

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**GENERAL BODY LISTENING SESSION**  
**Wednesday, September 25, 2019**  
**FPG Student Union 3206 A/B**

Facilitators: Frank Baumgartner, DeVetta Holman  
Present: 19

*What Do We Want to Know From YOU?*

Concern: Make time for things that are important. Concerned that the Chancellor is not present at the Listening sessions. We all have schedules and we make time for things that are important to us. Why is the Chancellor not here; he should be at at least some of these meetings.

Blue Light Post: Has a decision been made about the blue light posts? In favor of keeping them.

Construction during Winter Break gets a little troublesome. Pittsboro Street is dark and considering good lighting in low traffic times, for personal safety.

There used to be a patrol between Cameron Ave. and South Campus. Security walked around the pit, Old Well, central campus. This has been discontinued for 4 years. 36 white shirts and 60 blue shirts. Security Department would like to reinstate this feature of campus safety. This is separate from the Police Dept. Located in the basement of the Police Dept.

Students are weary and worried because of what they see in the news. Anxious about friends who wear a Hijab and may be unsafe because of their identity.

Chancellor already has the answers to these questions. What else does he need to hear?  
Known issues: Guns, confederates, hate speech, not protected by Police, people on campus spewing hate speech.

There is right and wrong and the Chancellor already has the information.  
There need to be some tangible, actionable items.

Police do not have training to dealing with neuro-divergent people.

Part of the feeling of being unsafe. It is a HIGHER rate of marginalized communities. Students feel like they are waiting for the other shoe to drop. What is in plan for when the Alamance people come to campus and cross the lines? We have a student population that are more vocal and more reactive. Why are we sitting in a hotbed of waiting for something to happen at some point?

Needed: For police to be **quicker to respond**. Why did the police not know that having guns on Public property is not okay. ALERT CAROLINA in good in telling about the weather alerts. Why not tell me when confederates are on campus and planning to shoot up the campus. We

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

cannot wait for the worse to happen. Alerts about Guns being on campus was sent out 2 days after the fact. WHAT IS THE UNIVERSITY TRYING TO HIDE? Finding out 2 days later is dereliction of duty.

Any threat on campus has to be ANNOUNCED IMMEDIATELY.

Is there a Crisis of Trust? YES. If a Black man walks on campus with a gun, he would be killed. With White Confederates, police shook hands with them. Certain groups of people are not given the benefit of doubt as other groups. A delay in response also contributes to a crisis of trust. Letting me walk through my days blindly without letting me know what the danger is. Walking through campus carrying guns make me distrust Police Officers. What is the Purpose of the officers? Not clear how they are keeping the campus safe. If the color of the skin was different, the outcome would have been VERY DIFFERENT.

The police officer that lied on the stand, as reported by the DTH, still has a job and that contributes to a “**crisis of trust**”

- ✓ Glad handing
- ✓ Double standards
- ✓ Perjury

Institutional Racism:

- Recruitment
- Hiring
- Promotions
- Tenure of Black Faculty
- AA are fleeing this campus
- Staff Does NOT feel supported
- The institution turns a blind eye to complaints of staff/faculty to protect the image of the ...???
- Students do not have a huge critical mass to make the argument that they want to make.

Does the Commission see its work with the University around Diversity?

The first step in restoring trust is to ACKNOWLEDGE

Libraries: One of the challenges around events in the past is both facilities and academic challenges. How does one maintain 9 facilities and maintain academic mission. How do you continue your academic mission during a crisis on campus? How do you get employees home? How do you keep students safe? When do you close locations if a demonstration is damaging to a facility? At what point does the safety conflict make it unmanageable to do the job you have to do?

How do we make sure that we are taking care of the visitors we invite our campus?

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

You are not afraid of people you know. But students do not KNOW POLICE. Building a community where familiarity, respect and support, and care are key to building familial relationships.

STUDENT: If I as a white man do not want to have any association with the police, how do you expect SOC to react?

It is hard to get past the fear and the disdain of Police. UNC Police even routinely use pepper spray and used it when a student gave them the finger. What might it look like if there were not police on campus. What might it look like if we started over with a new cohort?

What would it look like if police carried no guns?

Take a Step back: The first question should be was there ever trust.

What do we need to ESTABLISH TRUST?

For some trust has NEVER been established.

For some walking the campus in their skin is problematic because of perception of not UNC is an institution of higher learning. Higher education should about DREAMS. But it I impossible to dream with when you are I survival mode. **Dreaming is a luxury.** This is about mental psychological safety when you are I survival mode, you cannot dream big.

Survival mode means your defenses are up. How do you bridge gap with communication and community because they are operating in fear. Is there a blueprint for students to use to be confident in how to respond Will I have my job because I spoke up because

How do you fix something that Is broken....because the weakness is already there when something is there.

The problem is when the good police officer does not check the bad officer. Just on a humanity level, is there check and balances. It is the purview of the Commission to make recommendations to the Chancellor.

Female Student: North Quad is not safe. How is UNC working the Chapel Hill police? Someone exposed themselves to her.

**QUESTION: Does the Police Department investigate themselves??**

How can the Swecker report be necessary but not a governing body to investigate the wrongdoings of the Police?

The Weinstein Report?

Does UNC Police have an Internal Affairs Department?

When are outside consultants brought in?

**Rape Culture and Consent and Power.**

A lot of females live their lives in fear. The University is not coordinating enough with Chapel Hill Police to ensure their safety: Man outside Davis Library; MLK, Jr woman chased by a car; Short Bread Apts mostly female students.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**ACTIONABLE ITEMS:**

1. Be Transparent!!!! Tell me what you are doing to make me SAFE. Safety is an unrealistic notion on this campus. Because not everyone feels safe... Make it clear about what you are
2. Have the BOARD OF GOVERNORS reflect the UNC population. Have UNC Administration/Executive reflect the UNC population.
3. Effective training to address EXTRAORDINARY CIRCUMSTANCES. Non-verbal neuro-divergent (panic attack and cannot respond). More training in de-escalating the situation
4. Creating and/or Establishing an External mechanism to investigate the Police and to hold them accountable. Now, student talk to each other and know there is nowhere to go for help. Therefore, the wound is still a wound, a sore that is festering. People who are supposed to help are more committed to securing their jobs and protecting the University.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**Campus Safety Commission Listening Session**  
**UNC Police Department**  
**September 30, 2019 6-8pm**

Facilitators: De'Ivyion Drew and Frank Baumgartner  
Present: DTH reporter and 4 individuals

Crisis of trust: 4 weeks into the new tenure for new Chief, this may not be the right phrase. Mis-steps certainly, but not to the level of a "crisis of trust". Students interact with police positively, so it does not rise to the level of crisis. Use of force, suspensions, demotions, none of that suggests that we have the level of a crisis of trust.

Following on that issue of crisis of trust, the department was silent on a lot of things that happened. The PD administration was reluctant to communicate with the community. This lack of communication exacerbated the crisis of trust. The solution is communication.

To build trust we need to have a dialogue, before, when, and after things happen.

Everybody in public safety has to be involved in community policing.

Being more active with communication will help. Hearing nothing from us is harmful.

Things that could have gone better: end of summer last year, Chief McCracken meet with the Black Caucus, those were not the first demonstrations, a difference from previous demonstrations was that the protestors had a dialogue with the Chief of police at the time. The professors would have the conversation on behalf of the student activists. In this iteration of events, there was no such communication.

Also communication needs to include recognizing mis-steps.

Important to find a way to talk about things even when they have gone wrong, admit when errors occur or mistakes happen, don't deny them.

