

THE STUDENT GOVERNMENT

of

LOYOLA CHICAGO

MEASURE OF THE SENATE

A Resolution to Implement Racial Sensitivity and Cultural Competency Training

To urge the University to implement reformed Campus Safety training procedures concerning racial sensitivity and cultural competency.

02/23/2021 Date Introduced to the Senate

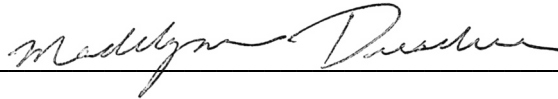
03/02/2021 Date Passed Senate

 28 - 0 - 0

to be filed by the Chief Operations Officer of the Senate

 5 - 0 - 0

to be filed by the Chief Justice



Date: 03/10/2021

Signed by the President of the Student Government of Loyola Chicago



Date: 3/15/2021

Signed by the Chief Justice of the Student Government of Loyola Chicago

Chiefly Sponsored By:

Senator Mereya Riopedre

Senator Hannah Kwak

Co-Sponsored By:

Senator Nabhan Rafiq

Senator Ella Doyle

Senator Rameen Awan

Senator Kennedy Mallory

Senator Claire Harrison

A Resolution to Implement Racial Sensitivity and Cultural Competency Training

To urge the University to implement reformed Campus Safety training procedures concerning racial sensitivity and cultural competency.

- ¹Whereas, Loyola University Chicago, hereafter referred to as LUC, is a Jesuit Catholic institution which according to its mission statement prioritizes,**
- “Values-based leadership: Ensuring a consistent focus on personal integrity, ethical behavior in business and in all professions, and the appropriate balance between justice and fairness”¹, and*
- ²Whereas, According to the university’s strategic plan, LUC strives to create a culture where,**
- “Students do not feel like isolated individuals but rather members of a community that encourages respectful discourse and debate, that celebrates hard work and accomplishments, and that promotes social justice and responsible freedom.”², and*
- ³Whereas, The LUC Campus Safety Mission Statement expresses the value of an “organizational climate of trust and respect” in which “the highest degree of ethical behavior and professional conduct” is maintained, as well as “respect for the traditions of Loyola University while encouraging an atmosphere that allows for innovation and change in the delivery of quality public safety services,”³ and**
- ⁴Whereas, The traditions of LUC maintain a commitment to the Jesuit mission of social responsibility and justice⁴, and**
- ⁵Whereas, The mission statement of the Student Government of Loyola Chicago, hereafter referred to as SGLC, states:**
- “The mission of the SGLC shall be as follows: We commit wholeheartedly to voice the concerns of the student body, to act as an instrument for the cooperation of students, faculty and administration, to provide an open forum for dialogue, and to be a voice for student opinions concerning the traditions, ideas, and affairs of the University. We shall do so in order to afford all*

¹ https://www.luc.edu/mission/mission_vision.shtml

² <https://www.luc.edu/strategicplanning/transformativeducationinthejesuittradition/aneducationthatempowersandtransforms/>

³ https://www.luc.edu/safety/dept_mission.html#d.en.81534

⁴ https://www.luc.edu/mission/mission_vision.shtml

undergraduate students the opportunity to participate in the management of their own affairs”⁵, and

⁶Whereas, The Inclusion, Equity, and Diversity Statement of the SGLC states:

“The SGLC strives for and is committed to the inclusion and empowerment of all students and members of the Loyola community of which represent the full spectrum of the human experience and social identities. Such identities include but are not limited to race, ethnicity, gender, age, religion, language, ability, sexual orientation, gender identity, socioeconomic status, immigration status, and national origin. Furthermore, the SGLC aims for diversity in its legislation, programs, and relationships, as well as in the organization's work to promote, maintain, and foster a culture of equity and inclusion on and off campus”⁶, and

⁷Whereas, LUC’s Anti-Racism Initiative “is a group of students, staff, and faculty who are charged with working to move Loyola (LUC) along the continuum toward becoming a fully inclusive anti-racist institution,” and

⁸Whereas, LUC’s Anti-Racism Initiative developed the action step: “strengthen the relationship between Campus Safety and the LUC community” in order to,

“Create a safe, respectful, and inclusive environment for students, staff, and faculty of color”⁷, and

