter crime.

In accordance with a Memorandum of Understanding, the Westminster Police Department maintains the responsibility for the investigation of all serious crimes on campus, including all crimes categorized as Part 1 offenses under the FBI Uniform Crime Reporting (UCR) Program, and all criminal level drug offenses (Campus Safety officers maintain enforcement of minor drug 11 offenses classified as civil infractions).

All sexual assault investigations in Carroll County are conducted by an interagency team known as the Carroll County Advocacy and Investigation Center. The Department of Campus Safety works cooperatively with the members of the Investigation Center. The Westminster Police Department is notified of all crime on campus, and is immediately notified of major crimes via the telephone or shared radio communications.

The College campus, which is entirely within the WPD jurisdiction, relies on the telephone to routinely contact the county emergency dispatch center for fire and emergency medical needs, although the County Public Safety Office has the capacity to link the Department of Campus Safety to responding fire or ambulance resources by radio. Frequent meetings between the command staff of the Westminster Police Department and the Department of Campus Safety allow for exchanges of routine information on a timely basis. Resources from the Carroll County Sheriff's Office, the Maryland State Police, or federal agencies may be requested as needed by the Westminster Police Department and the Department of Campus Safety, and are organized in accordance with the principals and protocols of the National Incident Management System (NIMS) and the federal Incident Command System (ICS).

Crimes committed at off campus facilities under the control of the College will be disclosed in our statistics if they come to the attention of the Department of Campus Safety. Additionally, the Director of Campus Safety, as the chief law enforcement officer of the College, participates as a member of the Carroll County Chiefs of Police group.

The entire Clery report is available online at www.mcdaniel.edu/diversity.

Campus Safety *(Continued)*

Campus Safety Officers are trained and authorized to use a variety of tools as a part of their campus role. Most are visible and carried on the officer's duty belt or somewhere else on the issued uniform. The items consist of:

- handcuffs,
- Oleoresin capsicum (OC or pepper spray),
- portable radio,
- latex gloves
- and a flashlight.

Additional tools are available in the patrol cars and include emergency medical supplies, an Automatic External Defibrillator (AED) and fire extinguishers.

Financial Literacy and Financial Aid

In January of 2020, the Financial Aid Office was restructured to provide increased support to students and more personalized financial aid counseling. This includes assigning each student a designated Financial Aid Specialist who will work with that student throughout their four years at McDaniel. Financial Aid Specialists called each of their students in the spring semester to introduce themselves and lay the groundwork for conversation going forward. In addition:

- The Financial Aid Office participated in Financial Literacy events in partnership with Professor Kunz over the Jan Term in 2020, including sessions using “Money Habitudes”, in which students examine their habits and attitudes towards money; and the “Credit Game”, in which students learn about credit and credit scores (how they are determined and how they can improve their scores).
- The Financial Aid Office is currently reviewing the existing financial aid resources online with the goal of increasing financial literacy resources.
- The Director of Financial Aid met with multiple student groups to introduce herself and discuss student needs.
- The Financial Aid Office hired a Financial Aid Specialist specifically to spearhead financial literacy programs and resources.

We continue to seek ways we can better meet the needs of students. We are hopeful that students have already seen an increase in response time but understand that there is more work to do. Students who would like to make suggestions about how we can develop financial literacy resources that better meet the needs of our students of color can contact the Vice-President of Enrollment, Janelle Holmboe (jholmboe@mcdaniel.edu) or our Director of Financial Aid, Kemia Himon (khimon@mcdaniel.edu).