Do you feel unsafe: No. Particularly if you find ways to talk to people.

Our job is to make others feel safe; we feel safe and have the training to be so. Even while being yelled at, I look behind the protestors to look for suspects who may hurt the very people who are protesting against the police.

Our officers have done a good job of maintaining their calm even in the face of disrespect.

We have learned from mistakes and do a better job each time there is a protest and counter-protest situation.

---

**Campus Safety Commission**  
**The University of North Carolina at Chapel Hill**  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

None of our public safety officers (non-sworn) have reported any feelings of insecurity, particularly those with fixed work locations. That's like walking a beat, having community involvement and relations with the community.

I started with some of the protests, but when I have walked around the Pit or campus the feeling is very different and much more trustful and respectful.

Even individual protestors may yell anti police things during the protests but not necessarily the next time they see you.

There are some students who are very anti-police, though a very small portion of the community.

There are a number of people who will show support when others do things that are disrespectful, or leave a protest when things turn anti-police.

They [even the most anti-police protesters] should know that they can still come to us if something happens to them, even if it is someone who does not like us... We will help them.

Community policing is a challenge in the university setting compared to a city because of the coming and going of the students. We do well with that, but that means we don't focus as much on the faculty and staff.

Community-oriented policing here is not new; but the new Chief is restructuring to re-emphasize this more strongly.

For example we will change the way we do searches for new hires so that it includes people from the student body, housing, the CSC if available, so that it's not just the police department that says this person is a good fit, but broader input.

The training is not a problem; the issue is just about whether the leadership embraces those concepts completely and fully.

If we spend a dime on training it's going to be on implicit bias, not community policing; we already do enough of that. The new Chief is going to send people to the HQ of Chik-Fil-A and Disney, organizations with very strong customer service orientations.

We do have a lot of change going on and a shift in the culture of the department. This will change

We are trying to improve the alert systems with more clarity about crime alerts, weather alerts, etc.

---

## **Campus Safety Commission**

**The University of North Carolina at Chapel Hill**

<http://campussafetycommission.web.unc.edu/>

***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Is it possible to expand the alert system to focus more on white supremacist groups? We have to recognize free speech but also safety. We are definitely in support of using whatever means possible to expand those alerts.

We have serious issues of how to handle confederate flags, valid concerns from students, we can do better with communication and also about the boundaries of our jurisdiction...

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**GENERAL BODY LISTENING SESSION**  
**Tuesday October 1, 2019**  
**Pleasants Family Room, Wilson Library, 6p-8p**

Facilitators: Manny Hernandez & Robert Campbell  
Session began: 6p  
Ended: 7:07p  
Recorder: DeVetta Holman  
Present: 13

Opened with an overview of what this evening's session is all about: Transparency, Communication, Candidness, Trust, Safety. Tonight's session is YOUR time to share your perspectives, thoughts, feelings, emotions around campus safety. You will be the change to move things forward.

Delegate on PanHellenic council very concerned about physical and personal safety. Girls on campus are really frightened and concerned about walking on campus, particularly, at night. Female students feel like they have to arm themselves with knives and pepper spray. Students feel let down by the University as a whole; University is trying to cover up.

Formal University email goes into junk mail.

Students are quite bothered by why is the University did not share info about the Shortbread incident? Students had to read in social media, newspapers, etc. about the deadly weapons used, as well as, kidnapping charges by the assailant. Student felt an email should have been sent out from the University making them aware of such an incident. The university picks and chooses to keep to keep matters of great concern to the well-being of students covert. They choose keeping the clean image of the university over the welfare and well-being of the student. What is the Chancellor's plan of action to stop this chaos?

Martin Administration student said that there was no trigger warnings for the Shortbread assault. The ALERT CAROLINA signal should not make it dangerous for students...but it has because it fails to alert.

As a gay man, it is appalling that I have to be afraid to walk on campus at night.

Student Safety & Wellness Committee:

There was a gas leak and no one was made aware of this.

Davis library incident a man came up to women and girls; they had to pull out pepper spray. There was no ALERT CAROLINA. Student govt took action and tried to find out why an alert was not sent. They were told that since it was not a serious enough incident, it did not warrant an ALERT CAROLINA.

**ALERT CAROLINA is not reflecting the needs of the student.**

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

Question: WHO MANAGES ALERT CAROLINA? What are the protocols and procedural mechanisms to send out ALERTS? When a student's safety is at issue, ALERT CAROLINA should be the primary tool of communication. Also, text messages should be used more effectively.

NO ALERT CAROLINA for the following:

- Short Bread Incident
- Tree Limb fell
- Gas Leak
- Man trying to break into sorority house last week

Carolina should take these things seriously where students are concerned.

How do incidents get REPORTED to ALERT CAROLINA??

How will the University create an environment where students feel comfortable airing their concerns? There needs to be a greater social media strategy? Students live and breathe via social media.

Experiencing great fear when:

- Walking from library
- Walking from party
- Walking from gym
- Walking from Franklin Street
- Walking from mid campus
- When dark
- Unlit areas

Some people cannot afford an Uber

Advertise the Free app to call for a ride that works like Uber.

DeVetta: What do you need from the University to enhance your sense of safety?

Answer: See more officers on campus and on foot to create a friendly relationship

Officers should wear super reflective gear

- Get more lights...
- More cameras....
- Have conversations with Law Enforcement
- You and 5-O Workshops
- Spend \$ on student mental, emotional and psychological well-being
- Police should Be friendly
- Police should engage on campus during the day

Is there a Crisis of Trust? Is there a trust issue on this campus??

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Trust issues came in with the BOG doing whatever they want to do. BOG does anything it wants to and students' voices are *not* being heard. WE WANT YOU TO LISTEN TO STUDENTS.

Town Hall Meeting is welcomed because it will not conflict with a holiday, exams, traveling back and forth, etc.

**Manny For staff: What does safety mean to YOU?? (No response)**

Male student: WE lost a lot of trust when pepper spray was used on unarmed students. It is beyond unacceptable and atrocious. Students are at a loss for words that this tactic would be used at an institution as prestigious as UNC. A great way to build a feeling of trust is to have officers engage more with the student community. With as much money as there is being put into buildings, just as much money needs to be allocated to the mental and psychological safety of the students. Be just as concerned about the UNC student population as the Chapel Hill community.

Robert Campbell: UNC PD and CH Police should work synergistically to build a more cohesive and trusting relationship both on campus and down on Franklin Street.

Forums are great but not well attended. Instead of sending an email...go to certain orgs and reach out to them. It's important to get feedback From ALL students and not just a few. Need another mode of communication to market the Listening Sessions.

**Smaller affinity groups are better.** It allows people to speak out.

Chancellor needs to SHOW UP HIMSELF to let the students know that you care about them and not just here to "RUN" the University. Be creative and have more casual meetings with the "average" students like he does with "Chipotle with the Chancellor". Have genuine conversations.

TOWN HALL has to be advertised in the proper way with the Chancellor's stamp and seen as an imperative statement. Students need to feel that Administration cares....really cares.

There is a growing population of students with food needs. Widening the variety of foods available to students.

Pan Hellenic community is extremely concerned about Sexual Assault. Sex Trafficking is being seen campus and on cars; cars circling the neighborhoods where there are sorority houses. A Man tried to break into a sorority house last week. Female students are particularly concerned about physical safety and being raped, kidnapped, killed. Why not be proactive?

Rising concern among students about their physical safety. Does security means just living in the dorm? What is the jurisdiction of safety/protection/concern for Carolina Students who happen not to live in dormitories?

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Student upset: WHAT IS THE REPORTING MECHANISM?? HOW ARE INCIDENTS REPORTED??