⁹Whereas, The article entitled, “*How 2020 is Impacting Gen Z's Worldview*”, published by Morning Consult, an organization that specializes in online survey research, informs that during recent Black Lives Matter protests,

“Trust in police falls dramatically [amid protests]: 44 percent of Gen Z trust the police, down 24 points from April”⁸, and

¹⁰Whereas, In the 2020 Discrimination at Loyola report, research for which was conducted through a student survey, responses followed the nationwide trend of conflict with the police set by Morning Consult, showing that,

“200 Students of Color at Loyola University Chicago responded to the survey. 43% said yes, they experienced discrimination at Loyola, 23% said they were unsure if they had experienced

⁵ <https://www.luc.edu/media/lucedu/sglc/UPDATED-%20SGLC%20Organizational%20Goals%202020-2021.pdf>

⁶ <https://loyolauniversitychicago.sharepoint.com/sites/Groupsglc2020-202177/Shared%20Documents/AOG/AOG%202020-2021.pdf>

⁷ <https://www.luc.edu/academicaffairs/antiracisminitiative/>

⁸ <https://morningconsult.com/form/gen-z-worldview-tracker/>

*discrimination, but shared they experienced and witnessed microaggressions regularly,”*⁹ and

¹¹Whereas,

After the February 2018 Campus Safety incident resulting from the targeting of two students of color, Loyola students created a movement,

*“Entitled #NotMyLoyola to hold the police accountable and bring justice to students of color who have been profiled and attacked by Campus Police. Students [made] numerous efforts to make their voices heard on this issue, including a class walk out, a petition with nearly 2,000 signatures, and a town hall meeting on March 1 [2018]”*¹⁰, and

¹²Whereas,

In the petition for #NotMyLoyola students called upon Loyola to,

*“Establish legitimate, direct channels for complaints against university power structures and associated faculty, staff, and employees with student ability to open investigations, as well as the ability to actively engage in these investigations with transparency and clarity from administrators handling said investigations”*¹¹, and

¹³Whereas,

The LUC Black Cultural Center released a document titled “In Support of Black Students” on June 15, 2020 in order to,

“Not only [support] students in this time of increased racial tension within our country, but also demonstrate structural improvements Loyola Chicago can implement to continue the support of Black-identified students on campus”, and

¹⁴Whereas,

Recommendation Seven from the LUC Black Cultural Center’s “In Support of Black Students” calls for,

“Establishing a zero-tolerance policy against racism and race-based discrimination [...] to ensure that the ramifications of racist and discriminatory acts are proactively addressed”, and

¹⁵Whereas,

Recommendation Four from the LUC Black Cultural Center’s “In Support of Black Students” calls for the establishment of racial sensitivity training,

“As a requirement for all Campus Safety officers. These measures are aimed at promoting awareness and understanding of various

⁹ <https://www.luc.edu/media/lucedu/curl/pdfs/Discrimination%20at%20Loyola%20Report-1.pdf>

¹⁰ <https://chicagomonitor.com/2018/04/notmyloyola-aftermath-racial-profile-loyola/>

¹¹ <https://www.change.org/p/loyola-university-president-justice-for-students-of-color-at-loyola-hold-loyola-pd-accountable>

racial and cultural implications surrounding police engagement and law enforcement for Campus Safety officers”¹², and

¹⁶Whereas, OurStreets LUC is an coalition of students who stand together in Loyola for Black lives supported by both Loyola faculty and students, and

¹⁷Whereas, OurStreets LUC has created a list of demands, signed by 7,499 students as of December 18th, 2020, in which Demand Seven calls for,

“following through with the Black Cultural Centers’ suggestions and recommendations”¹³, and

¹⁸Whereas, The Centre for Research & Education on Violence Against Women & Children campaign *Make It Our Business* defines cultural competency as “the ability to understand, communicate with and effectively interact with people across cultures,” as well as a “never ending journey involving critical reflection, of learning to understand how people perceive the world and participating in different systems of shared knowledge,”¹⁴ and

¹⁹Whereas, New York City Human Resources Administration Department of Social Services defines Racial Sensitivity as awareness of differences and similarities between people without assigning positive or negative value, recognizing the effect that race has on society and individual perspectives, valuing diversity, and self-evaluation of biases, prejudices, and knowledge,¹⁵ and