University still has not given full details of the Shortbread incident and it has been 2 weeks. Why did ALERT CAROLINA not give a warning about the Shortbread incident? ALERT CAROLINA should be about:

- Prioritizing
- Responding
- Executing
- Updating

Crime Alert and Adverse Weather Alert all have the same priority. Students get more detailed and updated information about the weather than they do about their safety.

Last comment: Since the sessions are at mealtimes, there needs to be food☺.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**Campus Safety Commission Listening Session**  
**LGBTQ+ Community**  
**October 2, 2019**

Present: Desirée, Larry, David Perry, 4 LGBTQ community members (3 students, one staff)

1. Question posed by the students: How are we (the Commission) to be held accountable? Overall feeling that they have participated in this type of listening session before and nothing comes from it.
2. Communication

Alert Carolina - too slow, often after students have already communicated through alternative systems (which grad students have paid for)

- no prioritization of information (e.g. Weather versus Patriot Front on campus)
  - No consistency in no notice (if any) of larger issues (e.g. Mosque shooting in NZ, widely known acts of violence)
3. Students perceive more privileged treatment of white supremacists (shaking hands) versus students (example: student arrested in handcuffs for removing sign in the Pit)
  4. Students worry about friends, especially those that are subject to threats (similar safety concerns from those who are actually subjects of the threats)
    - People from off-campus allowed to come to UNC engaging in threatening behavior (e.g. livestreaming on campus propaganda video on-campus)
    - Students feel attacked, harassed and threatened on alt-right via social media platforms. When they try to communicate about safety concerns related to these threats—told to call police when you feel unsafe or to report, police do not do anything – being told to call the police becomes a way for administration to avoid responsibility for the safety of students.
      - Why are these threats not treated as if they were a bomb-threat –seems like the administration is more concerned about law suits
  5. Students do not trust/are afraid of police
    - Fear of false arrest—threatens scholarships, immigration status
    - Feel safer doing online/anonymous communication
  6. Trans and non-binary population afraid for their personal safety

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

- Forced to live in binary-defined dorms (often not corresponding to their gender identity)
  - Trans people often not able to be “out” because of the danger it would pose
    - Transwomen—highest rates of sexual violence
    - Constantly put in highly vulnerable situations (e.g. No gender-neutral housing - Often try to walk out of another dorm to protect their identity)
  - High level of harassment all the time, from multiple sources (often including parents)
  - Need to educate the BOG - Administration needs to prioritize these concerns
  - Integrate gender nonspecific bathrooms in all renovations
    - Many facilities and buildings with no gender non-specific bathrooms pose real threats and therefore be come inaccessible to them (e.g. campus rec—no lockers)
  - Often can’t play on gender-defined intramural sports teams (When you register online, it uses PID and automatically registers gender (contrary to policy))
7. These problems are systemic-
- Chosen name on diploma
  - Using one cards—use legal names and photos that re not who they are—and therefore out them as trans or binary - New voting right law makes one card into legal document—threatens undocumented students
  - Policies re using pronouns
    - Some professors refuse and even intentionally misuse pronouns
  - These are lived as acts of violence—puts students at risk and affects students’ success
  - All of this is just as true for LGBTQ faculty and staff
  - Suggest the Campus Climate Report be more closely examine through gender diversity/variables
8. Sexual assault
- All too often common rhetoric focuses on strangers, while most is done by known people. Recent SA at Shortbread fed into a lesser occurring set of circumstances that delegitimizes other forms of violence. Most instances of SA occur residences, fraternity houses, etc.

---

## **Campus Safety Commission**

**The University of North Carolina at Chapel Hill**

<http://campussafetycommission.web.unc.edu/>

***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

- Some resources, e.g., blue lights on campus—aimed at small number of unique instances and/or have little usage. Let's redirect funds to other tools, technology, resources.
- Why are fraternities allowed to get away with activities that are well known among students (specific fraternities have reputations for sexual assault)
  - hazing often involves forms of sexual violence
- Need more efforts at prevention
- Position of sexual violence coordinator in Student Wellness has not been filled
- Lots of survivors have not gotten justice—why?
- EOC needs to do more to support survivors
- Need to act before new Title 9 directives.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**SALT (Student Affairs)**  
**Thursday October 3, 2019**  
**Pleasants Family Room, 12:30p-2p**

Facilitator: Desiree' Rieckenberg  
Recorder: DeVetta Holman  
Present: 14  
Began: 12:30p      Ended: 1:59p

Desiree explained how important feedback/data is to see where the trends lead us. It will be used to spark additional dialogue and responses; subsequently the Town Hall Meeting will be a "Call to Action". There will be a sense of security around information being shared. These Conversations are not prescriptive to the Questions, alone. If there are other questions, concerns, it is acceptable for the audience to bring up for discussion.

What do you need from the University in order to enhance your personal safety?  
Closely examine support from external people coming to campus who can bring harm to the campus/university. Safety of the students should come first, rather than visitors (referencing the firearms that were on campus) being given *perceived* preferential treatment.

Revisit the "right to carry". Transparency on the process of relaying information, once an incident is known. What is the right balance of communication? Oftentimes, news get out from news sources before the University community knows. This causes distress and distrust among staff and students. Be thoughtful about families getting information in real time.

Some students had concerns about Public Safety carrying firearms. Is it necessary? What is the probability of the firearms being used? POLICE/Public Safety need continuous and on-going training on marginalized communities; language needs to be learned around the binary of gender; how to respond to students navigating gender identity.

As a staff person, concerns are seeing gaps in information which will impact how they might respond to students.....trying to support staff and students. Staff would value more transparency and information on assessment, training, who has participated in the Trainings and when trainings are held. Cultural competency is KEY. There is a feeling of desperation when hiring police officers and the quality of who is being hired is lessened. What is the level of intentionality in hiring, training and the level of expectations in the mental competency/capacity of who is being hired?

Campus Safety audit? When was the last time one was done?  
What is the cultural competency of Police Officers (HAVEN, REI, Green Zone, Safe Zone, Bystander Intervention, etc). Base-line knowledge is critical to the overall ability of navigating tenuous situations. Lack of knowledge,  
Having Campus Police go to trainings. Police officers in plain clothes.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Having visibility of Public Safety Officers is key *outside a crisis moment*. At NC State, there is a certification ceremony that shows commitment of inclusive training among Police Officers.

#3. On an aggregate level, TRUST has been broken. Particularly with the interaction of Police on campus. Regarding timeliness of information, trust has been eroded and sorely compromised. Communication and interactions with police face-to-face has been of critical concern.

There is a schism of trust around law enforcement. Trust Lost = Students  
Blue Lives Matter = Police officers. Inappropriate Actions have influenced the CRISIS OF TRUST.

In general, Police have pre-conceived notions about people of color which are very negative and leave scars on the persons.

#3. Having a disability: Feeling UNSAFE in their building each day because of the lack of accessibility. What happens if there is a fire in Coker Hall? What about hidden disabilities. It would be good to have a more sophisticated and intentional level of engagement around DISABILITY. How are service animals used; elevators, bricks missing on the side walk....

In an effort to support student initiatives, do organizations have funding for students with disabilities to transition around campus? Having the requisite support for students to attend and participate. **ONE ACT** was an awesome program and the institutional resources were not there to support it. But WHY was it so low on the totem pole that it is no longer active? This is not only a resource question, but a PRIORITIZATION question. There are 6 different sexual assault programs. How are they talking to each other? What is the overlap?

When campus safety is low, students do not feel safe and stay in their dorms. Staff feel the same way, especially when they're working during evening hours. ACCESSIBILITY and SAFETY should be a priority during the master planning. Professional staff have to walk a long way from their parking when facilitating evening programs. Students have the same dilemma. 10,000 live on campus and 18,000 live off campus.

**What is the status of Confederate Incidents from 2018? Are students still bearing and grieving and carrying anxiety from last Fall? There has been no updated news and information about the status of Silent Sam, Confederate carrying guns, Anti-racists protests, White Supremacy, etc. NO INFORMATION CAUSED STUDENTS TO FEEL UNSAFE and no one in Administration has explained to students like they really matter and care. Trust was severely eroded.**

**#4. Concerned about relationship between on campus police, Chapel Hill police and other external assistance and they may or may not having been fractured. What is the protocol for working together (Inter-agency communication). Not good for students to see the variation of how they are treated based on where they come from (Law enforcement).**

---

## **Campus Safety Commission**

**The University of North Carolina at Chapel Hill**

<http://campussafetycommission.web.unc.edu/>

***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Some tactics are very antiquated. With urban environments, tactics may be suitable, but for UNC, it was a centralized disturbance and was the force, reaction relative to UNC? The tactical presence of the police appeared to try to squash the activism of the students. They became the enemy and feelings of fear and distrust became apparent. Police have garnered a reputation, presence of being invisible and uncaring. Police also have a very image of the student and have a negative impression of what students feel about them. Police wear/have a sense of authority and convey “air of superiority”.

Suggestion: Coffee with a Cup (Conversation with the Police). There is a difference between dialogue and distrust. UNC Public Safety is separate and not a cohesive unit with students, staff, etc. There should be an expectation of the entire force to be engaged with the campus community? Representation matters and having a uniformed officer talk to intended audiences (Men of Color, BSM, Athletics,) etc.

If students could see and engage with the police, the road to recovery might begin: REPAIR AND REBUILD. STUDENTS MUST FEEL SUPPORTED AND AFFIRMED. The University, as well as, POLICE/ have to own and acknowledge the mis-steps. This goes a long way in working toward RECONILIATION and de-escalating this Crisis of Trust.

Can anyone at UNC be made NOT to feel like an OUTCAST?

Will senior administrators be at the TOWN HALL to address the concerns and answer questions of the audience.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**Graduate and Professional Students**  
**October 3, 2019, 6pm - 8pm**

Facilitators: Quinton Smith and Maya Weinstein

- Would feel safer if the officer who lied under oath was no longer on campus. Several campus offices are on record harassing students. Officers have made false charges. Have had friends beaten, arrested, harassed, and stalked by UNC police. Do not feel protected by the police.
- Adversarial relationship between students and police. Police are more protective of neo-confederates. Administration sides with neo-confederates.
  - Connection between white supremacists and mass shootings-these people are bringing guns to campus
  - Police have added to the terror
  - The university has had years to take a stand against white supremacy
    - Keeping monument and names on buildings
    - It's always been like this
    - Roots of this is founding of UNC built by slaves
    - Deans' and Chancellors' rhetoric-invested in keeping white supremacists safe and defending police
  - Have not listening to students
    - Black student activists said Silent Sam is a symbol of terror directed at them and the admin has been indifferent
    - Admin collaborates with the police
  - "Standard police procedures" shouldn't be used against student activists by throwing them on the floor and beating them
  - Culture of police seeing student activists as whiny snowflakes
  - Execution of policing needs to be anti-fascist; no members affiliated with such groups
    - Hard to tell which department police are from (especially in riot gear) so don't know if UNC
  - Don't trust police; want to abolish
  - Maybe community oversight and internal investigation of officers would help
  - The foundations of and role of policing in society are bad
- Concept of policy is unsafe→it is a right-wing institution used for surveillance and governing of groups, informed by historical racism
  - Characterizing activists as "unruly" or "mob"—disciplining students and mischaracterizing what activists want
  - Police should use different tactics
  - White supremacists have doxed students and the police keep files on students; feels the same
  - Officers going undercover to get information—it's up to police to act different from neo-confederates

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

- Tarps around frats make me feel unsafe
  - Hiding assaults
  - Rate of campus sexual assault
- Atmosphere of degradation for ethnicity-not sure if could be seen as a threat at some point for ethnicity
- When in meetings with administrators seems like admin may target students with opposing views
- People are tired and feel unsafe and don't come out to these sessions for these reasons, and with the police
  - Students see the police in riot gear and hurting people, not doing helpful things
  - Students not defended with importance of free speech, hateful people are
- Crime report-no hate crimes reported but Unsung Founders Memorial
- Need to educate police on context and history of events at protests
- Disconnect between law enforcement and students' views of each other
  - Treatment-brutal violence-not little mistakes, indicative of larger problem
  - Reality of police interlogics, what they stand for, happens repeatedly
  - This is the whole picture
- Police have made this campus unsafe
  - Should untrespass student activists from McCorkle (already done)
  - Institutional memory only stays with admin and police, not students—school graduates them out
  - Students have evidence of abuses of power and have done enough to point out what is wrong
  - Police force has to make radical change

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**Women of Color**  
**Friday October 4, 2019**  
**Frank Porter Graham Union, Rm 3209, 12:30p-3p**

Facilitators: DeVetta Holman, De'Ivyion Drew

Present: 47

- What is creating a crisis of trust? White Supremacy + Silent Sam, Sexual Assault, Gun Violence
- UNC disregards the safety of black students, indigenous students and transgender students. UNC's behavior is abnormal compared to other campuses - no students should be dealing with armed white supremacists on campus or places where students frequent and not be notified by it then have their safety concerns as Black students and students of color disregarded. Students had to find ways to disseminate information themselves concerning white supremacists and campus safety because UNC Police and Alert Carolina fail at their jobs. UNC should be focusing on the efficacy, consistency, and application of safety and inclusion measures instead of a bunch of offices, organizations or committees (like EOC, this safety commission) just to make it seem like UNC cares and is doing something.
- UNC not communicating about armed white supremacists shouldn't be allowed no matter "technicalities" of policy, students frequent around "public" areas of campus where the confederates are. It makes students feel unsafe when we are not informed.
- UNC is reactive instead of proactive. UNC's open campus poses a safety risk for gun violence and people who want to harm students of color. The shooting of the Muslim students in 2014 is proof there are people around here that want to harm students of color and recent mass shootings targeting minority groups supports that even more on a bigger scale. Students fear for their safety in public spaces in and around campus because of the possibility of violence
- UNC wants the viewpoints and opinions of students of color to appease their white guilt but they don't do anything. Police policy is subpar and not effective in keeping students safe. Incompetent officers on campus threaten students of color - physically, verbally, and simply by their presence. These officers don't have proper implicit bias trainings and also hold explicit racial and political biases that directly corrupts their ability to have sound and fair judgement and intentions when dealing with students. This is directly related to safety and trust between students and the entities that are supposed to be protecting them. This commission is cute and all but if there is no real structural and policy change then there is no point in this safety commission. Stop using things like this

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

to make it look like you're doing the work if you aren't actually going to do anything about it.