²⁰Whereas, A study titled “A Comparative Study of Awareness and Sensitivity Diversity Training Strategies and Human Resource Policy-Driven Strategies” published by Diversity Officer Magazine asserts that,

“organizations that implement more than two diversity strategies experience a more significant decrease in racial discriminative behavior than organizations that implement only two diversity strategies”¹⁶, and

²¹Whereas, Christopher L. McFarlin, J.D. of the American Military University defines de-escalation as “reduction of the level or intensity” of a conflict, during

¹² <https://www.luc.edu/media/lucedu/fellowshipoffice/pdfs/Black%20Student%20Support%202020.pdf>

¹³ <https://www.ourstreetsluc.org/demands>

¹⁴ <http://makeitourbusiness.ca/blog/what-does-it-mean-be-culturally-competent#:~:text=Cultural%20competence%20is%20the%20ability,positive%20attitudes%20towards%20cultural%20differences>

¹⁵ https://www1.nyc.gov/assets/ochia/downloads/pdf/cultural_sensitivity_wkshp.pdf

¹⁶ <https://diversityofficermagazine.com/cultural-diversity-factoids/historical-issues/a-comparative-study-of-awareness-and-sensitivity-diversity-training-strategies-and-human-resource-policy-driven-strategies/>

which an officer should remain calm, use compassion, and act with discretion, and

²²Whereas, McFarlin outlines the benefits of de-escalation training, stating that “de-escalation techniques can not only help diffuse an encounter, they can also help an officer reduce his or her stress level,” and that “police officers who develop proper de-escalation techniques, use them when appropriate, and mitigate the need for force will see improved job performance,”¹⁷ and

²³Whereas, According to research conducted by the Federal Aviation Administration which will hereafter be referred to as the FAA, one of numerous organizations which has created training protocol with the goal of educating its employees on racial sensitivity to promote an accepting and safe workplace, training periods should span more than one hour to avoid inefficiency, and

²⁴Whereas, The FAA strongly recommends that racial sensitivity training participants should be briefed on training content beforehand to eliminate misconceptions and outline objectives, and

²⁵Whereas, The FAA identifies debrief following training as a critical strategy to provide “detail, order, and meaning to the participants experiences” and to “tie the training to behavior at work”¹⁸, and

²⁶Whereas, SGLC Organizational Goals call for,

“the reevaluation of policy and procedure in the campus policing system at Loyola through work with Campus Safety and the Dean of Students Office. Furthermore, push for transparency in department proceedings as they relate to interactions with Chicago Police Department presence on and around campus.”¹⁹

¹Be It Resolved, The SGLC recommends that the University employ a zero-tolerance policy concerning acts of racism, discrimination, and abuse committed by Campus Safety Officers, and

²Be It Resolved, The SGLC recommends that Campus Safety maintains an open line of communication with Student Diversity and Multicultural Affairs to share learning goals for each training program and to promote connection to student affairs, and

¹⁷ <https://inpublicsafety.com/2017/07/integrating-de-escalation-techniques-into-policing/>

¹⁸ https://www.faa.gov/data_research/research/med_humanfacs/oamtechreports/1990s/media/AM95-10.pdf

¹⁹ <https://www.luc.edu/media/lucedu/sglc/UPDATED-%20SGLC%20Organizational%20Goals%202020-2021.pdf>

- ³Be It Resolved,** The SGLC recommends Campus Safety continue to develop an easily accessible and well-designed webpage, located on the Campus Safety website, detailing training procedures, who the trainings are conducted by, and promoting transparency to the Loyola Community, and
- ⁴Be It Resolved,** The SGLC recommends that training include modules on the singular topic of racial sensitivity, as well as continued emphasis on expansion away from bias testing and towards de-escalation, harassment and discrimination prevention, and cultural sensitivity, and
- ⁵Be It Resolved,** The SGLC recommends Campus Safety prepare officers for training by identifying learning objectives such as recognizing the role of racial sensitivity in a work setting to eliminate misconceptions, and
- ⁶Be It Resolved,** The SGLC recommends Campus Safety officers continue to complete training exercises occurring at a minimum of annually, and
- ⁷Be It Resolved,** The SGLC recommends Campus Safety require evaluation following training to ensure accountability, occurring at a minimum of annually. This evaluation should include audit of the past year's case results, studying officer responses compared to the past year's learning goals, as well as debriefs on those results.