- White UNC police officer told Black student he doesn't "understand why people can't get over racism". This concerns students because of the position of power he has and how vulnerable students of color are towards the police officers that share this same view and there is more than enough evidence plenty of officers share these same feelings.
- Student remembers 3 police officers that were holding cocked guns in their holsters/posted up towards students that were peacefully protesting Silent Sam, attempting to intimidate students as if it was a riot. Students feel like a threat to police, not the people the police are supposed to be protecting. Black students don't feel safe on North campus near Silent Sam. Police were a lot more hospitable and peaceful towards the confederate protesters that have appeared on campus than peaceful anti-racist protesters and students of color.
- There was a white supremacist of the Three Percenters in the Chapel Hill Police force with tattoos to symbolize it and everything - these are the people that are serving on the police force and even if they aren't as explicit about their feelings they are still present. This is a problem. How are we going to be sure these aren't the hands UNC and Chapel Hill are putting the safety of students in?
- UNC Athletics is profiting off of black bodies but doesn't consider the safety and well-being of those students.
- There needs to be a way to keep the higher ups (police and administration) accountable for alerting students about campus safety concerns. They have a responsibility to keep students informed due to the fact that this is an open campus and students of color and women are most vulnerable to safety concerns and sexual assault.
- There is over-policing of Black spaces on campus but not enough of the white spaces (south vs. north campus). There is obvious drug, alcohol use, and sexual assault on Frat court and other white parties, but police heckle people of color on Franklin street when Frat court is right nown the street reeking of alcohol and obvious underage drinking happening. During black events around campus (homecoming/LDOC cookouts, parties/events on south campus) police observe and intimidate people of color in ways they don't do to white students.
- Police presence is threatening and not comforting.
- Students are worried about active shooters especially after UNCC's shooting. There are no changes in public safety on campus to accommodate for these concerns. The training student employees get about school shootings is outdated and disseminates info that would put students in danger if it were to actually happen. Students are traumatized and have anxiety about shootings happening on campus. UNC is a place that it could likely happen given the recent campus events and political climate and attention it's received.

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

- We need people in the BOT/BOG that actually knows what's going on and how it affects students. No one in higher administration actually knows what's going on and if they do they don't care.
- Black women don't feel reassured that they are safe and protected by police and feel the responsibility is on them to protect themselves.
- BOT/BOG are concerned about optics and not student safety.
- UNC does NOT care about black students and their safety. They care about optics and tokenism to look like there is diversity and inclusion, but don't care to actually listen to the students and cater to them.
- UNC gaslights students about diversity and inclusion efforts.
- Sexual assault in frat court is a problem and it's ignored (DKE is infamous for sexual assault, still allowed to have a house because of donors). Shows UNC prioritizes money over safety. Same thing with Silent Sam + racist building names.
- Police chief we just hired is suspect although he's black. He says problematic things that are not in favor of the safety of students of color but people will take his word because he is Black. They want the face of minorities to make it look inclusive or make people think things are getting done. He has also said problematic things in line with other problematic police officers. It's a policing policy and structure issue that's deeper than the race of police officer.
- A black student recalls her first day of school as a freshman seeing white supremacists on campus. It impacted her mental health immediately.
- Black students have to depend on community for mental health and safety in order to survive here. They create their own bubbles of safety with organizations, programming, and community care.
- Confederates on campus harass students and faculty, students have witnessed it.
- There is a psychological, mental, spiritual toll all of these things have on black students and affects their health, wellness, and academics because the responsibility of activism, mobilizing and action falls on black students. Experiencing different forms of racism everyday all day also affects their health and wellness too - it's exhausting to exist in white space and see all these things all the time in every part of your life.
- It's disheartening that students of color have an entirely different experience - they have to think about safety and survival and dealing with psychological damage on top of being a student, unlike white students who don't have to think of those racial factors.
- The plan to move Silent Sam to South Campus to be displayed was irresponsible and a gross display of UNC's incompetence when it comes to student safety. They know the types of people that monument attracts and thought it made sense to put it in a space where historically black and brown athletes and students live, not realizing how messed

---

## **Campus Safety Commission**

**The University of North Carolina at Chapel Hill**

<http://campussafetycommission.web.unc.edu/>

***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

up that is and how that disregards student safety. They just don't think about our safety at all.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**Carolina Black Caucus and Black Student Movement**  
**October 7, 2019 6-8pm**

DeVetta introduces

BSM secretary

Lack of action.

Delayed alerts. Shouldn't have to rely on others.

Friendly manner to white supremacy disguises messages that they are not there to  
Staff and professors allow people to make racist remarks.

Are alerts triggering? What's the right timing? Could context warnings be used?

Acknowledge voices are heard.

Chris – BSM President. Rough encounters between police and students... acknowledgement.

Have students been given a voice? Have they been consulted or informed enough?

Escalation by police... more military garb = increase in safety over insecurity.

Never had conversation with police officer. Perry said talked with him.

Need more community policing approach.

Powers that we don't care what people have to say (Chancellor search).

Cops are our colleagues, too, even if presence is unnerving.

Chapel Hill

Why don't people know external review has been underway?

Swicker report reveal in November. Town Hall listening session, presentation of data.

Announce investigation, timeline.

Talking point so people can advise.

Marek incident

Order was the main concern rather than safety.

What actions are taken?

Number of persons trespassed.

Chief replaced.

Training.

Changing date for

Chancellor needs to be there.

When would we be told? Like Silent Sam... kicking it down the road. Delay is seen as subterfuge.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Size of campus police force. Rules on carrying firearms on campus.

What triggers calling in CH police?

What leads to alerts? Should be revised with safety concern?

Undercover officer? Will this continue?

Who would respond to crisis/event at CVS plaza offices?

What are juris decisions of campus police?

Prevention – invest more in prevention.

Capacity needs to be increased.

Implicit bias trainings... more than module.

Commitment to unlearning.

- ➔ Understaffing is fundamentally dishonest because it gives impression we have things to offer that we are?

Needs central leadership to champion prevention and show we are actively working on these things.

Student government multicultural affairs trying to get folks to embrace bias training.

Bench-marks

Are there places that do things the way we want to do?

Has there been any follow up on number of faculty and students we have lost/have left since last year?

Two step process to enroll.

Exit process. Portal... Amy informed Dawna that it's now available but

Regular meetings

UNC has so many resources that it does not aggregate.

Jordan -> find non-administrative ways of dealing with things. Go where people are and claim it.

Data:

Climate study reveal re:

10/15 AAU campus climate.

Clary report.

Desiree R's Silent Same data.

Chancellor's student advisory committee.

#11/18 6-8 Union Auditorium Student Town Hall

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**Carolina Black Caucus and Black Student Movement**  
**October 7, 2019 6-8pm**

**Facilitators:**

- **DeVetta Holman, Recorder**
- **DeIvyion Drew**
- **Kim Strom-Gottfried, Recorder**
- **Joseph Jordan**
- **Dawna Jones**

**Present: 14**

More students need to be consulted and engaged about Date, Time, Meaning, of the Listening Sessions. This would help the turn out and attendance.

Students perceive a “Lack of trust” because they do not see Action.

What more can be done? ACKNOWLEDGE THAT VOICES ARE BEING HEARD. Students have not been acknowledged and the real issue (White supremacy, racism) has not been acknowledged. Things happen on twitter and then things go back as usual. Acknowledgement of rough encounters between police and students. There is just guess work among students.....students are guessing and wondering what the decisions, outcomes, punitive measures were taken to address what happened last fall and beyond.

**Alert Carolina** happens *after* the event. System is ill-used because there is not communication. Student cannot and should not do the University’s job. Students find out from other students and that is not their job.

Strom-Gottfried: If you Alert too early, the counter terrorist may work adversely. Information is useful and needs to be made aware instantaneously. The internet could put content WARNING before the ALERT is sent.

White supremacy groups are on campus and the police are friendly to them. Surveys are sent out but what has happened to the *survey results*. In May, there were nationalists with guns and students of color felt threatened. Racist signs and derogatory marks were seen and heard. In the beginning it was Campus Police, with military type attitudes. Seeing police in gear is never comforting. Most Black men never feel comfortable around Police.

Chapel Hill and Carrboro has a Citizen’s Review Board. Does UNC have such a system? This would manage the behavior of Police. What is the commitment of the University to get to the bottom of an egregious event? How do you turn an investigation into action?

Timeliness of the INCIDENT: Listening Session should be in congruence with the Swecker Report to show some type of relationship. There needs to be interim steps about the Study and

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

the investigation. People were still posing threats while the events were occurring. How do you make a place safe when it seems a secondary concern to University Administrators. ORDER, not safety, was the primary concern.

Another point of communication should be clear and apparent. State WHAT is actually being done. It give the students faith. The same thing happens when COMPLAINTS are being made.

**Student:** The Chancellor represents UNC. The Chancellor needs to be here. How does it look to students to push the TOWN HALL meeting back now? This is a poor decision not to Have it. Multi-Cultural affairs and NPHC, are planning a town Hall Meeting. Thursday November 14<sup>th</sup> @ 6p-8p in the Union Auditorium. Chancellor will be invited to attend.

**Long periods without addressing matters that are important to students can be seen as subterfuge.**

**Student: MAKE A STATEMENT as to WHY THERE WILL NOT BE A TOWN HALL MEETING. Be transparent about the WHY'S??**

**Student:**

- **What is the size of the CH Police Force?**
- **What are the rules regarding the “right to carry” law.**
- **What triggers calling in CH police?**

**BSM:** Never had a conversation with a single police officer. Chief Perry is now having a conversation with the students. Community style policing is what is needed to build relationships and trust. There is a lack of trust.

Professors also influence the climate. Racist remarks happen and students are TIRED. There should be no reasons that you feel like you are going to be shot. No trust on campus.

**Resources** need to be in place to help do **PREVENTION WORK. Oppression, Race, Gender–Based violence are real. Implicit bias training for all staff, faculty and students to unlearn the harmful stereotypes that exist on this campus. That is part of the dishonesty and distrust that students feel. An** On-line training module is not the bar to meet to help build an environment of inclusiveness. Messages have to be heard over and over to be internalized. The education needs to be led by higher administration on this campus to show the importance, care, shifting the paradigm to create a mind shift. **PREVENTION IS THE KEY=RESOURCES.** Tone at the top matters.

There is not a PUSH to see the need for Racial Equity Training. The CHANCELLOR has to show a sincere commitment to advancing the hard courageous work of equity and race.

**Look at other Model programs**

- Georgetown
- University of Virginia

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

For other institutions, that have stood by and waited, they have suffered because of the reputation that the school's environment and climate has gained.

Student labor exploitation.

**Where are the numbers and follow-up interviews for:**

**#of students who do not come back to school**

**# of staff who leave due to stress**

**# of Faculty who have left and are still leaving in large numbers**

**Detailed update needed for:**

- Swecker Report
- Silent Sam data
- AAU Sexual Assault
- Student Affairs Climate Study
- Diversity Report
- EOC Report

**Faculty: UNC has so many resources that it doesn't acknowledge. Resources need to be aggregated. There should be ways that the community structures ways to make themselves safe. The commission may not be able to get to the very specific things embedded in the community.**

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**Faculty and Staff**  
**October 7, 2019 6-8pm**

Facilitators: Frank Baumgartner and Brandon Washington  
Present: 3 people plus two facilitators

People have definitely felt fearful in the realm of protests, how to get home, how to keep themselves safe around the time of protests.

Visitor in town, right after the monument came down, visitor wanted to see the area, she said no absolutely not, don't go near there, we don't know what could happen. Lots of faculty and staff concerned about how to keep people safe, and also how to support our students and how can we keep them safe.

Based on race, gender identity, on-line harassment; black, Jewish, inter-racial couples particularly, a Nazi stalker was recently arrested by the FBI after a year of investigation. UNC declined to comment. They would not even say that they disagreed with his Nazi inspired statements. The judge held him without bail saying he was a mass shooting waiting to happen, so that was what the judge thought. But UNC had no response.

Among activist students, it's not just that there is no support, it's the opposite. The graduate students went on strike and the university mobilized immediately. But when we have Nazi sympathizers threatening to kill students, there is no response.

They are very willing to use resources to prevent organizing protests, but little when the counter-protesters come to protest.

Confederate sympathizers with guns, no arrest. UNC students with a food drive, Taser to the head, thrown to the ground...

Activists don't participate with the police because they infiltrated us; a particular officer participated as a protester for 10 days but then he was infiltrating. So this destroyed any trust.

Court charges have not stood up; charges were dropped; police members testified falsely in court; body cam evidence was not available when it should have been.

I only see the police as a destructive force, beating students, disrupting protests; there is no trust.

The police view students as their enemy, they protect the racist activists. The police interpret speech as violence when it comes from students.

---

**Campus Safety Commission**  
**The University of North Carolina at Chapel Hill**  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Faculty Executive Council also has not merited trust; they refused to sign to a statement that we should investigate ties to white supremacist groups, especially since in 2018 a CHPD officer was revealed to be a member of the 3 percenters.

Possible solutions: Students have a list of demands on-line and have tried to deliver it to administrators but they locked South Building. Examples: UNC PD will promise never to use undercover agents to infiltrate students; they should fire Svetlana Bosselman (sp?) because she lied on the stand; cease use of chemical weapons (pepper spray); reduce use of guns by officers; list of demands is on SilenceSam.com

We should have an independent prosecutor to investigate police ties to white supremacist groups.

The campus is not safe with regards to sexual assault.

The police did not keep people safe when Silent Sam came down; it could have fallen on someone and hurt them.

We need a better, more visible presence, walking the beat, we never see the police.

People with minority viewpoints may not feel safe. On the other hand, professors are most likely to be fired for supporting Palestine. Very few from the right have actually been sanctioned.

Anti-racist speech, or anti-police speech, or profanity against the police, seems to be equated with violence, and police respond as if it was violence.

Anti-racist activists are equated with antifa, and that is associated by some with terrorism, and with that association comes a justification for killing or arresting us.

Solutions: We never see the police except in the moments of crisis / protest, when their behavior is aggressive, "taking somebody down." No middle ground, or the police just being normal people. Therefore there are very few positive experiences with officers; only negative encounters.

Sometimes we are required to rely on the police, and if we have no trust, we still can't stop calling them, as there is no alternative. A lack of positive patrol, positive stuff without a surveillance thing going on.

There is little comfort with the police; few positive interactions; changing this would be a big improvement.

Regarding FERPA and ICE raids, a student in Physics, UNCPD got their personal information from staff; people need to be better informed about FERPA and also we should not have confidence that UNC would not provide FERPA-protected information to outside actors or those who are not allowed to have it under FERPA.

---

**Campus Safety Commission**  
**The University of North Carolina at Chapel Hill**  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

There should be an academic component to the police; they need to maintain the ideals of an academic environment; this relates to free speech and free exchange of ideas. Safety in an academic community has to have different priorities, as the university has a different mission, a different set of ideals above only safety.

The majority of mass shootings have been done by individuals associated with white nationalism; police need to focus on this. But they continue to focus on the anti-racist activists. Example: first day of class detention of the student when there were neo-confederates on Franklin St. The neo-confederates post things on-line about snipers wanted at UNC on such and such a date. But the police don't focus on them. If they ever shoot anyone, people will wonder why the police did not act on all of these signals.

The CSC should read and respond to the list of demands of the student protesters.

The CSC should send more mass emails; people are not aware of the meetings and listening sessions.

UNC could have non-sworn patrol officers or students or community groups for non-police safety issues such as safe-walk-home; this would make people feel safer.

Students may need to organize to support themselves, and not rely on the police; example: the social media group to warn students about the presence of neo-Nazis on or near campus. This actually seems to have had a deterrent effect, as the Confederate flag wavers have stayed away lately.

Based on social media posts, Neo-Nazis feel emboldened when the police arrest anti-racist students; and they appear to manipulate the situation so that the "police do the heavy lifting." Fascists are trying to use police violence against the left, to manipulate or use the police to achieve their own ends.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

**Campus Safety Commission Listening Session**  
**P.E.A.C.E. (Processing Emotions and Communicating Effectively)**  
**R.E.A.L = Resiliency, Education And Leadership**  
**Omega Psi Phi Fraternity, Inc.**  
**Thursday October 10, 2019**  
**SASB South #1310, 5:30p-7:30p**

Facilitator: DeVetta Holman

Recorder: Kennedy Parkins

Present: 41

- The experience of being challenged about your blackness can be damaging to one's mental health. Being told that you speak "white" or that you "are not black enough" or that how you have to speak for the masses in the classroom create a constant pressure/stressor of having to act/portray yourself in different settings. It's weighty.
- There are not many Black Muslim women UNC's campus. When you are not surrounded by people that share an identity, it can be difficult to feel comfortable, to seek help and to open up to individuals.
- From a black male's perspective, this campus is "not okay".
- How can trust and safety be factors that affect our mental health?
- "I felt I was a foreigner from a different country, and didn't know the language"- This comment was made in regards to how a student felt after UNC's lack of response to the confederates being on UNC's campus last year.
- I am from Newton, NC. I couldn't walk across the quad because my grandparents would call me constantly....worried....scared for me at UNC Chapel Hill. There is a need to be blatant and candid about the fear that Black students have on this campus. But, you cannot appear to be afraid.
- Many family members would call and constantly check to see if students were okay due to the presence of confederates and white supremacists on campus. The fact that these type of actions had to take place, should not be something to be normalized.
- A student felt that UNC sided with the community that sponsors with UNC rather than the students that were actually affected. "UNC does not care about its minority students"

How much does safety play as a factor to how you feel?

- Many students discussed how they feel uncomfortable walking to and from work early in the morning and late in the evenings.

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

- While one student leaves from work in the evenings, she feels a sense of insecurity, a lack of safety and often talks to her mother on the phone during her walk home.
- Stress is felt on my neck and shoulders all day; it is not fair. Always looking over my shoulder and having to be on watch about my clothes (not looking like a perceived thug wearing a hoodie, speaking properly, not looking angry, having to smile when I do not feel like it and knowing all the while that University Administrators are home safe in their beds, with their families.
- Random men hang out around the library at all hours, as well as, in the Parking decks.
- For many students “calling the police” does not feel like a safe answer to resolve problems. The presence of a policeman does not bring the feeling of safety.
- The identity of being a black Muslim woman, feels like there are “three targets on her chest”
- The fact that there are conversations about bringing the Silent Sam statue back to campus, contributes to the feeling of a lack of safety and a lack of concern for students of color.

### “Crisis of Trust”

- A male student in a graduate program explained how during his time here has been his first time experiencing a micro-aggression in the classroom setting. As a black man, when he speaks and participates in the classroom, others students (particularly, white females) react and respond as though he is “bullying, dominating, threatening the classroom.” The inference is that he is being problematic to the extent that the professor has to intervene. His time at UNC has been the first time where he doesn’t feel as confident contributing to conversation in that space. Feels like his power is gone.
- To Black students, they do not feel like they matter to upper administration.
- A job title doesn’t make you feel safe. Expressing hate to our faces day in and day out makes me feel unsafe and I am 6’3, 257 pounds.
- Police still disrupts my sense of safety and peace. Confederates on campus is a no-no. I is traumatic having the KKK have a true presence on a campus that I pay money to attend school.

### Experience at CAPS

- The only black person that one student mentions seeing at the CAPS facilities are those who work at the front desk.

---

**Campus Safety Commission**  
**The University of North Carolina at Chapel Hill**  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

- There is value in having a doctor that holds similar experiences and shares your identity. Having a doctor that has either experience oppression or is knowledgeable enough to speak to those experiences can be invaluable to a black student's experience there.

UNC Police's Actions during the demonstrations last year

- Their actions have represented and displayed how "minority students do not really matter to them."
- "The responsibility should be to just protect students on campus." From this student's perspective, the administration was not acting on behalf of the public.
  - The authorities cracked down on student protesters, but not on armed confederates?
  - This student mentioned how the from the administration's perspective, it feels like they are saying "You're here because you have to be here, not necessarily because we want you here."
- Police on not ensuring safety
  - A student mentioned how the due to authorities allowing confederates on campus they have had to accommodate people who hate them into their schedule.
  - There is already a natural distrust of the police being a black student from the south.
  - There is a uniqueness of this experience to UNC's campus. It is almost a normalized conversation to discussing having white supremeacists on campus/in the town.
  - During events with black students (i.e. a cookout at Ram's Quad) there will be several police cars present at all times. At fraternity court, where it is known to be drinking and other illegal activities, there are no police officers present.
    - These are not things that our white counterparts constantly have to think about/ experience.

What are some steps moving forward?

- Silent Sam can not be put back up.
  - It feels like a slap in the face, to spend millions of dollars towards putting the statue back up.
  - Last year, it was discussed putting the statue on south campus, at Odum. Odum used to be a majority black populated community on campus. Placing the statue closer to the community that has a problem with the statue is inherently disrespectful and shows a complete disregard for that community.

---

## Campus Safety Commission

The University of North Carolina at Chapel Hill

<http://campussafetycommission.web.unc.edu/>

*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

- Spaces for discussion, with participants who are willing to contribute
  - Although at times there are spaces for this discussion, often our white counterparts are not willing to contribute and do not contribute to these types of conversations.

### Student Athlete's Perspective

- Many student athletes are in a position where they are unable to speak out against what is occurring due to their status as an athlete. They have to adhere to what the coaches say/what the administration wants in order to get playing time, to be on the coach's "good side," and to appease the coaching staff.
- Coaches have said "Don't do anything that would put the team at risk." This implies that students shouldn't protest due to administration's response.

If you were able to talk to a young black student, would you tell them to come to UNC?

- Students who said yes mentioned:
  - The weight that being black and getting an education at UNC holds
  - "Being at Carolina has made me a stronger person... being black here isn't necessarily a bad thing because it gives you a space to grow."
  - Students have demonstrated they are activists and advocates for social change and justice. The open-mindedness of the student body attracted a student here.
- Students who said "no" or "maybe" mentioned:
  - "Weigh your options."
    - Financially
    - Quality of life. Consider aspects like safety, a sense of security, feeling supported by administration. Etc.
    - Ability to get a good education elsewhere (places where students do feel safe and supported)
    - They are not willing to donate money to the university after their experience at UNC.
    - Proud of the Name, but not of the Experience

**Diversity:** You can fill all the spaces on campus you want and fill them with evil people and evil will still exist.

Some Final Thoughts:

1. Remove present BOG members and Bring all new diverse people and perspectives onto the BOG

---

## **Campus Safety Commission**

**The University of North Carolina at Chapel Hill**

<http://campussafetycommission.web.unc.edu/>

***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

2. Tone at the Top matters. The beliefs of Administration (those at the top) funnels down into the campus culture.
3. ACTIONS speak louder than words; DO it and not just SAY it. Stop surveying and take action.
4. Will not give back to a university that has made me feel invalidated, unwanted and unloved at UNC.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

**Campus Safety Commission Listening Session**  
**Jewish Community**  
**October 15, 2019**

Facilitators: Maya Weinstein and Charles Streecher (Frank Baumgartner taking notes)

There are many things that can make me feel unsafe as a Jewish student, not necessarily related to local events, but nationally and it makes me wonder, when is it going to happen here?

Just understanding the scope of anti-Semitism is important, and it has to be more recognized.

As a white straight male, I don't often fear for my safety. But when I go to a Jewish function (including this listening session), I look for the exits and plan my escape routes.

Many of the concerns are not UNC-focused, but related to the broad national and international context, and a fear that anti-Semitism can strike anywhere, and whether the UNC leadership is recognizing it, taking it seriously, and acting on it in any way.

It seems like the police and leaders don't take the threats against the Jewish community seriously. When police are at events where we feel potentially under threat, they do not seem to have the same feeling of threat or vigilance.

It is not only hypothetical and from somewhere else. Last year there were anti-Semitic fliers in the library, and of course there was the Gaza conference.

There are always security guards at Hillel on Yom Kippur and High Holidays generally, which on the one side is great, but at the same time raised a lot of fears. I appreciate the protection of course, but regret that it has to be there. Seeing a security guard out front of High Holiday services stokes a bit of fear...We shouldn't have to want to be protected at houses of worship.

Anti-Semitism is very real; the threats are very real; the university doesn't really seem to treat it as such.

The doors at Hillel are locked now at all times. That's necessary and proper, but at the same time it's a reminder of where we are: under threat.

Crisis of trust: no so much with the police. They have not been particularly improper with the Jewish community (though recognizing the experiences of Jews of color). But I do feel sympathy with those who do make these statements. If there are students who have had those experiences, we need to defer to them.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

When KKK- and Nazi-oriented people come to campus and they are protected, and I see the police protecting the free speech of people who openly say that I deserve to burn in hell because of who I am, it's terrible.

People can be hurt by what may be considered “minor incidents,” but we have to consider the broader context.

The cornerstone of white supremacy is anti-Semitism, and when there are members of the BOG who call for the reinstatement of the statue, that does not make me feel safe! Nor does it make me feel that that the leadership cares about us.

There is a feeling that our safety concerns are not important, not taken seriously. Anti-Semitic fliers, anti-Israel speakers, and making Jewish students feel like they are “white oppressors” because of support for Israel. All this leads to a feeling of hostility for all Jewish students, regardless of actual views. Also a fear of what could happen if there were a protest relating to Israel or other related events.

Students and faculty have told Jewish students that they are not actually targets or at risk of hate or attacks, and have told them it's because they are “privileged white people.”

Concern that the campus climate is feeling more hostile toward Jewish students.

Our Jewish students of color don't necessarily feel safe with the police present. So how do we make everyone feel safe? Police or no police?

Silent Sam: The fact that there is a monument is scary in the first place. But the fact that people came with Confederate flags and neo-Nazi groups to support the monument, that really made me feel unsafe. The monument made me feel uncomfortable, but these neo-Nazis made me feel extremely unsafe.

I disagreed with the proposals to build a building for a monument to white supremacy; that made no sense to me. That ideology should have no place on our campus. There should be no place on campus for ideologies that stoke fear among people based on who they are. My kids go to preschool right across from where that building was proposed. It was terrifying! There should be a historical place where we recognize our history, and maybe it should have a picture of Silent Sam, but not a monument to white supremacy.

All the events last year led to a feeling that every weekend there was going to be “next Charlottesville” and then it was put off to the next weekend. It's hard to know what was the best way to handle it, and maybe they did the best. But it was very scary. A weekly sense of fear for the possibility of a flashpoint like Charlottesville.

They should have just taken it down immediately after Charlottesville, but by dragging it out it has created a permanent shift in the culture, and we can't go back.

---

**Campus Safety Commission**  
The University of North Carolina at Chapel Hill  
<http://campussafetycommission.web.unc.edu/>  
*TRUST: Truth, Respect, Unity, Safety, and Transformation*

---

It was incredibly irresponsible for people to suggest that it was an “irresponsible group of students” who took down the statue. Other states have handled this with much more responsible leadership. But now we have a feeling that the administrators will handle this in the wrong manner, as they have in the past.

Trust really has been broken, but lots of it comes from leaders who did not show leadership on the issue of removing the statue. Others relate to how the police treated activists on the night that Silent Sam came down. But the bigger question was a failure of leadership and led to this.

The university needs to go to the spaces where students are congregating—it is tough to ask students to identify and come out to this building and speak out on a sensitive issue.

Trust was also broken with the decisions about Carolina Hall, then the decision to stifle discussion about any future renamings of buildings. Students feel it is “all about the money” and that there is some monied interest behind the decisions.

Messaging and Alert Carolina: Confederate flag wavers on the first day of class in Fall 2019, but no announcement for 3 days. Students have organized an alert system. This should not be necessary. Why can't the University tell us when there are neo-Nazis on campus?

All of the issues that are percolate for groups across campus are doing so for Jewish students, as well. Any time there is a white supremacist on campus, and we have a huge Jewish star on the front of our building, it's scary. We're a target.

Communication is obviously key to building trust. Trust breaks down when people feel that those in power don't have your best interests in mind, or take your concerns seriously.

The AAU Campus Climate Survey will raise the sexual violence conversation again.

Ironic that the police chief comes from the case so prominently covered in the documentary about sexual assault here at UNC.

Sexual violence needs to be taken seriously, especially in the context of the hiring process of the police chief.

We need spaces for people to come together to talk about sexual assault and sexual violence. The sexual violence and relationship violence task force was disbanded, but we need this opportunity, with students as well.

The Jewish community needs to be better integrated into the diversity programs of the university. We have to teach more about the reality of anti-Semitism, beyond only the Holocaust. We have to teach about white supremacy and the range of targets that they have, including Catholics, Jews, gays, and others systematically persecuted by these groups in addition to African-

---

**Campus Safety Commission**  
**The University of North Carolina at Chapel Hill**  
<http://campussafetycommission.web.unc.edu/>  
***TRUST: Truth, Respect, Unity, Safety, and Transformation***

---

Americans. The Chancellor needs to be proactive in bringing the Jewish community into conversations.

Jews are a community on campus that is unique and has unique concerns.

Islamophobia is well understood on campus, unfortunately as the result of three Muslim students' murders. White supremacy is not understood as one might imagine. Students don't even know what are the potential targets of white supremacists.

Very few non-Jewish community members came to the vigil following the Pittsburg attack. So frustrating about the lack of communication or understanding.

Also little understanding of how triggering it is for Jewish students to see the word "Nazi" when activist groups put out fliers with these words on them.

Anxiety from alerts about groups coming to campus during the week of Silent Sam protests.

There should be a museum telling the history of the university with a picture of Silent Sam—but not the statue itself.

The climate has changed irrevocably after Silent Sam came down. Sam has been a conversation for over 100 years and nothing had been done. Other institutions have made strides in removing statues—why not Carolina?

The University needs to go to the spaces where students congregate and not ask them to come to you.

In light of recent AAU report on sexual assault: "I would like to hear Chief Perry discuss his involvement with big sexual assault case at FSU." Why has the University not made a public announcement in regards to that situation?

It meant a lot that Chancellor Folt came to the post Pittsburgh attack vigil. Very disappointing that the University did not send an email letting others know about the event. Muslim students and community did join with Jewish community.

We need proactive engagement and recognition that the Jewish community is unique and deserves to be included in the conversation about diversity and inclusion. Visibility is key.